

# Assessing the Impact on Equality Characteristics, the Welsh language and the Socio-Economic Disadvantage

Please see the sheet *How to Make an Equality Impact Assessment* 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.

The Council is required (under the Equality Act 2010) to consider the impact that any change in any policy or procedure (or the creation of a new policy or procedure) will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relations. Therefore, a timely assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011), to consider the impact that any change in policy or procedure (or 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.

From 1 April 2021, the Council has a duty to give due attention to addressing socio-economic disadvantage in strategic decisions.

## I) Details

### I.1 What is the name of the policy/service in question?

No Wrong Door Strategy

### I.2 What is the purpose of the policy/service that is being created or amended? What changes are being considered?

The strategy proposes a radical review of current arrangements that offers an ambitious model for collaboration that will improve mental health and well-being outcomes for children and young people up to 25 years old. It is a regional strategy across north Wales with agreed principles across the region and expectations to provide services to meet local needs in the local authority jointly with our partners.

The strategy sets expectations for a much more integrated approach across the agencies using a team around the family model and hubs that will make early and convenient access to services for families much easier than it is at the moment.

### **1.3 Who is responsible for this assessment?**

Marian Parry Hughes

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

Version 1.0. March 2022. This is an assessment of the plan in its entirety. Further impact assessments are intended when planning to implement some elements of it.

## **2 Implementation**

### **2.1 Who are the stakeholders or partners with whom we will have to work to carry out this assessment?**

The strategy has been developed following input and workshops with professional stakeholders, including the health board, local authorities, and voluntary organisations across north Wales.

### **2.2 What steps have you taken to engage with people with protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?**

As part of the development of the strategy and prior to its agreement, a regional consultation was held with children, young people and families representing groups with protected characteristics.

### **2.3 What was the outcome of the engagement?**

The above consultation has highlighted the change that needs to take place to improve individuals' experiences of receiving services and gaining access to services.

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

The strategy is implemented based on the need to develop better outcomes for children and young people in the mental health and well-being field. It is estimated that approximately 9,280 children and young people in north Wales aged between 5 and 16 years have varying degrees of mental health problems (Health Board figures, 2020), and of these it is estimated that approximately 1,566 live in Gwynedd. However, we do not have current information about what that tells us about the representation within this figure for anyone with protected characteristics.

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

There are gaps in the data available locally, and one of the objectives of the strategy is to gain a better understanding of the levels of need across the region and locally.

## 3) Identifying the Impact

### 3.1 The Council must duly address the impact that any changes will have on people with the following equality characteristics. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? There is also a need to consider the impact on the socio-economic disadvantage and on the Welsh language.

Characteristics	What type of impact? *	In what way? What is the evidence?
<b>Race (including nationality)</b>	Positive	The strategy will have a positive impact on people from black, Asian and minority ethnic communities or who are asylum seekers or refugees as the help available will be easily accessible with access to training for workers to understand needs better and to tailor services based on the needs of culture, religion and language.
<b>Disability</b>	Positive	The strategy considers the requirements of the Equality Act 2010 in relation to reasonable adjustments. The Act places a legal duty on service providers and those providing goods and facilities to make reasonable adjustments for disabled people in order to ensure that they are not disadvantaged compared to non-disabled people. Providers are required to make reasonable adjustments for disabled people on a case-by-case basis.
<b>Gender</b>	Men - none	Men/boys:

	Women - none	<p>Evidence suggests that there is a corresponding increase in the number of boys and girls experiencing mental health problems and the number has increased from 1 in 10 in 2004 to 1 in 9 in 2020. The reasons vary but can be linked to factors such as poverty, challenging family relationships, identity, a parent with a mental illness and so on. For this reason, it is not expected that the strategy will have any differential impact on men/boys.</p> <p>Women and girls: Evidence suggests that there is a corresponding increase in the number of boys and girls experiencing mental health problems and the number has increased from 1 in 10 in 2004 to 1 in 9 in 2020. The reasons vary but can be linked to factors such as poverty, challenging family relationships, identity, a parent with a mental illness and so on. For this reason, it is not expected that the strategy will have any differential impact on women/girls.</p>
<b>Age</b>	Positive	The strategy refers to services for children, young people and young adults up to 25 years old. The strategy recognises all individuals up to this age and although it is a strategy for children's services it includes young adults with needs in the operating framework, including individuals with protected characteristics.
<b>Sexual orientation</b>	None	A growing body of literature links elements of mental health and well-being with gender identity/gender dysphoria. The strategy recognises that individuals from the LGBTQ community are likely to need early intervention services to help them. The Welsh Government has recognised the need to improve gender identity services and has established a Wales Gender Identity Partnership Group to give advice. Information from this Partnership can be used to inform any subsequent versions of the strategy.
<b>Religion or belief (or lack of belief)</b>	Positive	There is no evidence to suggest that the strategy would have a positive or negative impact on individuals because of their religion, belief or lack of belief.
<b>Gender reassignment</b>	None	There is little evidence to show how transgender people are affected by mental health and well-being problems. An assumption could be made that there is a negative impact, however, Welsh Government has stated that further work is needed in this field.
<b>Pregnancy and</b>	Positive	There is evidence that programmes to support pregnant

