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

## The Council's Equality Objectives 2024-28

The Council is required (under the Equality Act 2010) to consider the impact that any changes in any policy 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, 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. 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 disadvantages in strategic decisions.

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**Version:** 2

## STEP 1

**1. What is being assessed?**

- Setting objectives.
- New project proposals affecting staff, communities or accessibility to the built environment, e.g. new construction work or adaptations to existing buildings, moving to on-line services, self-service, changing location, etc.

**2. What are the overall aims, objectives and intended outcomes of the policy or practice?**

The aim of the Equality Objectives is to act as a framework for the main work we will be undertaking in the equality field during the period in question (2024-28) to ensure fairness for everyone. The Council should pay attention to equality matters in everything they do, but these will be our strategic priorities for the period. The Objectives will be included in our Strategic Equality Plan 2024-28. They should improve our services for people with the nine protected characteristics.

**3. Who are the main consultative groups (stakeholders)?**

People of Gwynedd - every person has at least 5 protected (equality) characteristics and therefore it's important that everyone has the opportunity participate. However, we have targeted groups and representatives of people with the different characteristics to make sure that we get a broad range of replies. We have engaged with Cyngor Gwynedd's Equality Core Group, which is a group of organisation representatives that represent people with protected characteristics.

In addition, there are some groups that don't always get the chance to engage, because we do not prepare for them properly. We have therefore ensured that we have a range of ways to engage and have discussed with various groups and individuals as part of the work (see question 4).

## STEP 2

**4. Have you complied with the duty to engage as described above and are you sufficiently informed to proceed?**

Yes

**Note any consultation or engagement you have done:**

| **Consultation / Engagement** | **Date** | **Method** |
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| The Centre for Sign Sight Sound (CoS) were asked their opinion regarding the best way to engage, and they said they would help people as part of their usual work for the Council | May 2023 | The organisation to act |
| Ask the self-advocacy group to give their opinion on the easyread document | May June 2023 | Receive opinions |
| Ask the refugee officers about the best way to engage | March 2023 | Receive opinions |
| Te am Tri meeting (Advocacy group) | 12/05/23 | Used slides and a chat |
| Visit to the Galwch Acw shop | 18/05/23 | Give support to the service recipient to fill out the easy read questionnaire |
| Visit the LGBTQ+ GISDA group, Caernarfon | 03/07/23 | Use visual resources and a discussion |
| Arfon Young Carer group | 11/07/23 | Use visual resources, stickers and a chat |
| Arfon Access Group | 12/07/23 | Discussion on the questionnaire |
| Arfon Young Carers Group (11-18 years old) | 18/07/23 | Use visual resources, stickers and a chat |
| Visit the Unique Transgender Network | 03/08/23 | Discussion to consult |
| Attend Pride North Wales, Caernarfon | 24/06/23 | Distribute QR codes, ask people to fill out a short form of the questionnaire |
| Visit to the Boccia event in Porthmadog | 04/09/23 | Give attendees with various impairments, and their carers, an opportunity to fill out a short questionnaire and discuss the objectives |
| Gwynedd Council Core Equality Group | 18/04/23 & 05/07/23 | Two meeting to discuss the present objectives and what else should be included |
| Questionnaire in electronic and paper form | April - August 2023 | Available in easy read versions, in Ukranian and Dari. Promoted on social |

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| | | media platforms, papers, Newyddion Gwynedd, cards with QR codes, on the website and through various organisations including the Equality Core Group |

**5. Data, Engagement and Assessing the Impact** - What information do you have regarding the impact on all of the characteristics, the Welsh language, socio-economic disadvantage and other matters

| **Equality characteristic** | **Evidence** | **Impact** |
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| **General** | **ENGAGEMENT:**<br><br>The full report on the consultation can be seen here. There were more people in favour than against each of the objectives and a number were not sure. There was some variation by characteristic, which is noted below. A variety of ideas for additional matters to include were also received.<br><br>Every one of the organisations that represent people with equality characteristics on our data base were e-mailed to advertise and promote the questionnaire and to offer a visit.<br><br>**DATA:**<br><br>The North Wales Public Sector Service Boards have funded the data document, commissioned by North Wales Public Sector Equality Network. The *Equality in North Wales 2023: Data and Evidence Document* follows a | Our intention is to adapt this assessment continuously over the next few months and any information we get from the consultation will be helpful in doing so. |

