

# Equality Impact Assessment

See the *How to Complete an Equality Impact Assessment* leaflet for assistance to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or [delythgadlyswilliams@gwynedd.llyw.cymru](mailto:delythgadlyswilliams@gwynedd.llyw.cymru) for further assistance

## I Details

### I.1 What is title of the engagement in question?

Council Plan 2018-23

### I.2 What is the purpose of the engagement being created or changed? What changes are being considered?

The purpose of the Council's Plan is to identify priorities and key areas to implement between 2018 and 2023.

Before adopting the Plan, the Council is eager to discuss with Gwynedd residents and to hear their views on the draft priorities and projects it intends to implement from 2018/19 onwards.

The Plan is reviewed annually and re-published with any necessary adaptations.

### I.3 Who is responsible for this assessment?

Dewi Jones, The Council's Business Support Service Manager.

### I.4 When did you begin the assessment? What version is this?

Version 1 - 27 June 2017, relating to the engagement  
Version 2 - 25 October 2017, relating to the engagement

We will carry out a full assessment following the results of the engagement exercise.

## 2) Implementation

### 2.1 Who are the partners that will have to work with them to carry out this assessment?

Members, service users, Gwynedd residents, partners on Gwynedd and Anglesey Public Services Board.

### 2.2 What steps have you taken to engage with people with equality features?

We have not engaged yet, this assessment will look at the process to check that we include everyone.

We will submit and explain the draft priorities to the public, partners and local organisations and raise awareness of the opportunity for them to participate in the exercise by completing a short on-line questionnaire available on [www.gwynedd.llyw.cymru/consultations](http://www.gwynedd.llyw.cymru/consultations). Paper copies will also be available in local libraries and Siop Gwynedd.

We will encourage as many Gwynedd residents as possible to complete and return the questionnaire by using the Council's website, the local press, disseminating the message through our partners, social media and Rhaeadr - the elected members' e-newsletter.

We will provide appropriate opportunities for individuals, interest groups and protected characteristic groups to participate in the exercise by contacting them to inform them of the questionnaire.

### 2.3 What was the result of the engagement?

N/A

## **2.4 Based on what other evidence do you operate?**

As part of the process of drawing up the Council's Plan for 2018-23, a series of 8 area meetings were held during July in order to give local members an opportunity to highlight any issues requiring attention in those areas. In addition, members of the Scrutiny Committees had identified matters that they believed that should be included within the Council's Plan in the future.

A further four workshop sessions had been held with members in September in Caernarfon, Penrhyndeudraeth, Dolgellau and Pwllheli. The purpose of these workshops was to give them an opportunity to identify the county priorities to be included within the Council's Plan and make further observations on the priorities identified per area.

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

The need to consult broadly with the public, which will be met soon.

### 3) Identifying the Impact

#### 3.1 What is the impact that engagement will have on people with equality features?

<b>Characteristics</b>	<b>Additional work needed?</b>	<b>In what way? What is the evidence?</b>
<b>Race (including ethnicity)</b>	Yes	There will be a need to be prepared to create documents in various languages as required. Make direct contact with organisations representing the characteristic.
<b>The Welsh language</b>	None	Everything will be provided in Welsh and English with translators at meetings as required in accordance with the Council's Language Policy.
<b>Disability</b>	Yes	There will be a need to be prepared to create documents in suitable formats. Make direct contact with organisations representing the characteristic.
<b>Gender</b>	None	No additional work is required but we can make direct contact with organisations representing the characteristic.
<b>Age</b>	Yes	There will be a need to ensure that any documentation will be suitable for older people and young people. There will also be a need to ensure that people of all ages will participate in the engagement.
<b>Sexual orientation</b>	None	No additional work is required but we can make direct contact with organisations representing the characteristic.
<b>Religion or belief (or lack of belief)</b>	None	No additional work is required but we can make direct contact with organisations representing the characteristic.
<b>Gender reassignment</b>	None	No additional work is required but we can make direct contact with organisations representing the characteristic.
<b>Pregnancy and maternity</b>	None	No additional work is required.
<b>Marriage and civil partnership</b>	None	No additional work is required.

### 3.2 Does the engagement answer these General Duties?

<b>General Duties of the Equality Act</b>	<b>The irrelevant ones should be removed</b>	<b>In what way? What is the evidence?</b>
<b>Removing illegal discrimination, harassment and persecution</b>	Yes	We will give everyone an opportunity to express their views and say how we can remove any potential discrimination
<b>Promoting equal opportunities</b>	Yes	By giving everyone an opportunity to voice their opinion and act on that view, we will ensure that we promote equal opportunities.
<b>Encouraging good relationships</b>	Yes	By giving everyone an opportunity to voice their opinion and act on that view, we can identify any opportunity to encourage equal opportunities.

**4) Analysing the results**

**4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?**

Yes as we wish to encourage people with different equality characteristics to participate, and are prepared to provide documents in alternative formats as required. In addition, we will, by using the equality monitoring form, be able to identify any patterns being highlighted from what is being said. We will ensure that we then use this information when drawing up a comprehensive equalities impact assessment that will help us when creating the finished Plan.

**4.2 Is the engagement therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?**

The engagement is unlikely to have a negative impact.

### 4.3 What should be done?

Select one of the following:

Continue with the engagement as it is sound	X
Adapt the engagement to remove any obstacles	
Prevent and remove the engagement as the harmful impact is too great	
Continue with the engagement because any harmful impact can be justified	

### 4.4 What steps will you take to reduce or mitigate any negative impacts?

As has been identified already, there will be a need to make direct contact with some groups and possibly in a particular method.

### 4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

N/A

## 5) Monitoring

### 5.1 What steps will you take to monitor the impact and effectiveness of the engagement (action plan)?

This equality impact assessment is a document under development and therefore it will be updated regularly.