

# Assessing the Impact on Protected Characteristics, the Welsh Language and Socio-Economic Disadvantage

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

The Council's is required (under the Equality Act 2010) to consider the effect any change in policy or procedure (or the creation of a new policy or procedure), has on people with protected equality characteristics. The Council also has a general duty to ensure fairness and foster good relations. A timely Equality Impact Assessment must be undertaken before making any decision on any relevant change (i.e. which has an effect on people with protected 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 effect of a change in any policy or procedure (or the creation of a new policy or procedure), in its opportunities for people to use Welsh and to ensure that Welsh is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of the Welsh language.

From April 1st 2021 the Council has a duty to have due regard to tackling socio-economic disadvantage in strategic decisions.

## 1) Details

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

Draft Delivery Agreement – Consultation Draft

### 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 document is to set out a timetable for specific phases of preparing of the LDP, the document also includes a community involvement plan which sets out how, when with whom we would consult.

### 1.3 Who is responsible for this assessment?

Rebeca Angharad Jones – Planning Policy Manager

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

Version 1, this is the first document that has been prepared as part of the preparation of the new Local Development Plan. Detailed assessments will be carried out during all relevant stages of the preparation of the LDP.

This assessment will be updated following the public consultation

## **2) Action**

### **2.1 Who are the stakeholders or partners you need to work with to undertake this assessment?**

The People of Gwynedd

People who have shown interest in the preparation of a Local Development Plan or have commented on the Joint Local Development Plan

Organisations that support or represent people with certain equality characteristics with its members

North Wales Public Sector Organisations

Appendix 6 of the Delivery Agreement sets out a full list of stakeholders

As part of the consultation on the Draft Delivery Agreement we would ask whether the Council is consulting with the right people.

### **2.2 What measures have you taken to engage with people with equality characteristics, regarding the Welsh language or with communities (either of place or of need) that live with socio-economic disadvantage?**

Not relevant at this stage.

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

Not relevant this stage.

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

The Planning and Compulsory Purchase Act 2004 requires local planning authorities in Wales to prepare a Local Development Plan (LDP) for their areas. A DA must be prepared before it can progress to the formal LDP preparation process.

The Town and Country Planning (Local Development Plans) (Wales) Regulations 2005 set out the regulations that must be followed in the preparation of a Delivery Agreement.

The preparation of a Local Development Plan is a priority in Gwynedd Council's Plan 2023-28.

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

The purpose of the consultation is to get the views of the public and specific stakeholders on the content of the document .

## 3) Identifying the Impact

3.1 The Council must give due regard to the effect any changes will have on people with the equality characteristics noted below. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics?

Characteristics	What type of impact? *	In what way? What is the evidence?	Relevant to all
<b>Race (including nationality)</b>	Positive	As part of the engagement process the relevant documents that will be prepared to facilitate the submission process will make clear that individuals can receive the documentation in different formats and languages if they wish.	If in the next stages, the preparation of the Local Development Plan, the service notices that particular characteristics have not taken part in the consultation we would consider if there is another need to consult in a different manner in the next stages of preparing the Local Development Plan.
<b>Disability</b>	Positive	Paper copies available by request or in large print. Copies will be available in Gwynedd libraries as at Siop Gwynedd Caernarfon, Dolgellau and Pwllheli.	
<b>Sex</b>	No impact	No impact identified	
<b>Age</b>	Positive	Paper copies available by request or in large print. Copies will be available in Gwynedd libraries as at Siop Gwynedd Caernarfon, Dolgellau and Pwllheli.	
<b>Sexual orientation</b>	No impact	No impact identified.	

<b>Religion or belief (or non-belief)</b>	No impact	No impact identified.	
<b>Gender reassignment</b>	No impact	No impact identified.	
<b>Pregnancy and maternity</b>	Positive	No impact identified.	
<b>Marriage and civil partnership</b>	No impact	No impact identified.	
<b>The Welsh language</b>	Positive	There will be a specific question in the consultation on the Welsh language. The document will be available in all 2 languages.	
<b>Socio-Economic Disadvantage</b>	Positive	Bydd copïau papur ar gael mewn manau cyhoeddus wedi rhestru yn y Cytundeb Cyflawni.	

\* Delete as appropriate

**3.2 The Council has a duty under the 2010 Equality Act to contribute positively to a fairer society by promoting equality and good relations in its activities regarding the following characteristics – age, gender, sexual orientation, religion, race, gender reassignment, disability and pregnancy and maternity. The Council must give due attention to the way any change affects 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>Abolishing illegal discrimination, harassment and victimisation</b>	Posib	At this stage have done everything practical possible.
<b>Promoting equal opportunities</b>	Posib	At this stage have done everything possible to ensure this. This consultation will ensure that people can take part in the Council's decisions.

<b>Encouraging good relationships</b>	Yes	Not relevant for the step
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\* to be deleted as appropriate

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

Will work within the Council's Welsh Language Policy.

- 3.4 What other measures or changes could you include to strengthen or change the policy / practice in order to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any adverse effects that the policy / practice may have on the Welsh language?**

Not applicable

- 3.5 How does the proposal show that you have had due regard to the need to address inequality caused by socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for everyone)?**

Paper Copies available in libraries and Siop Gwynedd for people who are digitally excluded

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

Nothing more on this point as this step is a public consultation to establish an opinion on the document.

#### **4) Analysing the Results**

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

It is premature to answer this, as consultation has yet to take place.

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

It is premature to answer this, the consultation has not yet taken place.

**4.3 What should be done?**

Choose one of the following:

Continue with the policy / service as it is robust	
Adapt the policy to delete any barriers	
Suspend and delete the policy as the detrimental impacts are too big	
Continue with the policy as any detrimental impact can be justified	
No further action at this time because it is too soon to decide, or there is insufficient evidence	✓

**4.4 If continuing with the project, what steps will you take to reduce or mitigate any negative impacts?**

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

**5) Monitoring**

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

Following the consultation a further assessment will be carried out.