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| | document commissioned in 2020 that was based on the *Is Wales Fairer?* 2017 by the Equality and Human Rights Commission. We expect that the Commission will publish the next version of this document by the end of the year. The north Wales document collects the latest information from various sources and is therefore very useful for creating the Amended objectives. | |
| **Race** | **ENGAGEMENT:**<br><br>**Method:**<br><br>Some ethnic minority groups are represented on the Equality Core Group: Indians and Friends Organisation, Africa North Wales Organisation. Refugee groups. Others had been invited but hadn't accepted.<br><br>An easy read questionnaire was created (useful for people that don't speak Welsh or English as a first language), as well as Dari and Ukrainian copies for the refugee groups. A message on providing for a different language or different format as needed was placed on the questionnaires and the advertisement messages.<br><br>The representative from Africa North Wales Organisation promised to put information on their Facebook page.<br><br>**Outcome**:<br>43.2% of the responders noted they were Welsh, 23.5% were British and 15.6% were English. 82.6% of those that completed the questionnaire were White, a little below the county percentage (see below). Fewer people from an Asian Ethnicity completed it also, with more people from Black backgrounds and any other ethnicities than the percentages in Gwynedd. Caution had to be taken of course as the numbers were quite low. | The consultation work has had a positive effect as we have facilitated people from ethnic minority backgrounds to participate in decisions.<br><br>The data clearly shows that there are obstacles facing people from ethnic minority groups, and that varies according to the group in question.<br><br>The aim of the Objectives is to improve the way we work in order to reduce any barriers that people with various protected characteristics face.<br><br>With regards to the new Objectives, Objective 1 will be positive for people from different ethnic backgrounds as it will include ways of improving the diversity of our workplace and attract more people from ethnic minorities to apply for posts. It is also proposed |

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| | There are no statistical differences identified in terms of race when filling out the questionnaire, but some observations have been made regarding race. Some of those were regarding the need to consider the Anti-Racist Wales Equality Scheme. But a number of them were regarding the feeling that the Council discriminates against non-Welsh speaking people, regardless of their ethnic origin.<br><br>**DATA:**<br><br>**Equality in North Wales 2023: Data and Evidence Document**<br>The 2021 Census shows that fewer people in Gwynedd identify as White (96.2%) than the rest of the counties in the north, except for Wrexham (96%). 66.6% noted that they were born in Wales, fewer than Wrexham and similar to Anglesey. 59% noted that they were Welsh, higher than the rest of the counties.<br><br>The data shows that ethnic background has an impact on people's lives statistically from the beginning - e.g. children from Chinese backgrounds are more likely to meet the expected outcome in the foundation phase than their peers, whilst children from "any other ethnic background" (i.e. not identified as from a White, Black, Chinese, Asian or Mixed background) were less likely to do so (statistics on Wales). In Gwynedd the employment rate of White people was 74% (an average statistic for North Wales) whilst the employment of people from an ethnic minority was 53% (which is the lowest county but one). However, the number of White people who have a degree or higher qualification was lower. | to look at, and explain, the expected skills when applying for posts, including the language expectations. As a number of people have said that they feel that the use of Welsh is discriminative, see also the part on the Welsh Language (below).<br><br>Objective 2 will be positive as there clearly was a lack of data on race locally.<br><br>It is expected for Objective 3 to be positive as it would ensure anti-racism training, which would ensure that the needs of people from different ethnic backgrounds are considered, and we will look at the narrative of our museums.<br><br>Objective 4 will be positive as some groups, especially Black male learners and children from traveller and gypsy backgrounds, have a lower attainment level in the classroom compared to other groups. It will also get to grips with matters such as bullying. |

