

INTEGRATED IMPACT ASSESSMENT

This document assesses what impact the policy, procedure, plan, etc. will have on the county's population and will be implemented based on a number of legislations.

- **Equality Act 2010.** The Act places a duty on public organisations to give due attention to the impact of any new (or amended) policy, procedure or plan, etc. on persons with protected characteristics. We are required to:
 - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
 - promote equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.

In Wales, the specific duty notes the need to undertake an impact assessment following specific guidelines to consider the impact that any changes in policy or procedure (or the creation of a new policy or procedure), will have on persons with protected equality characteristics. A timely assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

- **Socio-economic Duty.** Wales has implemented this further duty which is part of the Equality Act 2010 and places a duty to address socio-economic disadvantages in strategic decisions.
- **Welsh Language Standards (Section 44 Welsh Language Measure (Wales) 2011).** The Council is required 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.
- **Well-being of Future Generations Act 2015.** The Council has a duty to put the five ways of working in place and to respond to the seven national well-being goals.
- **Armed Forces Act 2021.** Councils must give due attention to the impact of this proposal on those who serve or who have served in the Armed Forces, as well as their families.

Assessment 10/04/2026: Visitor Levy

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

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

- Local implementation of National Strategy/Plans/Legislation (refer to any national EqlA and consider local impact)
- New and revised policies, practices or procedures (which modify service delivery or employment practices)

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

Cyngor Gwynedd is considering introducing a Visitor Levy for all eligible holiday accommodation and overnight stays as outlined in the Visitor Accommodation (Register and Levy) Etc. (Wales) Act 2025 within Cyngor Gwynedd's local authority boundaries from 1 October 2027. This will be for all accommodation providers who will have to register on a national register of accommodation providers.

The Levy will be charged at a per person per night rate as outlined in the act. The Levy will be collected by the accommodation provider. The initial rates will be as outlined in the act:

Type of accommodation	Rate (per person, per night)
Tent Campsites and shared bedrooms (such as hostels and dorms)	£0.75p (0.90p inc. VAT)
All other types of holiday accommodation	£1.30 (£1.56 inc. VAT)

Exceptions

You will not be expected to pay the levy if you are:

- Under 18 and staying in a camp or shared room (such as a hostel or dorm);
- Staying for more than 31 nights in one stay; and
- In emergency or temporary accommodation arranged by a local council.

Refunds

The following will be eligible to apply for a refund from the Welsh Revenue Authority:

- Disabled people who pay extra levy costs when they have a carer; and
- People fleeing domestic violence.

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

The Guidance identifies the following as mandatory consultees that should be included when developing the Levy:

- Locals, i.e. people who live, work or study in the Local Authority area.
- Community councils in the Local Authority area.
- Public Services Board (according to Section 4 of the Well-being of Future Generations (Wales) Act 2015 for the Local Authority area).

- The main advice for an area abutting the area of the consulting council, i.e. neighbouring councils, so that they are aware of the plans. Authorities may also wish to consider whether there are any opportunities for collaboration. In the case of Gwynedd this includes Anglesey, Conwy, Denbighshire and Powys.
- National Park Authority for a National Park where any part of it is in the Local Authority area.
- A corporate joint-committee, which includes as a member at least one senior operational member of the main council.
- Establishments which represent businesses who work in the field of tourism, or who participate in activities which are associated with tourism, in the main council area; and/or promote or facilitate tourism in the council area.
- Where there is a proposal to introduce the levy, the consultation should include every person noted in the report by virtue of section 47(5) (c) of the Act (which refers to the proposed membership of the tourist levy partnership forum), which is not otherwise a mandatory consultee.

The Council will work through the structures of the Gwynedd & Eryri Partnership 2035 as well in order to develop the proposals and consult locally.

STEP 2 - Engagement Data and Impact Assessment

4. Has there been any attempt to comply with the duty to engage in accordance with what is described above and has enough information been gathered to proceed?

Yes

Details of the engagement. Note any consultation or engagement you have conducted or intend to conduct.

Action	Dates	Information
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Public Consultation	May – July 2026	If the consultation is approved by the Full Council, a formal public consultation process will be held, following the Gunning guidelines being implemented to gather views.
Develop the Gwynedd and Eryri Plan 2035	2019 - 2023	Extensive consultation was undertaken when developing the Strategic Plan for the sustainable visitor economy in the area.
Informal consultation	2023 - 2025	Informal discussions were held and views were sought through the Gwynedd Residents Questionnaire and the Gwynedd Business Questionnaire.

