Composite 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**. It places a duty on public organisations to give due attention to the effect of any new (or amended) policy, procedure or plan, etc. on persons with protected characteristics. We are required to
  - eliminate discrimination, harassment and unlawful 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 identifies the need to undertake an impact assessment following specific guidelines to consider the effect 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 must 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 of the 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 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 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 21/09/2026: Gwynedd Culture Plan

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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?

- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)

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

Developing a Vision, Principles, Network and Action Plan for culture in Gwynedd. The Plan will ensure that Culture in Gwynedd collaborates towards a single vision and principles and action plan that will ensure the best for the people of Gwynedd.

The draft vision that has been co-produced is:

"Culture in Gwynedd is vital, innovative and rooted in our communities. It gives colour to life, promotes well-being, and reflects our diverse identities and our Welshness confidently to Wales and the world.

Culture in Gwynedd is vibrant and vivid and together, we want to maintain, support and grow a culture that belongs to everyone - today and in the future".

The six co-produced draft principles are:

i. **Proud of Our Identity, Heritage and the Welsh Language**
   Culture celebrates and promotes Gwynedd's unique identity, heritage, creativity, and the Welsh language, sharing them confidently with Wales and the wider world.
ii. **Culture at the Heart of Life**
   Culture is an essential part of the health, wellbeing, education and happiness of the people of Gwynedd, enriching everyday life and creating opportunities to have fun, learn and socialise.
iii. **Community-Led, Inclusive, Kind and Connected**
   Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging.
iv. **Ambitious, Challenging and Bold**
   Culture inspires new ideas, embraces or challenges change, sets high standards and makes the most of opportunities and investment to realise and measure the impact of ambitions.
v. **Enriching People and Places**
   Culture enhances wellbeing, develops skills and talent, and contributes to a strong local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
vi. **Sustainable and Responsible for Future Generations**
   Culture protects and enriches resources, the environment, and the unique qualities of Gwynedd, ensuring long-term benefits for future generations.

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

Extensive consultation was held with the Gwynedd culture sector, including representatives from several communities and some with protected characteristics. An open invitation was extended to interested parties to attend a public meeting to celebrate the success of Gwynedd and identify future priorities.

STEP 2 - Engagement Data and Assessing the Impact

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

Yes

Details of the engagement. Please note any consultation or engagement you have undertaken or intend to undertake.

Action	Dates	Information
Gwynedd Culture Event + Workshop	18 February 2025	A one-day event was held to obtain an initial view on how to develop a Culture Plan for Gwynedd.
Workshop to refine the vision and principles	15 October 2025	A workshop was held in Neuadd Dwyfor to discuss the draft vision and principles. Agreed to establish a Steering Committee.
Gwynedd Culture Event: For Everyone's Wellbeing	04 March 2026	An event for the sector to share information about the vision and principles.
Meetings of the Gwynedd Culture Steering Group	07 July 2026	On-line and in person meetings at Storiel to discuss and agree on a prioritised Action Plan.

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

	Evidence, Information and Relevant Data	Potential Positive and/or Negative Impact
Race	96.2% of the people of Gwynedd identify themselves as White. 66.6% state that they were born in Wales, and 59% state that they identify as Welsh. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	The sector is proactive in supporting activities between ethnic groups and providing opportunities to celebrate and recognise racial diversity. This is achieved, for example, through activities in our museums, galleries and venues such as theatres, libraries, cinemas, and others. Culture contributes to community cohesion and brings people together. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. The vision clearly states: "Culture in Gwynedd is essential, innovative and rooted in our communities. It adds colour to life, promotes wellbeing, and confidently reflects our diverse identity, the Welsh language, and our Welshness to Wales and the world." "Our culture is vibrant and alive. Rooted in the Welsh language and belonging to everyone, together we want to promote, celebrate and support our culture, today and for future generations. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected**

		Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Disability	Nearly one in five people (19%) identify themselves as disabled, and there is almost a 10% higher rate of disability among women than among men. Seventy-four per cent of non-disabled people in Gwynedd are in employment, compared with 43% of disabled people, a figure that is similar to that of the rest of Wales. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	The culture sector is a leader in supporting disabled people and in delivering activities that promote inclusion, community cohesion and social connectedness. Examples include activities in drama, music and literature, which provide opportunities for disabled people to participate, engage and thrive within their communities. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. The vision clearly states: There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places**

		Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Gender	More than 51% of Gwynedd's population are women, and 96% of lone-parent families in Gwynedd are led by women. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	The sector delivers a wide range of activities targeted at women, young men and other groups, and seeks to promote confidence, inclusion and social cohesion. It is intended that these activities will continue to be supported and developed. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Age	Gwynedd has a higher proportion of people under the age of 25 than any other county in North Wales (28.7%). The proportion of people aged over 65 is slightly below the average for North Wales; however, this age group is growing, with an increase of 8.6%	Cultural activities across Gwynedd are delivered for a wide range of age groups and also seek to bridge generations. These activities encourage participation and interaction between people of different ages, helping to strengthen community connections and foster mutual understanding across generations.

	between the 2011 and 2021 censuses, while the overall population has declined (unlike in most parts of Wales). Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Religion and Belief	46.2% of people in Gwynedd identify themselves as Christians, representing the lowest proportion in North Wales. Meanwhile, 44.2% stated that they have no religion, the highest proportion in the region. The percentage of people who did not answer the question was also the highest in North Wales, at 7.5%. Around 1% of the population identify as Muslim. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the	A range of activities are delivered across the sector to promote understanding and awareness of religion and belief, including exhibitions, drama performances, dance and music events. These activities help to foster interfaith and intercultural relationships, strengthen mutual understanding, and enhance social cohesion within communities. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected**

	sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Sexual Orientation	Fewer people in Gwynedd identify themselves as heterosexual or straight than in any other county in North Wales (87.3%, compared with a North Wales average of 89.4%). There is a higher proportion of people who identify as bisexual (1.6%, compared with 1% across North Wales). The proportion of people who identify as gay or lesbian is similar to the average for North Wales, at 1.3%. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	As with groups possessing other protected characteristics, the cultural sector is well known for providing a platform to celebrate diversity in sexual orientation. Examples include inclusive and LGBTQ+ book clubs, Pride Month activities, and a variety of other events. These activities help to promote visibility, understanding, inclusion and a sense of belonging, while also strengthening social cohesion within communities. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by

		creating opportunities for people to live, work, create and succeed in Gwynedd.
Gender reassignment	91.7% of people in Gwynedd state that their gender identity is the same as the sex registered at their birth. The proportions of people who identify as trans men, trans women, and all other gender identities are the same as those across North Wales, with each group representing 0.1% of the population. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	As with groups with other protected characteristics, the cultural sector is well known for providing a platform to celebrate diversity. Examples include inclusive and LGBTQ+ book clubs, Pride Month activities, and a variety of other events such as theatre productions. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Marriage and Civil Partnership	A higher proportion of people in Gwynedd have never married or entered into a civil partnership (40%) than in the other counties of North Wales. Consequently, there are lower proportions of people who are married (41.5%), separated (1.7%), or	The sector delivers activities that acknowledge and explore the themes of marriage and civil partnership through, for example, theatre productions, literature and exhibitions.

	divorced or have had a civil partnership dissolved (9.2%). Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Pregnancy and Maternity	Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. The vision clearly states: "Culture in Gwynedd is vital, innovative and rooted in our communities. It gives colour to life, promotes well-being, and reflects our diverse identities and our Welshness confidently to Wales and the world. Culture in Gwynedd is vibrant and vivid and together, we want to maintain, support and grow a culture that belongs to everyone - today and in the future". There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected**

		Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
The Welsh Language	Culture and the Welsh language are an integral part of each other in an area like Gwynedd - but again, there is no Plan drawing the sector together and emphasising the link that currently exists. Gwynedd's culture maintains the Welsh language within our communities, creates opportunities to celebrate, use and hear the Welsh language in natural situations and promotes liveliness and creativity. A specific discussion about the Welsh language took place during consultation at our events, and Welsh was identified as a clear priority for any future plan. Translation services were provided at our meetings and workshops to ensure that everyone could follow the discussion and	A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. The vision clearly states: "Culture in Gwynedd is vital, innovative and rooted in our communities. It gives colour to life, promotes well-being, and reflects our diverse identities and our Welshness confidently to Wales and the world. Culture in Gwynedd is vibrant and vivid and together, we want to maintain, support and grow a culture that belongs to everyone - today and in the future". There are firm principles - particularly in terms of equality, including: **Proud of our Identity, Heritage and the Welsh language** Culture celebrates and promotes the unique identity of Gwynedd, its heritage, creativity and the Welsh language, and they are shared confidently with Wales and the world. Through this work, there are opportunities to improve the opportunities available to people living in Gwynedd and to