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| | The cohort of Black people in Gwynedd from a home without a car or van was much higher than any other ethnic group, and much higher than any other county in North Wales. The White ethnic group is the least likely to be living in this sort of household. Not having a car or van can be a sign of a socio-economic disadvantage.<br><br>In Gwynedd the people from a Black background are least likely to live in over-crowded houses (1%) whilst people from other minority groups (i.e. that don't identify as Black, White, Asian or Mixed) are most likely to live in over-crowded houses (12%).<br><br>Well over half the hate crimes recorded by North Wales Police are related to Race (including nationality) - which was 58% in 2021/22.<br><br>The number of Gypsies and Irish Travellers was a little higher in Gwynedd (0.095% of the population) than North Wales (0.083%). The number of Roma people was a little lower (0.038% compared to 0.039%). 14 caravans were on an official site and 8 on an unofficial site on 21 July 2022 (out of 271 in the whole of North Wales)<br><br>The Equality and Human Rights Commission has said that it is probable that Covid-19 has had an impact on children who weren't performing as well before the pandemic e.g. Black learners, Gypsy, Roma and Traveller learners. This also had a greater impact in terms of illness and death amongst people from ethnic minorities.<br><br>**Anti-Racist Wales Action Plan:**<br>This plan provides guidance on the matters that need addressing in this field. When considering local factors, we identify these specific fields: education, work, data collection, and ensuring that we act in an anti-racist way. | |

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| **Disability** | **ENGAGEMENT:**<br><br>**Method:**<br>Disability groups are represented on the Equality Core Group: Self-advocacy Group NWAAA (people with learning disabilities), Access Groups (people with a physical impairment), CoS Group (Deaf people). Others have been invited but did not join.<br><br>CoS promised to help by offering support to the members they meet as part of their everyday work to understand and fill out the questionnaire. The equality officers visited: Arfon Access Group (on-line) to discuss the questionnaire and encourage members to fill it out; Te am Tri Group (on-line) which is a self-advocacy group for people with learning disabilities, by using slides to explain the situation and gather opinions; a Boccia event where different groups with different impairments were meeting by using a short version of the questionnaire; two Young Carers Groups (7-11 years old and 11-18 years old) where slides and a chat were used.<br><br>**Outcome:**<br>The percentage of people who identify as a disabled person and have answered the questionnaire (19.6%) was very similar to the percentage in Gwynedd (19.2%). We also consulted with specific groups, see above.<br><br>There was a higher percentage of disabled people, compared to people who had noted that they were not disabled, who felt that engagement (Objective 2) was important to be included this time. The percentage of disabled people | The engagement has had a positive effect as we have facilitated people with different impairments to take part in a consultation on the Council's equality objectives.<br><br>The data clearly shows that there are obstacles facing a disabled person in a number of areas, including access to services, buildings, jobs and information.<br><br>The data clearly shows that there are barriers that a disabled person faces in several fields, including access to services, buildings, jobs and information.<br><br>With regards to the new Objectives, it is expected for Objective 1 to be positive for disabled people as it aims to work towards a level 3 'Disability Confident'. It is anticipated that the other work to promote the diversity of our workforce will also be positive for disabled people.<br><br>Objective 2 on data will also be positive as we will be collecting more |