5. What information is available about the impact on each of the following characteristics and subjects?

	Evidence, Information and Relevant Data	Potential Positive and/or Negative Impact
Race	<p>We have considered the consultations undertaken when developing the Gwynedd and Eryri Plan 2035, as well as what is noted above in terms of initial questionnaires and engagement with businesses, individuals and communities.</p> <p>When developing the Gwynedd and Eryri Plan 2035, a lot of local research and statistics was used to draw up our operational principles and priorities.</p> <p>The research and statistics include:</p> <ul style="list-style-type: none"> • Review of Local Tourism Accommodation (2018/19, Cyngor Gwynedd) 	<p>We have not identified any impact.</p> <p>The Levy is in a place to be paid by all who are eligible, which includes people living in Wales as well as visitors from other countries. Everyone will be able to benefit from investments made with the income of the Levy locally. We will seek to engage inclusively by providing an easy-read version. We can consider translating to other languages that are not Welsh or English.</p>

- Visit Wales and Cyngor Gwynedd Visitor Review (2019, Beaufort Research)
- Benefiting from Tourism Review - consideration of options to fund future priorities (May 2019, Blue Chip Tourism and RJS Associates Ltd).
- Review of the Destination Management Partnership (October 2019, Blue Chip Tourism and RJS Associates Ltd)
- Eryri Plan (2020, Eryri National Park)
- Yr Wyddfa and Ogwen Sustainable Parking and Transport Strategy (2020, Eryri National Park)
- Cyngor Gwynedd Plan (2018, Cyngor Gwynedd)
- Managing the use of dwellings as holiday homes (December 2020, Cyngor Gwynedd)
- Research into the motor homes situation in Gwynedd (September 2021, Cyngor Gwynedd)

We have also considered the national impact assessments that have been drawn up by the Welsh Government when developing the legislation. Good practice from other areas has also been considered, e.g. Edinburgh.

Integrated impact assessments provided by the Welsh Government based on the public consultation, statistics and research they commissioned.

The assessment notes that tourism brings positive and negative impacts to Wales - e.g., through economic benefits, employment, site conservation, etc., but also it brings challenges to communities due to the pressures on

	<p>local services and shared infrastructure with residents and the challenges of second homes and environmental impacts.</p> <p>We have commissioned an Economic and Equality Impact Assessment by an experienced advisor.</p>	
Disability	See previous evidence noted under Race.	<p>There is a provision in the act for the Welsh Revenue Authority to issue refunds to people who receive a disability benefit who are in the company of someone who provides care, support or advice for them. The consultation will use an easy-read version, and we can offer a bold print option upon request.</p> <p>Investments from the Levy could improve services and access in sites by, e.g. installing ramps, accessible-to-all public facilities, improving access to beaches or the coast path with purposeful wheelchairs, for example.</p>
Gender	See previous evidence and information.	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p> <p>Investments from the Levy income will be prioritised to skills plans or to improve salaries in the sector and extend the season locally. Many of the industry's workforce are women and this could have a positive impact on their employment.</p>

Age	See previous response in terms of evidence.	<p>Young people under 18 years of age are not expected to pay on a lower scale, which is positive for educational visits or visits to camp-sites or hostels.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p> <p>We can consider providing the engagement information in an accessible way as required. Investments from the Levy income will be prioritised to support projects that could benefit all ages, e.g., access projects for older people, dementia-friendly spaces, events and activities for children and families, etc.</p>
Religion and Belief	See previous response to evidence and information.	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p> <p>Investments from the Levy income will be prioritised to support projects that could benefit everyone.</p>
Sexual Orientation	See previous evidence and information.	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p>

		Investments from the Levy income will be prioritised to support projects that could benefit everyone.
Gender reassignment	See previous evidence and information.	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p> <p>Investments from the Levy income will be prioritised to support projects that could benefit everyone.</p>
Marriage and civil partnership	See previous evidence and information.	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p> <p>Investments from the Levy income will be prioritised to support projects that could benefit everyone.</p>
Pregnancy and Maternity	See previous evidence.	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from investments made with the income of the Levy locally.</p> <p>Investments from the Levy income will be prioritised to support projects that could benefit everyone.</p>

