

Assessing the Impact on Equality Characteristics, the Welsh language and Socio-economic Disadvantage

Please see the sheet *How to Make an Equality Impact Assessment* for assistance to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

The Council is required (under the Equality Act 2010) to consider the impact that changes to any policy or procedure (or the creation of a new policy or procedure) will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, a timely assessment must be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011), to consider the impact that any change in policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.

From 1 April 2021, the Council has a duty to give due attention to addressing socio-economic disadvantage in strategic decisions.

1) Details

1.1 What is the name of the policy / service in question?

Llechen Lân (A Clean Slate) - Social Services for Older People for the Future Action Plan

1.2 What is the purpose of the policy / service being created or amended? What changes are being considered?

The purpose of the Llechen Lân Action Plan is to set a strategic direction and programme of work to manage demand in the older people's social services field.

This follows in-depth research by an internal Task and Finish Group comprising Officers from the Research Service, Finance Department, Adult, Health and Wellbeing Department and the Commissioning and Business Team. To create a solid evidence base, the group collected and analysed local, county and national data, and read international literature.

Llechen Lân elaborated on the current situation by:

- Predicting how the population will change over the next 20 years.
- Considering how these changes might affect demand for care.
- Looking at our ability to meet the need, comparing to other similar counties.
- Predicting expected financial pressures.

The Final Report was published September 2024: [Llechen Lân](#)

This Equality Impact Assessment looks at the **Llechen Lân Action Plan** as a whole. If an individual project or work stream within the Plan involves a change to a procedure that will have an impact on people with protected equality characteristics then a separate Impact Assessment will be needed.

It is the duty of the person responsible for the individual projects to make this Assessment(s).

1.3 Who is responsible for this assessment?

Aled Davies, Head of Department for Adults, Health and Wellbeing
Dylan Owen, Corporate Director of Social Services

1.4 When did you commence the assessment? Which version is this?

September 2024 – version 1 - assessment of the Llechen Lân Action Plan

2) Action

2.1 Who are the stakeholders or partners whom we will have to work with to carry out this assessment?

Service users, Gwynedd residents, care providers, the Council's workforce and the third sector.

2.2 What steps have you taken to engage with people who have protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?

We have engaged widely with the Council's workforce (across all Departments) to raise awareness of some of the challenges highlighted in the Llechen Lân Report. This was done under the banner "Pan wyf yn hen a pharchus" and the session was taken to the Managers Network, Leadership Team and Management Team.

The intention was to try to find new solutions and ways of working that were not solely dependent on statutory services.

The Director of Social Services and Head of Department for Adults, Health and Wellbeing specifically met with the 5 Community Resource Team (TACs), which are the teams of Social Workers, Occupational Therapists and Social Work Practitioners responsible for older adult cases, over a period of time to discuss the challenge and ensure their expertise in proposing solutions.

Llechen Lân research results were also presented to organisations that are part of the Third Sector Liaison Group. Some of the members work with people and/or children with equality traits, and it was important to have an open discussion about challenges, and future opportunities.

2.3 What was the outcome of the engagement?

The engagement gave the workforce, and third sector organisations, a fair opportunity to brainstorm how we can adapt our way of working into the future.

Overall, there were fruitful conversations, and it was an opportunity to air new ideas about the ways we support older people.

2.4 On the basis of what other evidence are you acting?

The Llechen Lân Report is an in-depth piece of research looking into demographic trends over the next twenty years. It offers a solid evidence base, drawn from local, county and national data sources, and reading international literature.

Broadly, the research shows:

- Between the 2011 and 2021 Censuses the over 65 population in Gwynedd grew from 25,100 to 27,300, an increase of 8%. A population prediction suggests it will continue to increase over the next twenty years, reaching 32,500 by 2043.
- According to the Census the total working age population (aged 16-64) of Gwynedd fell from 75,800 in 2011 to 70,700 in 2021. This equated to an average decrease of 42 working age people in Gwynedd each month over the ten-year period. During the same period there was a 7% decrease in the under-16 population (from 20,900 to 19,400).
- A combination of the changing demographics and a reduction in the workforce is likely to widen the gap in what local authorities can do. For example, we anticipate that there will be an increase in demand for social care of 57% by 2043, while at the same time 1,000 more workers will be needed to meet this need.
- Even if the manpower to provide the services seemed miraculous, the associated financial implications would be significant. The projected additional costs for traditional care services alone are estimated to reach £24.3m annually by 2043 (barring any inflationary increases).
- A second part of the Llechen Lân report models the potential impacts of transforming service delivery in line with the mean across rural counties. This part focuses on methods

that can help us reduce the pressure on traditional social care services, namely: Community Work, Telecare, Technology and Artificial Intelligence (AI), Strength-based work, Extra Care Housing, Direct Payments.

- The social care provision situation for older people in Gwynedd is simply not viable or sustainable and if we do not change the way we operate, it will not be possible to provide social care into the future.