	contribute in their language of choice. All documents are published bilingually.	raise awareness of these opportunities in order to encourage the use of the Welsh language. There is also potential to reduce out-migration from Gwynedd by increasing and promoting employment opportunities, as well as the diversity of opportunities within the cultural sector through the medium of Welsh in Gwynedd.
Socio-economic Considerations	The cultural sector is a significant part of Gwynedd's economy, far more substantial than many people realise, and it is driven by the work of creative professionals across the county. Analysis of its economic value shows that the cultural sector in Gwynedd generates an estimated annual economic contribution of **£316.07 million** and creates **£178.02 million in social value** every year. Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	The cultural sector is highly aware of the need to broaden access for all parts of the community, particularly for those in less favourable social and economic circumstances. Examples include discounted admission schemes, bursaries for self-employed individuals, and activities specifically targeted at disadvantaged communities. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Culture at the root of life** Culture is an essential part of the health, well-being, education and happiness of the people of Gwynedd, enriching everyday life and creating opportunities to enjoy, learn and socialise. **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places**

		Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families	Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services supports access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	Specific activities are delivered for members of the armed forces and their families. In the past, for example, archaeological excavation days and vegetation-clearing projects at designated heritage sites have been undertaken with military veterans. A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.
Human Rights	Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the	A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. The vision clearly states: "Culture in Gwynedd is vital, innovative and rooted in our communities. It gives colour to life, promotes

	sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective collaboration and cooperation for the well-being of everyone from all backgrounds.	well-being, and reflects our diverse identities and our Welshness confidently to Wales and the world. Culture in Gwynedd is vibrant and vivid and together, we want to maintain, support and grow a culture that belongs to everyone - today and in the future". There are firm principles - particularly in terms of equality, including: **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd. **Sustainable and Responsible for Future Generations** Culture protects and enriches resources, the environment and the special features of Gwynedd, ensuring long-term interests.
Other	Culture can touch people from all backgrounds and by implementing it inclusively, the Council's cultural sector and services support access, participation and inclusion that is open to all. Currently, there is no single vision or principles that bind the sector together and state our mission and objectives. These, as well as a new Action Plan and network, will ensure effective	A new vision, principles, action plan and network ensures that we collaborate effectively in the future for the well-being of people from all backgrounds. The vision clearly states: "Culture in Gwynedd is vital, innovative and rooted in our communities. It gives colour to life, promotes well-being, and reflects our diverse identities and our Welshness confidently to Wales and the world.

	collaboration and cooperation for the well-being of everyone from all backgrounds.	Culture in Gwynedd is vibrant and vivid and together, we want to maintain, support and grow a culture that belongs to everyone - today and in the future". There are firm principles - particularly in terms of equality, including: **Proud of our Identity, Heritage and the Welsh language** Culture celebrates and promotes the unique identity of Gwynedd, its heritage, creativity and the Welsh language, and they are shared confidently with Wales and the world. **Culture at the root of life** Culture is an essential part of the health, well-being, education and happiness of the people of Gwynedd, enriching everyday life and creating opportunities to enjoy, learn and socialise. **Community, Inclusive, Kind and Connected** Culture belongs to everyone. It is welcoming and accessible, fostering strong networks, confidence, respect and a sense of belonging. **Ambitious, Challenging and Bold** Culture inspires new ideas, welcomes or challenges change, sets high standards and takes advantage of opportunities and investment to realise and measure the impact of ambition. **Enriching People and Places** Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.

		Sustainable and Responsible for Future Generations Culture protects and enriches resources, the environment and the special features of Gwynedd, ensuring long-term interests.

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

Data on the attendees of cultural events and activities are often collected by the Gwynedd cultural organisations as evidence for Cyngor Gwynedd grant funds, as well as the Arts Council of Wales.
By collaborating on an Action Plan and establishing a Culture Network for Gwynedd, we intend to identify specific measures to measure the impact of culture and this collaboration. Some of these measures will specifically measure the impact of equality and language.