<p>The Welsh Language</p>	<p>Please see the previous response.</p>	<p>According to the Welsh Government assessment, impacts on the Welsh language could emerge if the levy reduces the competitiveness and profitability of the tourism sector, which employs Welsh speakers, including those visitors from holding educational visits to destinations in Wales.</p> <p>The levy could support the tourism industry and employment opportunities or enterprises in Welsh language regions.</p> <p>It is likely that there will be a very small impact/no measurable impact due to the levy on the use of Welsh except for realising that there may be fewer opportunities to use Welsh should there be a loss in terms of the demand. There is no evidence to show that people will leave their communities due to the tourism levy.</p>
<p>Socio-economic Considerations</p>	<p>Please see the previous response.</p>	<p>According to the Welsh Government integrated assessment, higher taxes may prevent travellers who are on a budget or individuals on a lower income from visiting areas that adopt a levy, raising possible concerns about fairness and inclusivity.</p> <p>However, the levy has been planned with two rates that will be applied per person, per night. The basic rate will be £1.30 for most types of accommodation and the lower rate for hostels and camp-sites will be £0.75. Adding a lower rate acknowledges that the cost of this type of accommodation is lower compared to others. In addition, young people aged under 18 years of age will not be included in the fee calculated for the tourist levy for lower-rate stays. This means that</p>

		<p>they will not have to pay the levy when it is transferred by a provider that will not be included in the levy's calculations (i.e. there is no levy to transfer). In order to reduce the risk for the levy to become a barrier to people at a socio-economic disadvantage who go on holidays in Wales, Welsh Ministers can also assess, and change the rates noted in the legislation. The intention is for the revenue from the levy to help mitigate against any detrimental impacts by providing benefits of improvements to the local area, by using the revenue to help maintain and regenerate the local services and infrastructure.</p>
<p>Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families</p>	<p>Please see the previous response.</p>	<p>We have not identified any impact.</p> <p>There is a provision in the act for the Welsh Revenue Authority to issue refunds to people who receive a disability benefit who are in the company of someone who provides them care, support or advice. The consultation will use an easy-read version, and we can offer a bold print option upon request.</p> <p>Investments from the Levy could improve services and access in sites by, e.g. installing ramps, accessible-to-all public facilities, improving access to beaches or the coast path with purposeful wheelchairs, for example.</p>
<p>Human Rights</p>	<p>Please see previous responses.</p>	<p>We have not identified any impact.</p> <p>The Levy is in place to be paid by all who are eligible. Everyone will be able to benefit from</p>

		investments made with the income of the Levy locally.
Other	None	None

6. Are there any data or information gaps, and if so, what are they and how do you intend to address them?

Gaps exist in the evidence regarding the impact of introducing a Levy in a local area and we have commissioned support in an attempt to respond to this, considering the research carried out by the Welsh Government - but some gaps will remain due to the reliability of the available data.

Hopefully, some of these gaps can be addressed in the public consultation, should the Full Council give its approval to this step.

7. When considering other key decisions that affect these groups, is there an increasing impact (cumulative impact)?

It is not believed that there will be a cumulative impact on any groups.

8. What does the proposal include to demonstrate you have given due regard to the Public Sector Equality Duty (to promote equal opportunity; help to eliminate unlawful discrimination, harassment, or victimisation and foster good relations and wider community cohesion) as covered by the three aims of the General Duty in the Equality Act 2010?

The Levy will support the implementation of the Gwynedd and Eryri Plan 2035, which encourages respect and understanding of the culture, language, special characteristics and communities of the area. Levy income investments could include working with groups who represent characteristics in order to implement specific projects and remove discrimination.

Through engagement with groups that represent people with specific characteristics we will be able to identify what groups in our communities, and the people who are visiting, need in order to ensure fairness for all.

The Local Levy Partnership Forum and the implementation of the Gwynedd and Eryri Plan 2035 will ensure that various voices are heard. Projects supported by the Levy income locally will support specific activities to promote equal opportunities within our communities and for those who are visiting.

Establishing a Levy Partnership Forum as part of the operational arrangements of Gwynedd and Eryri 2035 will ensure that action is prioritised based on the views of the Partnership and key partners.

The structure of Gwynedd and Eryri 2035 is a partnership which encourages collaboration amongst the Gwynedd and Eryri tourism sector, local communities and enterprises, and public authorities.

Establishing the communication plan will be essential in order to manage the message, should Gwynedd adopt the levy and avoid any animosity or allegations that we are racist.

9. How does the proposal show that due regard has been given to the need to address inequality due to socio-economic disadvantage? (Note that this relates to closing the inequality gap, rather than just improving outcomes for everyone.)

In developing the Gwynedd and Eryri Plan 2035, several factors which created frustration to communities due to visitor numbers in some areas and the impact of second homes, employment conditions in the sector and the need to respond by having a sustainable visitor economy plan in place, were considered.