<b>maternity</b>		women antenatally and postnatally have a positive impact on their emotional well-being and health. Evidence shows that mental health problems affect up to 20% of new mothers in the first year after giving birth and failure to offer support can lead to more serious problems. Therefore, the strategy is able to offer early intervention to improve outcomes for mothers and their children.
<b>Marriage and civil partnership</b>	Positive	There are no known negative effects for the marriage and civil partnership category.
<b>The Welsh language</b>	Positive	The strategy will be delivered fully bilingually and implementing the active offer of the language will be a priority.
<b>Socio-Economic Disadvantage</b>	None	There are no known negative effects on protected groups nor those living in low income households.

\* To be deleted as required

**3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, gender reassignment, disability and pregnancy and maternity. The Council must duly address the way any change impacts on these duties.**

<b>General Duties of the Equality Act</b>	<b>Does it have an impact?*</b>	<b>In what way? What is the evidence?</b>
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	Yes	The strategy does not discriminate between different characteristics. The purpose of the strategy is to improve the life outcomes of children and young people through early intervention that has been coordinated on a multi-agency basis, and therefore, addresses a range of different needs whilst considering the other characteristics of individuals in doing so.
<b>Promote equal opportunities</b>	Yes	The plan identifies the need to help a wide range of people with different needs, and to offer support when needed. It also includes the responsibility to assess the care and support needs of vulnerable groups, and aims to give them relevant attention.
<b>Foster good relations</b>	Yes	Foster good relations between children, young people and their society by improving outcomes and being ambitious on their behalf in order for them to lead fulfilling lives in their society.

\* To be deleted as required

**3.3 How does your proposal ensure that you work in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than English, and that every opportunity to promote the Welsh language is taken (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?**

65% of the population of Gwynedd are Welsh speakers, and the Council is operating a Language Policy which ensures that "All residents of the county can use the Council's services through the medium of Welsh and English, and that firm actions are taken to ensure that the user's choice of language is noted and respected at all times". The ability to implement this policy consistently across the whole county and ensure that individuals can access a service in Welsh if they wish (in accordance with the requirement under the Welsh Language (Wales) Measure 2011), means that consideration must be given to the Welsh language when recruiting and developing services. It must be remembered that any Welsh speaker who is appointed to a post will be required to provide that service in English also.

**3.4 What other measures or changes could you include to strengthen or change the policy/practice so as to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any detrimental impacts that the policy/practice could have on the Welsh language?**

As above

**3.5 How does the proposal show that you have given due regard to the need to address inequality due to socio-economic disadvantage? (Please note that this relates to closing the inequality gap, rather than improving outcomes for everyone only.)**

The duty does not apply as it is not a strategic issue.

**3.6 What measures or other changes can you include to strengthen or change the policy/practice to show that you have given due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?**

As above

#### 4) **Analysing the results**

##### 4.1 **Is the policy therefore likely to have a significant, positive impact on any of the above? What is the reason for this?**

In accordance with the principles of the strategy, we will ensure that the needs of children, young people and their families are considered when providing services to support them, ensuring fair opportunities for all individuals. Locally, we will consider the other characteristics of the individual in our actions.

##### 4.2 **Is the policy therefore likely to have a significant, negative impact on any of the above? What is the reason for this?**

The plan should not have a negative impact on any individuals with protected characteristics.

##### 4.3 **What should be done?**

Select one of the following:

Continue with the policy/service as it is robust	x
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	
No further steps at present, it is premature to decide, or there is insufficient evidence	

##### 4.4 **If you continue with the plan, what steps will you take to reduce or mitigate any negative impacts?**

We do not anticipate any negative impacts but we will monitor (see below) and deal with any negative impacts that may arise.

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

Irrelevant

**5) Monitoring**

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

The strategy will be monitored through a regional children's sub-group which will report to the North Wales Regional Partnership Board. We intend to carry out further impact assessments when reviewing the plan to better consider the details of the impact.