

## Appendix 2 - Overview of the Equality Impact Assessments

### 1.0 Duty when making decisions

1.1 Before making a decision, every individual in the public sector has a duty to consider the likely impact of that decision on people who have characteristics that are protected by the equality legislation (Equality Act 2010).

1.2 The act protects people with the following characteristics:

- Disability
- Age
- Gender
- Gender reassignment
- Pregnancy and maternity
- Sexual orientation
- Marriage and civil partnership
- Religion or belief - including lack of belief
- Race – including ethnic or national origin, colour or nationality

1.3 The General Duty of the Public Sector

The general duty of equality legislation requires Gwynedd Council to consider how it can positively contribute to a fairer society through advancing equality and good relations in its day-to-day activities in order to ensure better outcomes for all.

Due regard must therefore be given to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance 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

1.4 The Specific Duty

The specific duties in Wales are set out in the Equality Act 2010 (Statutory Duties) Regulations 2011. In this case, the relevant duties are:

- the need to engage with people with the aforementioned characteristics
- the need to assess the likely impact of the proposed policies and practices on the ability to comply with the general duty

1.5 An equality impact assessment has been prepared for each one of the cuts proposals. These are available at [www.gwynedd.llyw.cymru/gwyneddchallenge-BackgroundPaper4-](http://www.gwynedd.llyw.cymru/gwyneddchallenge-BackgroundPaper4-)

[EqualityAssessments](#). This overview does not supersede the need to give specific attention to the content of these assessment nor the findings and members are expected to give consideration to the full assessments.

## **2.0 The Language Bill**

2.1 The Language Standards require us to consider the impact of our decisions on the Welsh language. We have done so as part of the equality impact assessments.

## **3.0 Considerations when making a decision**

3.1 This report offers an overview only of the effects which have been identified in the equality impact assessments on people who have various protected equality characteristics.

3.2 It is important to bear in mind the impact that a range of cuts, not just the individual cuts, would have on the same cohort of people.

3.3 The equality impact assessment is one factor; it must be borne in mind that there are other factors to consider too, particularly the financial situation.

3.4 Some of the cuts would have a negative impact on people with specific protected equality characteristics. Nonetheless, negative equality impact assessments in themselves do not justify not making a difficult decision. What's important is the need to give full consideration to the impact before making a decision.

3.5 The equality impact assessments include steps to mitigate the effect should a decision be made to cut a service.

3.6 Though poverty is not a protected equality characteristic, there is strong relevance between deprivation and people who have some protected equality characteristics.

3.7 Consideration must be given to the impact that the cuts could have on specific areas e.g. if several services are cut in rural areas, what impact would that have on cohorts such as young people or older people?

3.8 The long-term effects of any cut should be considered. It is asked whether reducing or deleting a service would save money in the short-term but lead to a likely increase in the demand for another service in the future.

## **4.0 General findings**

4.1 The equality impact assessments show that some protected equality characteristics are affected more than others, specifically disability, age (young people and older people) and the Welsh language.

4.2 The equality impact assessments also indicate that some cuts proposals will likely have an impact on several protected equality characteristics.

4.3 No clear pattern has been identified with the Marriage and Civil Partnership protected equality characteristic.

**5.0 Findings according to the main equality characteristics**

5.1 The following focuses on the three main protected equality characteristics which are affected most, namely disability, age (young people and older people) and the Welsh language. Within these, the cuts proposals for which the equality impact assessments have highlighted the most effects are listed. The steps that could be taken to reduce or improve the effects of the cuts proposals are also noted. Cuts proposals are listed according to their reference numbers.

**6.0 Disability**

6.1 When making decisions which affect disabled people, the need to give "due regard" to their needs and to make reasonable adjustments must be borne in mind.

6.2 Some of the cuts proposals for services which involve disabled people and children are obvious, but some others might also affect them. Several of the proposals could lead to deterioration in the environment, and specifically its accessibility and safety for disabled people. This would include access to the countryside or the ability to move around a village or town easily.

6.3 Disabled people told us about the importance of services such as public transport, toilets and public benches which allow them to be out in the community. Cuts proposals which affect keeping healthy and leisure services will also have an impact on disabled people.