The activities supported by implementing the Levy in Gwynedd seek to help improve the local provisions, e.g., improving public transport could improve residents' access to employment opportunities. It could lead to extending the season, which in turn would improve employment opportunities throughout the year in the sector.

It is proposed to engage with representatives of protected groups when developing and prioritising the annual Action Plan by the Sustainable Visitor Economy Partnership and the prioritisation method adopted by the Levy Partnership Forum. This will allow us to identify any barriers that face people with protected characteristics within the communities and potential visitors.

10. How does the proposal show implementation in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure that the Welsh language is not treated less favourably than the English language, and to ensure opportunities for people to use the Welsh language? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy to take advantage of every opportunity to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

Should the Levy be adopted in Gwynedd, it will support the implementation of the Gwynedd and Eryri Plan 2035. The Plan will promote the visitor economy to all and will encourage respect and understanding of culture, language, the area's special characteristics and communities, with the following vision and principles:

"A visitor economy for the benefit and well-being of the people, environment, language and culture of Gwynedd and Eryri"

We have adopted specific principles to promote the Welsh language:

- I. Celebrate, Respect and Protect our Communities, Language, Culture and Heritage
- I. Maintain and Respect our Environment
- I. Ensure that the advantages to Gwynedd and Eryri communities outweigh any disadvantages

As a result of investing the Levy income to realise the vision and principles, it is expected that more and better understanding and use of the Welsh language will exist in the visitor economy, as well as more stable career opportunities within the sector for local people.

The income from the Levy can also support research and development activities to support and develop the Welsh language in our communities and businesses. It will also help implement aspects of the Cyngor Gwynedd Language Strategy 2023-2033, in the priority fields of work and service, communities and research and technology.

11. 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?

1. There is a duty to act in accordance with the principle of sustainable development, which is to seek to ensure that the needs of the present are met without jeopardising the ability of future generations to meet their needs.
2. In acting in accordance with this general duty the Council needs to take into account the importance of long-term impact, being integrated, inclusive, collaborative and preventative in the development and implementation of the proposal in question.
3. In accordance with the requirements of the Act, Cyngor Gwynedd has adopted well-being objectives. Particular attention is drawn to the following objectives which the Visitor Levy could support if adopted:

- A PROSPEROUS GWYNEDD - Strengthening the economy and supporting the people of Gwynedd to earn a worthy wage
- A WELSH GWYNEDD - Ensuring that we give every possible opportunity for our residents to use the Welsh language in the community
- A GREEN GWYNEDD - Protecting the county's natural beauty, and responding positively to the climate change crisis
- AN EFFICIENT GWYNEDD - Putting the people of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently

STEP 3 - Procurement and Partnerships

12. Will this policy or practice be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes

What action will be taken to comply with the General Equality Duty, Human Rights and Welsh language legislation and the Socio-Economic Duty in relation to procurement and/or partnerships?

Procurement:

We will follow the Council's corporate procurement arrangements, ensuring that clauses and scoring in terms of the language and the socio-economic duty, is a part of our processes.

Partnership:

Should the Levy be adopted in Gwynedd, we will be expected to work in partnership when prioritising any Levy income investment in the area and we will use the Gwynedd and Eryri Partnership 2035 in order to do so.

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

I3. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create unequal outcomes?

Significant Positive Impact:

Considering the current evidence, some negative impacts could arise, however; reinvesting the money generated by the levy has the potential to support positive outcomes on the industry, our communities, the environment and the Welsh language.

Adopting a Levy in the Gwynedd area could support the realisation of the vision and principles of the Gwynedd and Eryri Plan 2035. By operating through the Partnership's structure, establishing the Gwynedd Levy Partnership Forum, and implementing the plan effectively and inclusively, monitoring implementation through new measures, it will be possible to consider and respond to any negative impacts in a positive way.

Significant Negative Impact:

The Welsh Government's integrated assessment notes:

- Changes in visitor spend - to provide for the additional cost of the levy, some visitors may spend less in other areas (e.g., secondary spending on meals or entertainment). This may affect the wider business revenue in the local area, which benefits from visitor spending.
- Changes in visitor numbers - in the most extreme scenario, some visitors may choose to visit different local authority areas, i.e., those who do not charge a levy, or even another country, in order to avoid the added cost of the levy. Research suggests that this is more likely in the initial introductory period, but these impacts may reduce as the acceptance of the levy increases.
- The visitor levy may have mixed impacts on different groups with protected characteristics, subject to exemptions and how the revenue is used.
- The visitor levy may have positive or negative impacts on the environment, subject to the changes in visitor numbers and re-investment of the revenue.