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| | who had said that they supported diversity in the workforce (Objective 5) was also higher.<br><br>When responding to the questionnaire, and when engaging with groups, a number of people said that training is particularly important in the field of disability. A number of topics were identified e.g. awareness of autism, Braille, BSL and mental health (talk about collaborating with ICAN). Adjustments within employment were also a priority with some mentioning Stage 3 Disability Confident, support around interviews and mentoring. There was also special mention of understanding, access needs (to services, information, buildings and public spaces including suitable parking), terminology, transport and suitable toilets. See also the comments in Age.<br><br>**DATA:**<br><br>**Equality in North Wales 2023: Data and Evidence Document**<br>Data shows that fewer people in Gwynedd noted that they were disabled in the 2021 Census than any other county in North Wales expect for one. Having said that, the percentage was 19%, nearly 1 in every 5 people. Nearly 10% more women were disabled than men. The highest percentage of disabled people were aged 45-69 in Gwynedd, with a slightly fewer in the 70+ age group.<br><br>The data shows that this characteristic affects many parts of life. In 2021-22, 74% of people who weren't disabled in Gwynedd were employed (which is exactly the same as the average in North Wales) but that only 43% of disabled people were working (5% less than the cohort in North Wales). In Wales, the pay gap difference between disabled people and people that | data on every field and cross-sectioning will be important. It will also address the need to engage with disabled people and groups in suitable ways.<br><br>Objective 3, on anti-discrimination will be positive as it will consider the provision of museums, accessibility of the website and consider the needs and rights of disabled people when changing policies and ways of working. We have started the work and a range of training on disability matters will be offered during the 4 years<br><br>Learners at the schools will also see a positive effect due to Objective 4, which deals with bullying and attainment.<br><br>The Objectives are also expected to be positive for carers for similar reasons. |

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| | aren’t disabled is 11.6% (more local data is not available). 3% of apprentices note a disability that affects their learning.<br><br>In Gwynedd, according to the census, over 23% of households with a head of the family with a disability do not have access to a car or van. This compares to 10% of families with a head of the family that wasn't disabled. The percentage living in homes without a car or van in North Wales according to health status was at its highest for those in bad health or in very bad health (29.8%), and lowest amongst those in very good or in good health (9.5%). This is consistent with the pattern in Gwynedd also. Although this compares favourably to the gap in North Wales, it is concerning in such a rural county.<br><br>During 2021/22 100% of the DFG approved in Gwynedd were completed, but the numbers were very low here.<br><br>The number of people that identify themselves as carers was lower in Gwynedd than other counties in the north. It is likely that the numbers are lower in general as every person that could identify as a carer does not do so. People between 50 and 64 years of age are more likely to be carers than any other age group and women more typically than men (13.1% compared with 10%). People who are carers are more likely to report that their health is fair or poor than they are to report it as being good. This is very different to most of the population, where most say that they're in very good or in good health.<br><br>Disabled people are one of the groups that are most likely to experience digital exclusion. | |

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| | 248 cases of hate crime based on disability were recorded in 2021/22, an increase of 359% since 2016/17.<br><br>The Equality and Human Rights Commission notes that disabled people are more likely to die from Covid-19, and to experience financial difficulties. Also, the risk that remote learning has increased the inequality for pupils that didn't perform as well at school before Covid, including pupils who needed educational support.<br><br>**Locked Out: liberating disabled people's lives and rights in Wales beyond COVID-19:**<br>This report notes the data and life experiences of disabled people during the Covid-19 crisis. Most of what's included is aimed at Welsh Government, but the data is also useful for local authorities. The report notes that disabled people said that the social model of disability had lost ground and the medical model was being used more and more. More than half the people who died of Covid-19 during the period in question were disabled and it is said that social factors were a major reason for this, e.g. substandard health care for disabled people (especially people with learning disabilities), lack of PPE and unsuitable housing. It also notes that disabled people had found it difficult to get suitable services during the crisis and transport was also problematic. | |
| **Sex** | **ENGAGEMENT:**<br><br>**Method:**<br>Although we have invited groups, and some have attended in the past, no organisations currently represent men or women on the Equality Core Group. | There is no impact from the engagement as we have not done anything extra to engage with people with this characteristic. |

