

Assessment of the impact on the people of Gwynedd

This document assesses the impact the policy, procedure, plan etc will have on the population of the county and operates on the basis of a number of laws.

- **Equality Act 2010.** It places a duty on public organisations to have due regard to the impact of any new policy, procedure, scheme etc (or in modifying them) on people with protected characteristics. We are required to
 - abolish unlawful discrimination, harassment and persecution and other conduct prohibited by the Act.
 - promote equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - Build good relationships between people who share a protected trait and those who don't.
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In Wales the specific duty states the need to make an impact assessment following specific guidance to consider the impact that a change in any policy or procedure (or the creation of a policy or procedure from scratch), will have on people with protected equality characteristics. A timely assessment must be made before making a decision on any relevant change (i.e. that has an impact on people with a protected characteristic).

- **Socio-Economic Duty.** Wales has implemented this further duty which is part of the Equality Act 2010 giving a duty to address socio-economic disadvantage in strategic decisions.
- **The Welsh Language (Wales) Measure 2011.** The Council is required to consider the impact that a change in any policy or procedure (or the creation of a policy or procedure from scratch), will have on opportunities for people to use Welsh and to ensure

that Welsh is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of Welsh.

- **Well-being and Future Generations Act 2015.** The Council has a duty to implement the five ways of working, and to respond to the 7 national well-being goals.
- **Armed Forces Act 2021.** Councils must have due regard to the impact of this proposal on those who serve or have served in the Armed Forces, along with their families.

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STEP 1 - Main Aims and Objectives of the Policy or Practice

1. What is the objective of what is being assessed?

- New or reviewed policies, practice or procedures (meaning a change in service provision or employment practices)

2. What are the intended aims, objectives and outcomes of the policy or practice?

Promoting well-being and well-being support across the Council's workforce

3. Who are the main advisory groups (stakeholders)?

There has been significant consultation on the scheme, which has included the following:

- Corporate Health and Safety Panel (membership consisting of Elected Members, and Trade Unions)
- Corporate Health and Safety Forum, and Departmental Forums (including staff representatives)
- Corporate Management Team
- Manager Network, and Assistant Head of Department Forum
- Education and Economy Scrutiny Committee

STEP 2 - Engagement Data and Impact Assessment

4. Has an attempt been made to comply with the duty to engage in accordance with what is described above and has sufficient information been gathered to proceed?

Age

Details of engagement. Please note any consultation or engagement you have done or intend to do

Operation	Dates	Knowledge
Llais Staff Survey	September 2023	Quantitative and qualitative data
Corporate sick leave data	2023/24	Quantitative data

National data on well-being issues	2024	Latest best practice plus information on the effectiveness of some interventions
Referral data for Occupational Health and Medra	2024	Information on address rates and any salient messages

5. What information is available about the impact on each of the features and topics below?

Race	No comments	No negative impact predicted or identified in the engagement process
Disability	Improving awareness of neuro-diversity issues within the workforce	Offer better support to diagnosed members.
Sex	No negative impact identified or highlighted in the engagement process	No negative impact - offer equal support
Age	This work weaves into wider social wellbeing work that has identified the differentiated needs of different cohorts of staff	Undeb y dyfodol network set up for young staff to socialise as a result of comments received from young staff in particular
Religion and Belief	No comments	No effect
Sexual Orientation	No comments	No effect
Gender redetermination	No comments	No effect

Marriage and Civil Partnership	No comments	No effect
Pregnancy and Maternity	No comments	We have policies in place to support pregnant workers and maternity, and no negative impact is anticipated by this Plan
Welsh language	No comments made	The well-being support is available bi-lingually with the exception of one element, that being the Occupational Health Physician, but a succession plan is in place to greet this matter in going forward.
Socio-Economic Considerations	Lack of access from frontline staff who don't have digital accounts	Lack of equal information for all of the workforce
Those who serve or have served in the armed forces, and their families	No comments	No effect
Human Rights Watch	No comments	No effect
Other	No comments	No effect

6. Are there any data or information gaps and if so what are these and how are they intended to be dealt with?

As part of the consultative process, the Education and Economy Scrutiny Committee has asked for data on the impact that working hybrid has had on wellbeing nationally, and work is ongoing to provide this data.

7. When considering other key decisions affecting these groups, is there an incremental effect (cumulative effect)?

None identified

8. What does the motion include to show that you have due regard to the Public Sector Equality Duty (to promote equality of opportunity; to help eradicate discrimination, harassment or unlawful victimisation and foster good relationships and wider community cohesion) as covered by the 3 aims of the General Duty in the Equality Act 2010?