6.4 It is important to consider to what degree the cuts will have the effect of reducing quality of life. Some of the services in question have been identified as ones which promote independence by offering opportunities to keep healthy, socialise and be a part of the local community. Consideration must also be given to the impact on individuals' mental health.

6.5 These cuts proposals could have an impact on carers (including young carers), family and friends. The Equality Act 2010 protects these people by association.

6.6 The equality impact assessments which have been identified as ones which have the most impact on **disabled people** are:

Reference	Cuts Proposal	The steps that could be taken to reduce or improve the effects of the cuts
4, 35, 94	Street Enforcement	The implications of cuts and the feasibility of delivering the service with fewer resources are considered on a regional level (north

		Wales).
20, 96	CCTV	Not providing a 24-hour service. Further consideration would need to be given on how this could be done.
34, 90	Support - Derwen	Every effort has been made to try to mitigate the effects of any cut as a result of previous savings that have been made. An effort was made to arrange for the Youth Service to prepare youth groups for disabled children; however they do not have the budget to do this themselves. This means that Derwen is paying for the leaders and has to provide 1-to-1 support for some of the children in the clubs. The Youth Service itself is under threat of cuts, and it is possible that the arrangements will come to an end entirely. There is no other organisation from the third sector which meets the need.
37,65,79, 112	Social Care Field Workers	<p>Continue to take measures that assist social workers to work more flexibly, faster and more effectively. An investment is being made to integrate services with the Health Board (Gwynedd and Alltwen) which also aims to achieve this, with the hope that ultimately the appropriate level of services can be maintained with less staff. Great emphasis is placed on reducing the paperwork and bureaucracy associated with the work processes to free up time and health care front-line staff to spend with service users.</p> <p>Arrangements will be made to monitor the impact of the cuts on waiting lists for assessment and services. The cuts would be assumed to occur in stages with evidence of the impact of the monitoring work being considered in preparation for the next step.</p>
40	Housing Enforcement	There are no steps which can be taken to improve the effects entirely, but it will be possible to prioritise, emphasising assessing the most serious houses and bringing empty houses back into use.
43, 99	Derwen	The role of the social worker is a specialist and professional one. In the field of disabled

		children, other than the knowledge and understanding of statutory work in relation to safeguarding disabled children and the children in care procedure, it is necessary for the workers to have skills for assessing, counselling, preparing care plans, dealing with bereavement on several layers, and varied communication skills. There is no service available which would deal with this range of needs. Cases will be closed and it will be necessary to create waiting lists.
50, 104	Grants for disabled people and adaptations	Collaborate with other services within the Council to administrate low interest loan schemes.
51, 111	Public Toilets	Retain an element of the budget for the after-care of the buildings and develop a system of funding local businesses to offer use of their facilities for the public.
62, 88, 106, 118	Leisure Centres	Close fewer centres or transfer the management of the centres to other providers.
46, 83	Recreational Routes	It is possible to transfer the Recreational Routes and the Nature Reserves to an outside body such as a Community Council or Wildlife Trust.
C12	Information Technology	No steps which could be taken to improve the effects have been submitted.
29, 38, 63, 70	Street Cleaning	No steps which could be taken to improve the effects have been submitted.

## 7.0 Age

- 7.1 Many of the cuts are likely to have an impact on young people and older people.
- 7.2 The comments on the accessibility and safety of the environment noted above under disability can be as true for older people.
- 7.3 Many of the cuts involve opportunities to keep fit, formally or informally (from lessons at leisure centres to walking in the countryside) which is important to children, young people and older people. They are important opportunities in terms of establishing good practices from the beginning and maintaining fitness, mental health and independence when getting older.