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

I am not aware of any negative accumulative impact, but the collaboration to implement one vision and six clear principles for the culture sector will have a positive accumulative impact on protected characteristics, the Welsh language and the local economy.

8. What does the proposal include to show that you have given due regard to the Public Sector Equality Duty (to promote equality of opportunity; help 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?

Culture brings people together, celebrates diversity, encourages dialogue and connections, and fosters healthy social relationships. Through shared cultural experiences, people from different backgrounds can engage with one another, build mutual understanding, and strengthen community cohesion.

The vision, the principles and Action Plan have all been drawn up to remove unlawful discrimination, harassment or persecution. Promoting equal opportunities is explicitly clear within the principles and the new network will ensure that good relationships are being developed and nurtured between all of the different groups. Please also see the information under Socio-Economic Disadvantage in Question 5.

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 inequality gaps, rather than just improving outcomes for everyone.)

The vision and principles clearly highlight the need to be inclusive for all and also highlights the need to create economic opportunities in terms of people, skills and places in Gwynedd through the Plan. Specifically, this principle addresses this:

Enriching People and Places

Culture improves well-being, develops skills and talent, and contributes towards the local economy by creating opportunities for people to live, work, create and succeed in Gwynedd.

10. How does the proposal demonstrate action in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to not treat the Welsh language less favourably than English, and to ensure opportunities for people to use Welsh? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy and Policy 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?

By co-developing this vision and principles, the Welsh language is highlighted as an essential element of the work and when looking towards the future. The vision is clear:

"Culture in Gwynedd is vital, innovative and rooted in our communities. It gives colour to life, promotes well-being, and reflects our diverse identities and our Welshness confidently to Wales and the world.

Culture in Gwynedd is vibrant and vivid and together, we want to maintain, support and grow a culture that belongs to everyone - today and in the future".

In addition, the first principle relates to the Welsh language and its importance to the culture of Gwynedd:

Proud of our Identity, Heritage and the Welsh language

Culture celebrates and promotes the unique identity of Gwynedd, its heritage, creativity and the Welsh language, and they are shared confidently with Wales and the world.

All events, meetings and workshops that have been held have included simultaneous translation and bilingual documentation. The final Plan will include bilingual case studies showcasing good practice. Our principle of sharing our culture and language with Wales and the wider world will further enhance the status of the Welsh language beyond Gwynedd alone.

The requirement to operate bilingually formed a core part of the commission to appoint consultants to work collaboratively with us in identifying and recognising the value of Gwynedd's culture.

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?

The Well-being of Future Generations Act (Wales) 2015 sets out clear well-being goals to ensure the well-being of future generations. This work addresses each of the 7 well-being goals and this is highlighted in the agreed vision and principles.

Recently, the Future Generations Commissioner's Office has been prioritising the field of 'A Wales with a vibrant culture and thriving Welsh language', and a representative from Cyngor Gwynedd attended a study visit to Bradford where they had placed Culture at the centre within their corporate plans. We received a presentation from a representative of the Future Generations Commissioner's Office during our event at Portmeirion in March 2026, highlighting the importance of culture to the act and highlighting the Office's priorities, and we have kept in touch with the Office when developing this work.

Residents and service users have been **included** by holding a public culture event at the beginning of the process for anyone who has an interest in the culture field in Gwynedd. Over 70 people attended that meeting at Nyth, Bangor. The vision, the principles and the Action Plan were all developed following this initial meeting. A second public meeting was held in Portmeirion to present and receive feedback on the work.

Collaboration has taken place throughout the process of developing a vision and principles for Culture in Gwynedd, as well as the Action Plan. This ensures joint-ownership of the work when looking to the future and establishing a Culture Network for Gwynedd to ensure that the collaboration will continue in the future as we implement and support the culture sector.

Establishing the Gwynedd Culture Network with a Steering Board will ensure that we **prevent problems** from arising or that we can respond to them in partnership before they develop or get worse. Regular networking and collaboration will ensure that we prevent problems from arising.

It has been agreed for the vision and principles to be **long-term** in order to draw the sector together. The Action Plan which will be reviewed regularly and sets out priorities for action over the short, medium and long term and there will be an opportunity to add to it in review.

