

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 support 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 any changes in 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 a 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 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 onwards, 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?

Pride in Place Impact Fund

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

On the 25th of September 2025, the Council received a joint letter from the Secretary of State for Wales and the Secretary of State for Housing, Communities and Local Government confirming the allocation of £1.5m to Cyngor Gwynedd via the Pride in Place Impact Fund (£750k in 2025/6 and £70k in 2025/7).

As a result of scoping, the Economy and Community Department has formulated a package of proposed projects to allocate the available resources. The proposed package includes an

allocation from the Fund for the following activities/projects:

- **City, Town and Community Councils Fund** - that builds upon an experimental scheme this year by establishing a fund for local councils to disseminate the benefit to all areas of Gwynedd, supporting improvements at a very local level that respond to local needs.
- **Infrastructure and urban paths scheme** - to improve the condition of paths and urban links across the County (detailed proposals are currently being prepared).
- **Bangor City Centre Regeneration Programme** - has been identified as a strategic priority as a result of the changes and challenges facing the High Street area. The proposals include a package to improve High Street properties, Ffordd y Coleg street improvements and implement improvements near Deiniol Road to improve the area's appearance and strengthen urban links.
- **Town Centre Improvement Schemes** - including a package to improve premises and a signage and interpretation scheme as part of the Town Centre Improvement Scheme Pwllheli; re-surfacing Eldon Square in Dolgellau; and improvements to public toilets in Barmouth.
- **Improvements to Libraries** - including schemes to transform the Caernarfon library and upgrade the library in Blaenau Ffestiniog enhancing facilities offered in these important community resources.
- **Contingency Schemes** - the proposals also include contingency schemes, should there be underspend or if another opportunity arises.

1.3 Who is responsible for this assessment?

Llyr B. Jones, Assistant Head Economy and Community

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

January 2026 – Version 0.1

2) Implementation

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

Cyngor Gwynedd Officers
Elected Members
Town and Community Councils

2.2 What steps have you taken to engage with people with 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?

No engagement work has been undertaken thus far with the Pride in Place Impact Fund.

The Economy Department has considered opportunities to support capital projects by allocating monies from the Pride in Place Impact Fund.

Individual Equality Assessment will be prepared for each scheme, including appropriate engagement arrangements.

2.3 What was the outcome of the engagement?

It is anticipated that specific engagement work will be undertaken for each scheme.

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

Cyngor Gwynedd has received an allocation of £1.5m from the Pride in Place Impact Fund (£750k in 2025/6 and £750k in 2025/7). There are 3 main objectives for the Pride in Place Impact Fund, namely:

- i. Community spaces: create, extend, improve or refurbish existing community resources and enable community establishments to take control or ownership of under used local assets but are appreciated.
- ii. Public spaces: improve the physical environment in public spaces - examples of enterprises include green spaces or new or better public squares, better outdoor play, sports and recreation places, installation of street furniture, public art or finding ways.
- iii. Regeneration of the high street and town centre: make these areas where people congregate more attractive and welcoming and encourages economic activity. Examples of enterprises that can be funded are improvements to shop fronts, adaptations that bring sites back into use, streetscape enhancements, public art, paths and finding ways and create or improving infrastructure for regular markets.

Local authorities act as the accountable body for the Fund, working with local stakeholders to invest in interventions that satisfy local needs.

A Regeneration Framework has been developed for the County - this includes Local Regeneration Plans for 13 catchment areas in Gwynedd. These Plans have been developed bearing in mind the characteristics of each area, and the operational plans that try to respond to local priorities. Also, Placemaking Plans have been prepared for Bangor, Caernarfon, Pwllheli, Porthmadog, Dolgellau and Bala.

There is evidence for specific aspects

- City, Town and Community Councils Fund - a pilot scheme was implemented in 2025/6 with a range of local improvements completed and an evaluation is currently being prepared.
- Infrastructure and urban paths scheme - the condition of some paths and urban links have deteriorated and work is being undertaken by the Highways, Engineering & YGC to develop a package to restore specific spaces.
- Bangor City Regeneration Programme - The High Street is facing a period of change and challenges, and a survey of empty properties has been undertaken during 2025.
- Town Centre Improvement Plans - over the last two years a number of shops have closed in Pwllheli, and a survey of empty properties has been undertaken during 2025. The survey indicates that the condition of Eldon Square in Dolgellau has deteriorated and needs re-surfacing work. The toilets at Cambrian Court, Barmouth have aged and do not satisfy modern expectations in terms of hygiene, accessibility and sustainability.
- Library Improvements - Caernarfon Library, the busiest public library in Gwynedd, needs emergency modernisation to remain accessible and sustainable. Similarly, the library space in Blaenau Ffestiniog needs to be upgraded to make it accessible and sustainable.