The full research report can be read here: [Llechen Lân](#)

2.5 Are there any gaps in the evidence that needs to be collected?

Overall, it is important to remember that "Llechen Lân" is just a model, which uses the best available information to produce high-level estimates of future demand for older people's care services. The results should be approached as a projection of what might happen rather than a precise calculation; It may be possible that the future outlook will need to be updated in light of experience, or further research conducted to confirm certain aspects.

In modelling the future care needs, it is assumed that the proportion of the population aged 65 and over receiving care will remain constant (so that as Gwynedd's population in a given age group increases into the future, the number of people within that age who will need to receive the different types of care will increase by the same proportion). The model therefore excludes any changes in care needs e.g. if the overall health of the population worsened or improved, or if there is a change in the proportion of the population with a condition or disease.

While there are some things that can't be predicted for, of course, such as disease cures or pandemics, the Bevan Commission advises that "the average age at which major illnesses are predicted to develop is 70 years. With the increase in life expectancy, years spent with illness will also increase."

3) Identifying the Impact

- 3.1 The Council must duly address the impact that any changes will have on people with the following equality characteristics. What effect will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? We must also consider the impact on socio-economic disadvantage and on the Welsh language.**

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	Neutral	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.

Disability	Positive	<p>Bevan Research notes: "Major illnesses are likely to develop at an average age of 70 years. As life expectancy increases, years spent with illness will also increase."</p> <p>Many older people may therefore also be living with a physical disability. It is hoped that the Llechen Lân Action Plan can enable disabled people to live as independently as possible, with the support of communities.</p>
Gender	Neutral	<p>The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.</p>
Age	Positive	<p>The effects of the older population change are being seen in Gwynedd, with demand for aged care services increasing, while the workforce available to meet the need has diminished. Therefore, a significant number of older people in need of Home, Residential and Nursing care must wait for it and the pressure on services grows.</p> <p>Currently Social Services for older people tend to provide traditional methods of care, while some other counties make use of alternative methods to help people live independently.</p> <p>Our intention through the implementation of the Llechen Lân Action Plan is to make greater use of methods such as direct payments, robotics, AI technology, community, and strength-based work to reduce the need for statutory social care services, promote the independence of individuals within their communities, reduce loneliness and isolated feelings, and keep people in their homes longer.</p> <p>There is evidence that these methods improve outcomes for older people, for example:</p> <p>A study conducted in five English local authorities where a strengths-based approach was used, the following was found. Strength-based practice leads to: better attention to human rights; increased focus on individuals' perspective and desires; improved multidisciplinary collaboration; greater empowerment and positive perspectives into the future (Nelson-Becker, et al. 2020).</p> <p>Many experts believe that technology could help solve urgent problems facing the social care sector; enabling individuals to live at home longer, providing remote services and tools for self-care and managing chronic health conditions; reducing the need for home care visits; and providing more personalised and preventive care services</p>

		<p>using data and algorithms to help us live healthier for longer (Wright, 2020).</p> <p>The Welsh Government's Prosperity for All Report (2017) says: " Good housing plays a vital role in healthy and independent ageing. Enabling people to stay in their homes for longer has significant health, social and economic benefits. We need the right kind of housing in the right place that fits people's needs. There will be some cases where houses will be purpose-built, in others, by arranging alterations to the existing home".</p> <p>Social Care Wales (2022) notes that direct payments are to improve individual choice, control and independence. Similarly the Parliamentary Under-Secretary of State for Community Care stated in 2004: "<i>I see direct payments, personal cash budgets, and other ways of extending choice and control as key to developing social care for the twenty-first century</i>" (Fernandez et al)</p> <p>Of course, there is also a reference in the Plan to working age and young people. We intend to work with the Department for Economy to reduce the continued decline in the county's working age population, by promoting Gwynedd as the best place in Wales to live young.</p> <p>The Care Academy Programme also offers job opportunities for young people and promotes careers in the social services to attract a viable workforce.</p>
Sexual orientation	Neutral	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.
Religion or belief (or non-belief)	Neutral	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.
Gender reassignment	Neutral	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.
Pregnancy and maternity	Neutral	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.
Marriage and civil partnership	Neutral	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.