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| | No specific contact had been made with organisations representing this characteristic during the consultation.<br><br>**Outcome**:<br>The number of males and females that completed the questionnaire was fairly equal. A high percentage of women, more than any other gender category (men, prefer not to say and no answer), had said that Engagement (Objective 2), Impact assessment (Objective 3), and Workforce Diversity (Objective 5) was important to be included this time.<br><br>**DATA:**<br><br>**Equality in North Wales 2023: Data and Evidence Document**<br>51.09% of Gwynedd's population are female.<br><br>In Wales, the percentage of girls that reach the expected outcome in the foundation phase was higher than boys in every year between 2017 and 2019. The number that reached Level 2 in Year 11 in 2018/19 in Gwynedd was higher amongst girls than boys, although the difference was low compared to North Wales on a whole. More girls report being bullied (37% to 33%).<br><br>More people in Gwynedd aged 25-65 have a degree compared to other counties in the North, which is 45.8% of women and 36.2% of men. More women received job-related training in Gwynedd in 2021-22 (23.1% to 15.4% - the county's figures not the Local Authority's figures). 72% of the male population (aged 16-64) in Gwynedd are employed, and 75% of females (smaller difference than the north as a whole). More females than males | The data clearly shows that barriers exist relating to gender.<br><br>It is anticipated that Objective 1 will have a positive effect especially on women because of the action points on the pay gap.<br><br>Objective 2 should also be positive for men and women as it is always good to have full data. It will also be positive for those who identify themselves differently to men and women as data is very difficult to obtain currently.<br><br>It is also positive that Objective 3 on anti-discrimination considers everyone.<br><br>The action points on Education in Objective 4 will be especially positive for cohorts of boys, who have a lower attainment level than girls generally, and the cohorts that are affected by cross-sectioning (e.g. young black men). |

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| | work as apprentices also. The gender pay gap in 2022, namely 8.6%, was lower than any other county in the north except for Anglesey (figures for the county not for the Local Authority workforce, and based on home location, not work location). A higher percentage of women (28.2% to 25.9% of men) in Gwynedd are in high paying jobs. But on the other hand, 44.8% of women are in low paying jobs compared to 21.9% of men.<br><br>In Gwynedd, nearly 70% of families at threat of becoming homeless were being led by a woman - much higher than any other county in the north. Having said this, 70% of families that were homeless and needed support were being led by males (including single males) - again the biggest gap in the north.<br><br>Statistics show that women are more likely to be carers than men. Also more women than men note that they are disabled. (See Disability above). Women on average live for about 3 years more years than men in Gwynedd.<br><br>In the year that ended in March 2020, crime data recorded by the Police showed that 84.5% of sexual offence victims were females, with 90% of sexual violence victims recorded as females and 81.2% of other sexual violence victims also females. There was no analysis of domestic abuse offences based on characteristics on a local level, but in Wales and England, 74.1% of victims recorded were females and 25.9% of victims recorded were males in the year up to March 2022. Women were one of the groups that felt less safe in their community (especially after dark).<br><br>The Equality and Human Rights Commission notes that there is more pressure and reliance on unpaid carers, during the Covid-19 crisis, with women more likely to be unpaid carers, due to social care pressures. Also that the crisis has caused more domestic violence (which affected women | |