To ensure **integration**, other public bodies were invited to attend the events to develop the vision, the principles and the Action Plan, including: Betsi Cadwaladr University Health Board, Arts Council of Wales, Welsh Government, Eryri National Park Authority, Cyngor Gwynedd Cultural Services and other cultural partners from north Wales.

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 actions 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:

Plans may be developed as a part of the Action Plan over the coming years which will result in service procurement or support. Any procurement will comply with Cyngor Gwynedd's procurement policies, giving due attention to the equality duty, human rights, the Welsh language and the socio-economic duty.

Partnership:

The Plan is leading to creating a new culture network for Gwynedd. The network will be an evolution of the Gwynedd Greadigol forum, and it will adopt clear policies in terms of equality, the Welsh language, procurement and human rights, as it is being established.

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

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

Significant Positive Impact:
By collaborating on implementing a new vision and principles for culture in Gwynedd and by establishing a culture network for Gwynedd that is open and accessible to all; we trust that this policy will have a significant positive impact.

The cultural sector already makes a key contribution to equality across all protected groups. By working collaboratively to realise the vision and implement the principles and action plan, identifying potential sources of funding, and encouraging co-production and partnership working, the sector can ensure that significant positive impacts are achieved.

Significant Negative Impact:
It is not anticipated that any significant negative impacts will derive from this plan.

14. Any intentional negative impact and why it is believed there is justification for acting 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 because of objective justification or positive action)

It is not anticipated that any intentional negative impact will derive from the Plan.

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

No

Note the reason for stating this and the justification for proceeding

No unlawful discrimination will derive from the Plan.

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; helping to eliminate unlawful discrimination, harassment, or victimisation; and fostering good relations and wider community cohesion; as covered by an improvement aim of the General Duty of the Equality Act 2010?

An annual review will be carried out on the implementation of the Action Plan to ensure that we continue to act transparently and fair, promoting equal opportunities and promoting good relations through the network and its events.

Establishing relevant measures will ensure that we monitor implementation across the Plan and the Network.

Establishing a network and clear governance arrangements, supported by events, activities and training, will ensure that we operate in an inclusive manner and for the benefit of all.

17. 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 reduce inequality of outcomes as a result of socio-economic disadvantage?

An annual review will be carried out on the implementation of the Action Plan to ensure that we continue to act transparently and fair, promoting equal opportunities and promoting good relations through the network and its events.

Establishing relevant measures will ensure that we monitor implementation across the Plan and the Network.

Establishing a network and clear governance arrangements, supported by events, activities and training, will ensure that we operate in an inclusive manner and for the benefit of all. It will also allow us to identify potential projects to targed those facing socio-economic disadvantage, such as discount schemes, targeted activities and participation programmes – subject to additional funding.

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 to not treat the

Welsh language less favourably than the English language, 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?

An annual review will be carried out on the implementation of the Action Plan to ensure that we continue to act transparently and fair, promoting equal opportunities and promoting good relations through the network and its events.

Establishing relevant measures will ensure that we monitor implementation across the Plan and the Network.

We will continue to represent Gwynedd through the medium of Welsh when communicating with other public organisations in Wales, in accordance with the Council's Language Policy.

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

Yes

STEP 5 - Decision to Proceed

20. Considering 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 the policy or practice in its current form

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 whether the outcomes have changed since you introduced or amended 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. S ee the EHRC guidance on data collection and you can review their Measurement Framework

21. What actions identified 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
Establish the Gwynedd Culture Network	18 February 2025	Annual Meeting	Roland Evans	Yes
Establish a Shadow Steering Board	February 2026	Quarterly meeting	Ffion Strong / Corrie Zarach	Yes
Review the implementation and measure performance	April	Annually	Roland Evans	Yes
Elections to the Strategic Board	April	Annually	Roland Evans	Yes
Review and confirm the Action Plan	April	Annually	Roland Evans	Yes

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

Monitoring and Reviewing Arrangements (including where outcomes will be recorded)	Timetable and Frequency	Lead Responsibility	Add to the Service Plan
Review the Action Plan	Annually	Roland Evans	Yes
Review performance data	Annually	Roland Evans	Yes

Elect to the Steering Board	Every 2 years	Roland Evans	Yes
Collect monitoring data	Quarterly / Annually	Ffion Strong / Corrie Zarach	Yes