

Assessing the Impact on the People of Gwynedd

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

- **The Equality Act 2010.** It places a duty on public organisations to pay due attention to the impact of any new policy, procedure, scheme etc (or in adapting them) on people with protected characteristics. We are asked to
 - abolish unlawful discrimination, harassment and persecution and other conduct prohibited by the Act.
 - promote equal opportunities between people who share a relevant protected feature and those who do not.
 - foster good relationships between people who share a protected trait and those who don't.

In Wales the specific duty sets out the need to carry out an impact assessment following specific guidelines to consider the impact that a change in any policy or procedure (or the creation of a new policy or procedure) will have on people with protected equality characteristics. A timely assessment must be made before a decision is made on any material change (i.e. affecting people with a protected feature).

- **Socio-Economic Duty.** Wales has now implemented this duty which is part of the Equality Act 2010 giving a duty to address socio-economic disadvantage in strategic decisions.
- **Welsh Language Standards (Section 44 of 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 new policy or procedure) will have on opportunities for people to use Welsh and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of the Welsh language.
- **Well-being of 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.

- **the Armed Forces Act 2021.** Councils must give due regard to the impact of this proposal on those serving or having served in the Armed Forces, as well as their families.

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STAGE I - Main Aims and Objectives of the Policy or Practice

1. What kind of document or procedure is being assessed?

- Setting objectives (for example, well-being objectives, equality objectives, Welsh Language strategy)

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

The previous Procurement Strategy has come to an end, creating the need for a new Strategy that aligns with legislation and the recent public procurement reform, and combines local priorities and national implications, in order to set a unified strategic direction for all procurement activity across the Council for the period 2026-2031.

The Strategy contains seven priority fields for the Strategy period, with each priority field identified as key areas in the context of procurement in Cyngor Gwynedd:

- Local benefit – supporting local businesses to thrive
- Carbon zero – undertake a key role in the aim of achieving carbon zero
- Value for money – ensuring value for money
- Social value – maximising social value through procurement activity
- Technology – supporting and enabling the Council to make the best use of technology
- Governance arrangements – implementing effective governance arrangements
- The Welsh language – promoting the Welsh language.

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

The main advisory group is the Council's Category Teams (teams and procurement officers that operate for different departments within the Council).

Some of the other stakeholders we have consulted include:

- Economy and Community Department

- Council Cabinet Members
- 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?

Yes

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

Operation	Dates	Information
Feedback from the Category Teams	2024	Feedback was received from the Category Teams' Managers confirming the need for a new Procurement Strategy following the expiry of the previous Strategy.
Discussions with the Category Teams	Spring-Summer 2025	Sessions were held with the Category Teams' Managers to receive comments and discuss the content of a draft Procurement Strategy.
Economy and Community Department	Spring-Summer 2025	Discussion of the vision and content of the Procurement Strategy and Gwynedd's Economy Strategy.
Education and Economy Scrutiny Committee	October 2025	The Strategy was scrutinised by the Council's Education and Economy Scrutiny Committee in October 2025. The decision was to accept the report and note the observations. Link to the agenda item in the Scrutiny Committee

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

	Relevant Evidence, Information and Data	Potential Positive and/or Negative Impact
Race	No comments.	No impact predicted or identified.
Disability	The Strategy emphasises the importance of including social value as part of a tender evaluation criteria where appropriate. Further to this, the National Themes, Measures and Outcomes for Wales include a measure that reflects the value of providing employment for disabled people.	Maximising the importance of including social value in the Strategy and thereby increasing use of the National Themes, Measures and Outcomes for Wales can emphasise the importance of providing jobs for disabled people, and potentially therefore increase the possibility of companies working for the Council providing jobs for disabled people.
Sex	No comments.	No impact predicted or identified.
Age	No comments.	No impact predicted or identified.
Religion and belief	No comments.	No impact predicted or identified.
Sexual Orientation	No comments.	No impact predicted or identified.
Gender reassignment	No comments.	No impact predicted or identified.
Marriage and Civil Partnership	No comments.	No impact predicted or identified.
Pregnancy and Maternity	No comments.	No impact predicted or identified.
Welsh language	According to the 2021 Census data, 64.4% of the population of Gwynedd can speak Welsh. Promoting the prosperity of the Welsh language is a priority area in Cyngor Gwynedd's Plan. Promoting the prosperity of the Welsh language is also one of the priority fields in the Procurement Strategy.	We anticipate that the Procurement Strategy will lead to a positive impact on the Welsh language by promoting the Welsh language in our procurement processes, whether that be with Welsh or non-Welsh speaking companies; we welcome and facilitate the submission of tenders in Welsh; include measures in our social value model that promote the Welsh language; as part of social value, social benefits may include employing local workers who may be Welsh speakers given that the majority of Gwynedd residents are able to speak Welsh; ensure that

		contracts with suppliers comply with the Council's Language Policy.
Socio-Economic Considerations	The Welsh Government has identified that the spending power of public organisations creates opportunities to realise socio-economic and environmental outcomes, with social value being able to contribute significantly to meeting the socio-economic duty. The results that the Council has already achieved by using social value as part of tender evaluation also show that the social value we obtain through Council contracts yields positive socio-economic outcomes.	It is anticipated that the Procurement Strategy, through placing emphasis on including social value in the evaluation of tenders, will create positive socio-economic outcomes.
Those who serve or have served in the armed forces, together with their families	No comments.	No impact predicted or identified.
Human rights	No comments.	The Procurement Strategy itself does not directly discuss elements such as human rights, slavery, ethical employment etc. as these are a more operational part of procurement that we have in our standard terms and conditions (such as the human rights and ethical employment clauses), and the pre-qualification questions that check whether suppliers have been guilty of any related breaches of law. However, the priority field of 'Implementing effective governance arrangements' and the work that will accompany this priority field can ensure that the more operational arrangements of procurement are implemented effectively and therefore have a positive impact in ensuring that we uphold standards our supply chains.
Other	No comments.	No impact predicted or identified.