The proposal looks to reduce the gap between the workforce who have access to digital accounts and those staff who don't have.

9. How does the proposal demonstrate that due attention has been paid to the need to address disparity from the cause of socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for everyone)

The proposal looks to reduce the gap between the workforce who have access to digital accounts and those staff who don't have.

10. How does the proposal demonstrate action in accordance with the requirements of the Welsh Language Standards (Mesur y Gymraeg (Wales) 2011), not to treat Welsh less favourably than English, and to ensure opportunities for people to use Welsh? Also how is it acted in accordance with the Council's language policy and strategy to take every opportunity to promote the Welsh language (beyond bilingual service delivery) and increase opportunities to use and learn the language in the community?

The support available to staff is completely bi-lingual apart from the Occupational Health Physician, but a medium-term plan in place for greet this element.

11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and responds to the 7 national wellbeing goals including the creation of a More Equal Wales?

The requirements of the Act are woven into the Plan throughout its contents

STEP 3 - Acquisitions and Partnerships

12. Will this policy or exercise be carried out in whole or in part by contractors or in partnership with other organisation(s)?

No

STEP 4 - Deal with Negative or Unlawful Impact and Strengthen the Policy or Practice

13. When considering proportionality, does the policy or practice cause a significant positive or negative impact or create unequal outcomes? (Summary of impact identified above)

Significant Positive Impact:

No negative impact identified

Significant Negative Impact:

No negative impact identified

14. Any deliberate negative impact should be explained and why it is thought that action in this way is justified (for example, on the basis of improving equality of opportunity or building good relationships between those who share a protected trait and those who do not or because of objective justification or positive action)

Not applicable

15. Will any of the identified negative effects count as unlawful discrimination but are inevitable (e.g. funding reduction)?

No

Note the reason for saying so and the justification for continuing

Not applicable

16. What other measures or changes might be included to strengthen or change the policy / practice to show that due attention has been given to the promotion of equality of opportunity; help eradicate unlawful discrimination, harassment or victimisation and build good relationships and wider community cohesion; as the aim of improvement is dealt with in the General Duty of the Equality Act 2010?

A detailed communication plan to support the Scheme to ensure we reach all cohorts of the workforce

17. What other measures or changes could be included to strengthen or change the policy / practice to show that due attention has been paid to the need to reduce unequal outcomes as a result of socio-economic disadvantage?

No further steps have been identified but there are other projects underway (not related to this Scheme) that will facilitate the work in assessing the digital access need of the whole workforce.

18. What other measures or changes could be included to strengthen or change the policy / practice to show that due attention has been paid to the need to increase opportunities for people to use Welsh and not to treat Welsh less favourably than English in accordance with the Welsh (Wales) Bill 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

We take every opportunity to influence partnership agencies in the use of the Welsh language.

19. Is there enough information to form a balanced view and move forward?

Age

STEP 5 - Decide to Go Ahead

20. Given the information gathered in Steps 1-4, is it possible to move forward with the policy or practice or not, and if so, on what basis? Choice of:

Continuation of the policy or practice in its current form

STEP 6 - Actions and Arrangements to Monitor Results and Review Data

The Impact and Equality Assessment (IEA) process is ongoing and does not end when policy/practice and the IEA have been agreed and implemented. There is a specific legal duty to monitor the impact of the policies/exercises on equality on an ongoing basis to identify whether the results have changed since you introduced or modified this new policy or practice. If you do not have the relevant data, you should be taking action to correct this in your action plan. To view guidance on data collection you can review their [Measurement Framework](#)

21. What actions identified in Phases 1-5 or any additional data collection will help monitor the policy / practice when implemented:

Operation	Dates	Timetable	Narcissistic Responsibility	Add to Service Plan
Communicating wellbeing proposals with frontline staff	2025	Throughout next year and continuously thereafter	Catrin Love	No

22. What arrangements to monitor and review the ongoing impact of this policy or exercise will be implemented, including timescales for when it should be formally reviewed:

Monitoring and Review Arrangements (including where results will be recorded)	Schedule and Frequency	Lead Responsibility	Add to Service plan

Corporate Health and Safety Forum	Quarterly	Catrin Love	No
Gwynedd Road Officers' Group	Monthly	Geraint Owen	No