- 7.4 In addition, many of the proposals have an impact on recreational opportunities and opportunities to socialise e.g. halls, libraries, youth clubs and grants to organisations. Young people and older people have told us that these are very important to them.
- 7.5 As with disability, it must be borne in mind that some of the proposals affect services for children, young people and older people specifically e.g. in the field of care and youth clubs.
- 7.6 Similarly, consideration must also be given to the effect that loss of confidence and loss of independence could have on carers and families of older people.
- 7.7 The equality impact assessments which have been identified as ones which have the most impact on **older people** and on **children and young people** are:

Reference	Cuts Proposal	The steps that could be taken to reduce or improve the effects of the cuts
24	Community Arts	Identify other possible providers that could be collaborated with via the Creative Gwynedd partnership or strategic grants for some elements of the Service's work.
62, 88, 106, 118	Leisure Centres	Close fewer centres or transfer the management of the centres to other providers.
20, 96	CCTV	Not providing a 24-hour service. Further consideration would be needed on how this could be done.
40	Housing Enforcement	There are no steps which can be taken to improve the effects entirely, but it will be possible to prioritise, emphasising assessing the most serious houses and bringing empty houses back into use.
15, 39, 55, 76, 82, 98, 100, 107, 116	Libraries	Alternative methods of library service provision, merging with other services.
60, 84, 110	Public Transport	Starting a community transport scheme in certain areas and giving taxi companies subsidies to operate some journeys.

- 7.8 The equality impact assessments which have been identified as ones which have the most impact on **older people** specifically are:

Reference	Cuts Proposal	The steps that could be taken to reduce or improve the effects of the cuts
4, 35, 94	Street Enforcement	The implications of cuts and the feasibility of

		delivering the service with fewer resources are considered on a regional level (north Wales).
37,65,79, 112	Social Care Field Workers	Continue to take measures that assist social workers to work more flexibly, faster and more effectively. An investment is being made to integrate services with the Health Board (Gwynedd and Alltwen) which also aims to achieve this, with the hope that ultimately the appropriate level of services can be maintained with less staff. Great emphasis is placed on reducing the paperwork and bureaucracy associated with the work processes to free up time and health care front-line staff to spend with service users.  Arrangements will be made to monitor the impact of the cuts on waiting lists for assessment and services. The cuts would be assumed to occur in stages with evidence of the impact of the monitoring work being considered in preparation for the next step.
44	Healthy Living	Focusing on some fields which have the most impact on health i.e. tobacco and obesity.
51, 111	Public Toilets	Retain an element of the budget for the after-care of the buildings and develop a system of funding local businesses to offer use of their facilities for the public.
29, 38, 63, 70	Street Cleaning	No steps which could be taken to improve the effects have been submitted.

7.9 The equality impact assessments which have been identified as ones which have the most impact on **children and young people** specifically are:

Reference	Cuts Proposal	The steps that could be taken to reduce or improve the effects of the cuts
19, 86	Free Breakfast	Provide the childcare element free of charge for pupils who are entitled to free school meals.
33	Free School Meals	Reduce the proposed increase in the price of school meals.
31, 52, 74, 89, 103	Youth Service	The steps that could be taken depend on the scale of the cut to youth clubs and depend on the main youth club grants remaining. If the

		cut was comparatively small and the main youth grants would remain, it is possible that organisations could collaborate in some of the main areas, in order to work more efficiently.
34, 90	Support - Derwen	Every effort has been made to try to mitigate the effects of any cut as a result of previous savings that have been made. An effort was made to arrange for the Youth Service to prepare youth groups for disabled children; however they do not have the budget to do this themselves. This means that Derwen is paying for the leaders and has to provide 1 to 1 support for some of the children in the clubs. The Youth Service itself is under threat of cuts, and it is possible that the arrangements will come to an end entirely. There is no other organisation from the third sector which meets the need.
43, 99	Derwen	The role of the social worker is a specialist and professional one. In the field of disabled children, other than the knowledge and understanding of statutory work in relation to safeguarding disabled children and the children in care procedure, it is necessary for the workers to have skills for assessing, counselling, preparing care plans, dealing with bereavement on several layers, and varied communication skills. There is no service available which would deal with this range of needs. Cases will be closed and it will be necessary to create waiting lists.
52	Youth Justice Service	An element of the preventative work could be delivered by other services such as the Youth Service or in the private sector, but many realise that success is achieved through multi-agency working. It must also be considered that the Youth Service is under threat.
54	Youth Grants	Continue to try to raise money by holding activities and look for other sources to support the organisations. This cut proposal affects cut proposal (30) Youth Service.
68	Service for young people between 16 and 21 years old	There are no steps that can be taken within the service to mitigate the effects. It would be