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

It will be necessary to prepare detailed proposals for each scheme that receives a grant via Pride in Place Impact Fund. An individual Equality Assessment will be prepared for each scheme.

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 impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics?

It is also necessary to 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)	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Disability	None	A specific Equality Assessment will be prepared for each scheme by considering the impact.
	Positive	However, it is anticipated that the schemes to improve the quality of paths, improvements to libraries, toilets and local facilities are likely to improve accessibility to sites and have a positive impact on individuals with disabilities.
Gender	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Age	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
	Positive	However, it is anticipated that the schemes to improve the quality of paths, improvements to libraries, toilets and local facilities are likely to improve accessibility to sites and have a positive impact on individuals with disabilities.
Sexual orientation	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Religion or belief (or non-belief)	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Gender reassignment	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Pregnancy and maternity	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Marriage and civil partnership	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
The Welsh language	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
Socio-Economic Disadvantage	None	No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.
	Positive	However, it is anticipated that the schemes to improve the quality of paths, improvements to libraries, toilets and local facilities are likely to improve accessibility to sites and have a positive impact.

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, 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.	To be confirmed	A specific Equality Assessment will be prepared for each scheme by giving specific attention to opportunities to contribute positively to this duty.
Promote equal opportunities.	To be confirmed	A specific Equality Assessment will be prepared for each scheme by giving specific attention to opportunities to contribute positively to this duty.
Building good relationships.	Yes	<p>A specific Equality Assessment will be prepared for each scheme by giving specific attention to opportunities to contribute positively to this duty.</p> <p>However, it is anticipated that the projects pack will contribute to the efforts to improve local facilities and to collaborate with a number of groups and local groups.</p>

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 English, and that every opportunity to promote the Welsh language is taken (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

A specific assessment will be prepared for each individual scheme.

All the communication arrangements will be totally bilingual with all associated documents available in Welsh and in English.

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?

Further measures and changes will be considered following a specific assessment for individual schemes.

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 just improving outcomes for everyone).

The package of proposed schemes has been drafted to respond to the needs and priorities within local communities.

It is anticipated that there will be further information deriving from the Equality Assessments that are to be developed for each individual scheme.

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?

It is anticipated that further information derives from the Equality Assessments that are to be developed for each individual scheme.

3.7 How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and respond to the seven national well-being goals, including creating a More Equal Wales? (Provide a summary of your findings if you have already considered this as part of the screening process)

By responding to local needs, the proposals contribute to the requirements of the Well-being of Future Generations (Wales) Act 2015 and to the duty of sustainable development duty by promoting the economic, social, environmental and cultural well-being of Wales. It is intended to implement the Pride in Place Impact Fund as part of the regeneration framework, ensuring that arrangements for cooperation with local organisations; integration with local regeneration planning, to be inclusive, contribute to the preventative work of public bodies and respond to short term and long-term needs.

3.8 In order to comply with the Armed Forces Act 2022, what is the impact of this proposal on those who serve or who have served in the Armed Forces, as well as their families, in terms of housing services and education?

No impact identified

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?

No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.

However, it is anticipated that the schemes to improve the quality of paths, improvements to libraries, toilets and local facilities are likely to improve accessibility to sites and have a positive impact.

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 specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering the impact.

4.3 What should be done?

Please select one of the following:

Continue with the policy / service as it is robust.	Yes
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 continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

No specific impact has currently been identified. A specific Equality Assessment will be prepared for each scheme by considering any negative impact. Should a negative impact be identified, possible mitigation measures will be considered.

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

Not relevant

5) Monitoring

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

Arrangements to manage and implement the Pride in Place Impact Fund include:

- Preparing individual Project Plans
- Preparing full Equality Assessments for each scheme
- Prepare quarterly monitoring reports
- Invite and receive comments and feedback from users and stakeholders
- Evaluation report at the end of the period considering the real impact