14. Any intentional negative impact and why it is believed that there is justification for operating in this way should be explained (for example, on the grounds of improving equal opportunities or developing good relationships between those who share a protected characteristic and those who do not or due to objective justification or positive action)

The Welsh Government has noted some key themes through the impact assessment process:

- The visitor levy may generate an additional income for local authorities to invest in services and infrastructure that is associated with tourism.
- Changes in visitor spend - in order to provide for the additional cost of the levy, some visitors may spend less in other areas (e.g., secondary spending on food or entertainment). This may affect the wider business revenue in the local area, which benefits from visitor spending.
- Changes in visitor numbers - in the most extreme scenario, some visitors may choose to visit different local authority areas, i.e., those who do not charge a levy, or even another country, in order to avoid the added cost of the levy. Research suggests that this is more likely in the initial introductory period, but these impacts may reduce as the acceptance of the levy increases.
- The visitor levy may have mixed impacts on different groups with protected characteristics, subject to exemptions and how the revenue is used.
- The visitor levy may have positive or negative impacts on the environment, subject to the changes in visitor numbers and re-investment of the revenue.
- Adopting the levy may also lead to improving employment within the sector by extending the season.

Although some negative impacts have been raised and recorded, re-investing the money generated from the levy by local authorities has the potential to support this industry, for example by improving the Wales tourism offer or the quality of our current attractions. In the longer term, this can strengthen Wales's offer and support the ongoing trend of sustainable growth in visitor numbers.

Adopting and implementing the Levy in Gwynedd will be a vehicle to securing a sustainable visitor economy in Gwynedd and Eryri.

The Gwynedd Levy Partnership Forum will meet within the operating structure of Gwynedd and Eryri 2035, in order to measure any negative impacts. The Levy Partnership Forum includes representation from key partners, the sector and communities.

15. Will any of the negative impacts identified count as unlawful discrimination albeit they are unavoidable (e.g. budget cuts)?

No

Note the reason for stating this and the justification for proceeding

It is not anticipated that any impact will count as unlawful discrimination.

16. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to equal opportunity; help to eliminate unlawful discrimination, harassment, or victimisation; and foster good relations and wider community cohesion; as covered by the improvement aim of the General Duty in the Equality Act 2010?

There will be continuous monitoring of the Levy by Cyngor Gwynedd Officers and also within the Gwynedd Levy Partnership Forum, if a decision to proceed is made.

It is expected that an annual formal review of the Levy and its contribution to the Gwynedd and Eryri 2035 Action Plan will be carried out annually by the Levy Partnership Forum and within the G&E2035 Partnership management structure.

We will revisit this impact assessment annually, but more often than this if matters arise from engagements or other work.

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

Any feedback from the consultation process will be considered when drawing up a final impact assessment before any decision is made at Full Council.

The Gwynedd and Eryri Plan 2035 will include a range of new measures identified to enable us to measure the impact of the visitor economy on a range of fields.

It is intended to monitor the implementation of the Levy in Gwynedd should it be adopted based on how much money is collected locally and how this money will be invested in the area for the benefit of our communities, our businesses and the local environment.

By establishing the Levy Partnership Forum, we will discuss investment priorities and any matters that could arise regarding the levy about disproportionate outcomes or negative side-effects and could adapt and change priorities and direction, if needed.

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 in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

The Levy investment priorities name the Welsh language and Welsh culture as priority fields. The Levy could support:

- Campaigns to promote culture and the Welsh language
- Sense of place and the Welsh Offer support for businesses via training
- Projects to conserve built and living cultural heritage
- Support for the Slate Landscape World Heritage Site and its activities
- Supporting a programme of cultural events
- Supporting communities to increase their use of Welsh

19. Is there enough information to make a balanced judgement and to proceed?

Yes

STEP 5 - Decision to Proceed

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

Continue with policy or practice but with amendments for improvement or to remove any areas of adverse impact identified in Step 4.

STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The EqIA process is an ongoing one that doesn't end when the policy/practice and EqIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#)

21. What actions noted in Steps 1-5 or any additional data collection work would help to monitor the policy/practice when implemented:

Action	Dates	Timetable	Lead Responsibility	Add to the Service Plan
Hold a public consultation	May – July 2026	One-off	Roland Evans	Yes
Adapting the Impact Assessment	September 2026	continuous	Roland Evans	Yes

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

Monitoring and Review Arrangements (including where outcomes will be recorded)	Timeframe and Frequency	Lead Responsibility	Add to the Service Plan
Annual assessment in the Gwynedd and Eryri Partnership 2035	Annually	Roland Evans	Yes