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

No gaps identified.

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

No incremental effect has been identified.

8. What does the proposal include to show that you have given due regard to the Public Sector Equality Duty (to promote equal opportunities; help to eliminate 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 Procurement Strategy sets strategic, high-level aims and direction for procurement across the Council, and all relevant duties and laws have been considered in its formulation. The equality duty is dealt with at Policy level, to ensure that the relevant equality considerations are taken into account when conducting all procurement exercises. The current Procurement Policy states that equality should be considered at the stage of drawing up procurement documentation, which is the responsibility of whichever service is procuring. The templates for which the Procurement Service is responsible and which the Strategy refers to in the priority field 'Governance arrangements' address the equality duty – such as the standard terms and conditions of the Council which will form the basis of a contract with companies including clauses regarding equality, non-discrimination, equal opportunities.

9. How does the proposal show that due attention has been given to the need to address inequalities in the cause of socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for all)

As noted above, our spending power as a local government creates opportunities to realise positive socio-economic outcomes, and in particular the social value element in our procurement processes can contribute to tackling the inequalities of socio-economic disadvantage. The National Themes, Outcomes and Measures for Wales are specifically designed to measure social value in terms of economic, social and environmental contributions.

10. How does the proposal demonstrate action in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), not to treat the Welsh language less favourably than English, and to ensure opportunities for people to use Welsh? Also how will action be taken in accordance with the Council's language policy and strategy to take advantage of every opportunity to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

The importance of the Welsh Language (Wales) Measure 2011 and the Council's Language Policy are highlighted at the beginning of the Strategy where a summary is given of the regulatory context for the Strategy. Promoting the prosperity of the Welsh language has been identified and included as a priority field in Strategy.

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

The Well-being of Future Generations (Wales) Act 2015 was given full consideration in the drafting of the Strategy, and it is possible to see which of the well-being goals each priority area addresses in the Strategy. We will use the five ways of working to implement the Strategy and procurement across the Council.

PHASE 3 - Procurement and Partnerships

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

No

Further comments

While the Strategy sets direction for procurement activity, the implementation and delivery of the Procurement Strategy is within the Council's internal control.

STEP 4 - Dealing with Negative or Unlawful Impact and Strengthening the Policy or Practice

13. In considering proportionality, does the policy or practice cause a significant positive or negative impact or create unequal outcomes?

Significant Positive Impact:

As noted above, the Procurement Strategy is considered to have a positive impact on a number of features including disability, the Welsh language and socio-economic considerations. By creating the Strategy, we are setting a unified strategic direction for all procurement activity in the Council, maximising the value of the pound and strengthening procurement outcomes, thereby ensuring maximum benefit for Gwynedd residents through our contracts.

Significant Negative Impact:

The Procurement Strategy is not considered to cause a significant negative impact or create unequal outcomes.

14. Any intentional negative impact should be explained, and why it is believed that there is justification for such action (for example, on the basis of improving equal opportunities or fostering good relationships between those who share a protected characteristic and those who do not or because of objective justification or positive action)

Not applicable.

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

No

16. What other measures or changes could be included in order to strengthen or change the policy/practice to demonstrate that due consideration has been given to promote equal opportunities; helping to eradicate unlawful discrimination, harassment or persecution and foster good relationships and wider community cohesion; as addressed in the General Duty of the Equality Act 2010?

It is considered that due regard has been given to these elements, such as that building good relationships with stakeholders to collaborate and share good practice etc. is a key part of achieving a number of priority fields. The elements of equal opportunity and eradication of discrimination are already being implemented in our procurement processes and are addressed by the Procurement Policy.

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

It is considered that due regard has been given to minimising unequal outcomes as a result of socio-economic disadvantage as the Procurement Strategy has been formed. We expect that maximising the importance of incorporating social value.

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

We already take every opportunity, within our means and within the boundaries of public procurement legislation, to promote the Welsh language through our Procurement Strategy and procurement activity in general, and we comply with the Council's Welsh Language Standards and Language Policy. The Strategy does not treat the Welsh language less favourably than English, nor does it have any adverse effect on the Welsh language.

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

Yes

STEP 5 - Decide to Go Ahead

20. Given the information gathered at Steps 1-4, is it possible to proceed with the policy or practice, and if so, on what basis? Choice of:

Continue the policy or practice in its current form.

PHASE 6 - Actions and Arrangements for Monitoring Results and Reviewing Data

The AEC process is an ongoing one and does not end when the policy/practice and the AEC have been agreed and implemented. There is a specific legal duty to monitor the impact of the policies/practices on equality on an ongoing basis to identify whether the outcomes 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 the EHRC's guidance on data collection you can review their [Measurement Framework](#)

21. What actions identified in Steps 1-5, or any additional data collection work will assist in monitoring the policy/practice when implemented:

Operation	Dates	Timetable	Lead Responsibility	Add to Service Plan
Produce a Delivery Plan which will outline the steps to be taken to realise the vision and priorities of the Strategy	2026-2031	Annually	Arwel Evans	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 the results will be recorded)	Timetable and Frequency	Lead Responsibility	Add to Service Plan

Monitor the Delivery Plan	Every 6 months	Arwel Evans	No
Performance Challenge and Support arrangements	Reporting cycle	Arwel Evans	No