

Equality Impact Assessment

The Council is required (under the Equality Act 2010) to consider the impact any changes to any policies or procedures (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, Equality Impact Assessment should be made in good time before any decision is taken on any relevant changes (i.e. that affects people with protected equality characteristics).

1 Details

1.1 What is the name of the policy / service in question?

Strategic Equality Plan 2020-24

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

The purpose of the Plan is to reduce inequality between people who have protected characteristics and people without those characteristics, in line with the duty under the Equality Act 2010 and the Cabinet's wishes.

1.3 Who is responsible for this assessment?

Delyth G Williams, Policy and Equality Officer

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

Commenced on 27 February 2019
Version 2 Commenced on 26 September 2019

2) Action

2.1 Who are the partners with whom collaboration is necessary to carry out this assessment?

- Equality Core Group
- The public, especially people with specific protected characteristics
- Cabinet Members and Elected Members of Gwynedd Council.
- Representatives from other organisations, such as Betsi Cadwaladr University Health Board and local authorities within the region, will be included in some of the projects mentioned

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

Two initial sessions were held with the Equality Core Group. The Plan is the Council's reply to their comments.

2.3 What was the outcome of the engagement?

The Equality Core Group raised a number of issues requiring attention in the following fields:

Education:

- Design of new schools
- Resources and equality training for staff
- Bullying and Harassment

Health and Social Services:

- Integration of services, especially in management, to avoid duplication
- More support for people with mental health conditions
- It is better to take preventive measures through social prescribing

Social Justice and Safety:

- Harassment and hate crime
- Safe Places Scheme (places that people can go if they feel threatened)

Involvement:

- Assess impact on equality
- Improve access to public transport
- Illegal parking - e.g. at bus stops and across dropped kerbs
- Toilets and changing rooms that are suitable for everyone

Living standards:

- Reduce bureaucratic barriers and delays in the housing adaptation systems

Employment:

- Access to work for disabled people

- Improve equality training for staff
- Bespoke apprenticeships
- Contracts and pay gaps

2.4 What other evidence do you use as grounds for taking action?

When considering the above matters, it was recognised that most are actionable matters belonging to the Departments. It was decided that the best way to address them was to take a step back, and look at the Council's internal systems in order to ensure we make a difference across the work of the Council, not only regarding the things identified.

The main sources of information used were:

['Is Wales Fairer? 2018'](#) (the latest state of the nation report by the Equality and Human Rights Commission)

The Report of the Equality and Human Rights Commission on the response of Welsh Authorities to the General Duty.

Regional Data Document

Information gathered from previous surveys

Well-being Assessment of the Gwynedd and Anglesey Public Services Board

<https://www.llesiantgwyneddaron.org/en/>

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

A wider consultation needs to be carried out on the Plan in order for everyone wishing to express an opinion to do so. This is scheduled for between December 2019 and February 2020. We will be taking steps to ensure that people who do not usually respond to consultations get the opportunity to do so.

3) Identifying the Impact

3.1 The Council must give due attention to the impact any changes will have on people with the equality characteristics mentioned below. What impact will the new policy/service or the proposed changes have on people with these characteristics? You are welcome to add other characteristics if you wish.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including ethnicity)	Positive	<p>The Plan aims to ensure that awareness of the needs of people with protected characteristics is deeply rooted within the work of the Council. Since everyone has characteristics such as race, age and gender it will ensure that services are improved for all of the people of Gwynedd. This will ensure that services are improved for all people in Gwynedd, as everyone has protected characteristics.</p> <p>We will conduct an Equality Impact Assessment on the different projects within the Plan and the consultation and information gathering work noted in the Plan is at the heart of this.</p>
The Welsh language	Positive	
Disability	Positive	
Sex	Positive	
Age	Positive	
Sexual orientation	Positive	
Religion or belief (or non-belief)	Positive	
Gender reassignment	Positive	
Pregnancy and maternity	Positive	
Marriage and civil partnership	Positive	

3.2 The Council has a duty under the Equalities Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, sex, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Yes	<p>Evidence from the Equality Core Group has shown that its members are concerned about some of our services; therefore, from being correctly implemented, the Action Plan will address this. We will gather information and this will inform us of any discrimination, harassment, or victimisation taking place in order to take action.</p> <p>Before then, we will, of course, gather more information through the consultation on the Strategic Equality Plan and will act on this.</p>
Promoting equal opportunities	Yes	<p>The Scheme aims to work toward ensuring fairness for all. Evidence from the Equality Core Group shows that we have work to do to this end. We will, therefore, gather further evidence in line with the Action Points within the Plan, and will take action on the outcome. We also have Action Points that will kick start the work.</p> <p>Before that time, we will, of course, gather more information through the consultation on the Strategic Equality Plan and will act on this. We will undertake an assessment of the consultation to ensure that as many people as possible can take part</p>
Fostering good relationships	Yes	<p>A good relationship between people with shared protected characteristics and people who do not share this characteristic, comes from ensuring equity for all. In doing the above, and in taking positive action toward some characteristics, we will ensure that the services are fair.</p>

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 Duty? What is the reason for this?

The purpose of the Gwynedd Council Strategic Equality Plan is to have a significant, positive impact on the lives of the people of Gwynedd who use our services and also on our staff. Engagement with the Plan will assist us in identifying any matters that are yet to be addressed.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty? What is the reason for this?

We have not identified any negative impacts. The engagement will be an opportunity for us to identify whether any matters that have not yet been considered.

4.3 What should be done?

Choose one of the following:

Continue with the policy / service since it is robust	X
Amend the policy to remove any barriers	
Suspend and delete the policy as the detrimental impacts are too great	
Continue with the policy as any detrimental impact can be justified	

4.4 If plan is to continue, what steps will you take to reduce or mitigate any negative impacts?

Not currently applicable

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

Not currently applicable

5) Monitoring

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

After the engagement, we will amend the Strategic Equality Plan as required. It will then be presented to the Council's Cabinet for approval in March 2020.

We will monitor regularly, especially as the outcomes of any evidence gathering work comes in. We will also carry out an Annual Review early in each financial year to report on any progress from the previous year.

We will draw up a Strategic Equality Plan every four years.