<p>The Welsh language</p>	<p>Positive</p>	<p>In 1971, only 4% of Cardiff's population spoke Welsh. By the 2021 Census, 34.7% of the population in Canton, located in the heart of the capital, were found to speak the language. While it's challenging to provide concrete evidence, it is believed that this increase is not solely due to the development of Welsh language education in the city. The accents of Gwynedd, Ceredigion, and Carmarthenshire can be heard on many speakers, indicating that significant emigration may have reduced the working-age population in rural areas of Wales.</p> <p>We plan to collaborate with the Department for Economy to address the ongoing decline in the working-age population in the county by promoting Gwynedd as the best place in Wales for young people to live.</p> <p>More than Words is a Welsh Government strategy aimed at integrating the Welsh language into health and social care to ensure people receive the care they need and deserve. Through the Care Academy Programme, Welsh young people are offered local job opportunities, helping to build a sustainable workforce.</p>
<p>Socio-economic Disadvantage</p>	<p>Positive</p>	<p>The Council recognises that many residents in Gwynedd experience inequality due to socio-economic disadvantages.</p> <p>The Care Academy Programme provides young people with quality job opportunities, enabling them to earn a good salary and pursue a career in social services.</p> <p>A key aspect of the Llechen Lân Action Plan is strengthening communities. Across Gwynedd, there are various community projects and opportunities available for individuals to engage in their local communities. These range from gardening clubs and Active for Life classes to intergenerational activities and community hubs. Ten community hubs have been established across the County, each tailored to meet the specific needs of the area they serve.</p> <p>In the coming years, there is a strong desire to expand what is available within communities, particularly in disadvantaged areas, based on feedback from the county's older residents. This will be achieved through collaboration with various organisations, community groups, and older people in Gwynedd, focusing on the strengths of individuals and communities to address local needs.</p>

3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must duly address the way any change impacts on these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Eliminate unlawful discrimination, harassment and victimisation	Uncertain at this time due to lack of evidence	The effect seems neutral, but it will be necessary for departments to ensure that they do an impact assessment on the individual issues / Policies.
Promote equal opportunities	Yes	The priority areas and specific plans are expected to have a positive effect on those affected. Equality Impact Assessments for each individual scheme will need to determine if there are any particular issues that require attention.
Foster good relations	Yes	An important part of a Llechen Lân Action Plan is to reconnect people with their communities, ensuring that individuals are aware of the opportunities available within their villages or towns. The vision in Gwynedd is to build resilient communities where age is not a barrier, by working in partnership with third sector organisations to meet community needs. Staying connected and reducing loneliness is essential for individuals in our communities.

3.3 How does your proposal ensure that you work in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than the English language, and that every opportunity is taken to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

More than Words is a Welsh Government Strategy to embed the Welsh language in health and social care so that people get the care they deserve and need. Through the Care Academy Programme Welsh young people are offered job opportunities locally to attract a viable workforce.

We intend to work with the Department for Economy to reduce the continued decline in the county's working age population, by promoting Gwynedd as the best place in Wales to live young.

3.4 What other measures or changes could you include to strengthen or change the policy/practice so as to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any detrimental impacts that the policy/practice could have on the Welsh language?

This Equality Impact Assessment looks at the Plan as a whole. Each individual project is expected to have a separate Assessment on the project as a whole and/or on specific parts of it.

It is the duty of the person responsible for the individual schemes to make the Assessment(s) then. These assessments will need to identify any further opportunities to promote the Welsh language in their fields.

3.5 How does the proposal show that you have given due regard to the need to address inequality due to socio-economic disadvantage? (Please note that this relates to closing the inequality gap, rather than only improving outcomes for everyone).

We must empower the people of Gwynedd to live fulfilling lives within their local communities for as long as possible. To achieve this, they need access to the information necessary to take advantage of community opportunities that enhance their well-being, as well as flexible options for organising the support they require.

In the coming years, the goal is to continue building on the resources available within communities, guided by the feedback and needs of the county's older residents. This is particularly important in disadvantaged areas. This effort will be driven by partnerships with various organisations, community groups, and older people in Gwynedd, focusing on the strengths of both individuals and communities to meet local needs effectively.

3.6 What other measures or changes can you include to strengthen or change the policy / practice to demonstrate that you have given due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

Each individual project is expected to have a separate Assessment on the project as a whole and/or on specific parts of it and this will include assessing the socio-economic disadvantage.

It is the duty of the person responsible for the individual schemes to make the Assessment(s) then. These assessments will need to identify any further opportunities to reduce disparity as a result of socio-economic disadvantage in their fields.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the above? What is the reason for this?

It seems that the priority areas should have a significantly positive impact on equality characteristics – disability, age, socio-economic disadvantage, and the Welsh language.

Each individual equality impact assessment is expected to look at the impact in more detail.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the above? What is the reason for this?

No significant negative impacts have been identified with the Plan as a whole. Each individual impact assessment will look at the impact in more detail.

4.3 What should be done?

Select one of the following:

Continue with the policy/service as it is robust	X
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	
No further steps at present, it is premature to decide, or there is insufficient evidence	

4.4 If you decide to continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

The departments will work to ensure they mitigate any negative impacts.

4.5 If you are not taking any further action to remove or reduce the negative impacts, please explain why here.

Not applicable

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

Council Departments are responsible for implementing the individual plans within the Llechen Lân Action Plan.

Following the adoption of the programme of work it should be ensured that the Council's Cabinet and the Council's Care Scrutiny Committee keep a close eye on these developments over the coming years.

If the content or direction of any individual project needs to be changed it will be necessary to re-visit the Equality Impact Assessment for that project.