		necessary to increase the support within other agencies e.g. Careers Wales to promote employment, training and education. There would be a need to increase the support within further education establishments, more tenancy support work and raise awareness of preventing homelessness. It must be borne in mind that the Council has a statutory duty to secure a suitable plan and to implement it.
87	Children's Social Workers	The role of the social worker is a specialist and professional one. As well as having knowledge and an understanding of statutory work in relation to safeguarding children, it is necessary for the workers to have skills for assessing, counselling, preparing care plans, and varied communication skills. There is no service available which would deal with this range of needs. It is possible that waiting lists would have to be created, but this in itself poses great risks for the Council in terms of safety of children.

## 8.0 The Welsh Language

- 8.1 It must be borne in mind that every service cut poses a risk that the provision will not be available to the same extent through the medium of Welsh. The Council will lose its influence if the service is provided by other organisations. This could prevent Gwynedd from being a stronghold for the Welsh language, and prevent the language from being an everyday language that is heard and spoken naturally by children, young people and adults across the county.
- 8.2 Young people have stated clearly that cutting the Youth Service and grants to youth organisations such as the Young Farmers' Association will have a major impact on their opportunities to use the Welsh language outside school.
- 8.3 Many of the cuts could have an impact on the area's economy and this in turn could affect the number of jobs available for young people. This could mean that they would have to leave the county to look for work and this could affect the prosperity of the Welsh language.
- 8.4 The equality impact assessments which have been identified as ones which have the most impact on **the Welsh Language** are:

Reference	Cuts Proposal	The steps that could be taken to reduce or improve the effects of the cuts
3, 57	Strategic Grants for the Arts	Identify other possible providers that could be

		collaborated with via the Creative Gwynedd partnership.
7, 69	Community Regeneration	Developing tool-kits as resources and working closely with other partners such as Mantell Gwynedd.
24	Community Arts	Identify other possible providers that could be collaborated with via the Creative Gwynedd partnership.
15, 39, 55, 76, 82, 98, 100, 107, 116	Libraries	Alternative methods of library service provision, merging with other services.
56	Tourism and Marketing	Identify other possible providers that could be collaborated with for some elements of the Service's work.
59	Neuadd Dwyfor	Identify other possible providers that could be collaborated e.g. via the Creative Gwynedd partnership.
62, 88, 106, 118	Leisure Centres	Close fewer centres or transfer the management of the centres to other providers.

## 9.0 Other Characteristics

- 9.1 Though we have identified that the biggest impact would be on the aforementioned protected characteristics, there will be an impact on the other characteristics too.
- 9.2 Many of the cuts proposals will have specific effects on men or on women e.g. **(65) Domestic violence, (63) Homelessness** (single men and single parent families - mothers), **(41) Healthy Living**
- 9.3 In the field of personal safety and hate crime the biggest impact is on the protected equality characteristics of sexual orientation, gender reassignment and ethnic minority groups. It could also have an impact on people who belong to some religions. There is anecdotal evidence that these groups, along with some women and older people, are more likely to be afraid of going out and deterioration in the environment could have an impact on them.
- 9.4 Also, under race, there is an impact on Welsh culture if several venues and services are closed. Cut proposal **(4) Street Enforcement** could result in a failure to implement the Graffiti Policy and enforcement (Race Relations Act (Amended) 2000) which would mean that the Council was not giving due regard to the need to eliminate illegal discrimination.

9.5 The equality impact assessments identified that accessibility is important to young families. There are also many services e.g. homelessness and the children service which work with pregnant women.

#### **10.1 Next Steps**

10.1 All the equality impact assessments can be seen [www.gwynedd.llyw.cymru/gwyneddchallenge-BackgroundPaper4-EqualityAssessments](http://www.gwynedd.llyw.cymru/gwyneddchallenge-BackgroundPaper4-EqualityAssessments) and specific equality impact assessments can be accessed via this report.

10.2 It is essential that members look at the full range of equality impact assessments because.