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| | more). In addition, the risk that remote learning can increase inequality for pupils that didn't perform well at school before Covid, including boys. | |
| **Age** | **ENGAGEMENT:**<br><br>**Method:**<br>Some age groups are represented on the Equality Core Group: Older People's Council, Age Cymru Gwynedd and Anglesey, LGBTQ+ GISDA Group, Yr Urdd.<br><br>The equality officers visited two groups of young carers, 1 group were aged 7-11 and the others were 7-18 years old. Slides and alternative methods were used to promote a discussion. There was also a meeting with GISDA's LGBTQ+ Group where alternative methods were used to engage. They also visited a Boccia event where groups with different impairments, including Dementia, met. A short version of the questionnaire was used.<br><br>**Outcome:**<br>A small number of young children under 25 completed the questionnaire but as we had visited the organisations above, an opportunity was provided for more young people to share their opinion.<br><br>A higher percentage of respondents aged between 25 - 34 have noted 'unsure' and a smaller percentage of them have noted 'yes' compared to other age groups regarding continuing with the objectives on training (Objective 1).<br><br>A higher percentage of the respondents in the 25-34 and 35-44 age groups noted that we need to continue to include impact assessments (Objective 3). | The engagement work has had a positive effect as we have facilitated older people and young people to take part in a consultation on the Council's equality objectives.<br><br>The data clearly shows that age-related barriers exist.<br><br>Objective 1 (diversity in our workforce and pay gap) is expected to be positive for different age groups. It is obviously going to help working age people, especially those with other specific characteristics (intersectionality). It will also be helpful for older people and younger people seeking work.<br><br>It is anticipated that Objective 2 (data) and Objective 3 (anti-discrimination) are positive for every age. It is always useful to have full data and to have anti-discriminative methods. This is especially true for people with other specific equality characteristics (intersectionality). |

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| | A higher percentage of respondents in the 35-44 and 55-64 age groups notes 'yes', while a higher percentage of respondents in the 25-34 age group notes 'no'.<br><br>Some of the issues raised regarding children and young people were:<br>• The need to keep local young people in their area, by offering support and securing jobs<br>• Learners need more one to one support and early intervention<br>• The mental health of LGBTQ+ young people<br>• More attention to the needs of young carers at school, especially being able to keep in touch with school.<br>• Better accessibility for learners with physical impairments in school<br>• Safe places for children with learning difficulties and neurodiversity outside the school<br><br>Some of the issues raised regarding children and young people were:<br><br>• The needs of older LGBTQ+ people who are likely to have historically hidden their identity<br>• The need to hear the voice of older people<br>• The need to support older people by supporting carers in the workplace<br><br>DAT**A:**<br><br>**Equality in North Wales 2023: Data and Evidence Document** | Objective 4, on Education, will obviously be positive for children and young people, once again due to the cross sectioning. It deals with well-being which will include young carers, learners with neurodiversity etc |

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| | There are more individuals under 25 in Gwynedd than any other county in the north (28.7%). The number of people over 65 was a little lower than the average for North Wales.<br><br>The attainment level of year 11 children in Gwynedd in 2018/19 was at its highest in north Wales. During the 2019-20 period, 19% of boys and 12% of girls said they had bullied someone at school (north Wales). 35% of secondary age children (years 7to 11) in North Wales said that they had been bullied, which was less than the average in 2017/18 but higher than Wales as a whole. The number of young children not in education, work or training in north Wales reduced significantly for the 2020-22 period to 12.8% which was very similar to the numbers for Wales on a whole. This compares to 14% in 2018-20 (when the average for Wales was around 13.1%).<br><br>During April 21 - March 22, 51% of people aged 16-24 were employed, a little less than the average for the north. 89% of people aged 25-49 were employed (higher than the average regionally) and 66% of people aged 50-64 (lower than the average).<br><br>In Gwynedd, the highest proportion of people who provide un-paid care were those between 50 and 64 years old (15.4%) and the lowest was 15 years of age and under age group (1.1%). This was similar to the rest of the counties in the north. In Gwynedd, as in every other county, those in poor or very poor health increases with age, with 11.5% of people over 65 in those categories.<br><br>The highest percentage of people living in a home without a car or van in north Wales based on age were in the 65 and over age group (17.8%), and the lowest was the 50 to 64 age group (9.1%). This pattern is very similar to the rest of the north. But in Gwynedd, the number of people aged 15-24 | |

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| | were in the same situation (15.9%) which is significantly higher than the other counties.<br><br>Welsh Government noted that older people were amongst the groups that were likely to experience digital exclusion (although older people's use of the internet is increasing). They are also one of the groups that feel unsafe in their communities. The number of people that attend heritage and artistic events in Gwynedd falls with age - with just over half of the people ages 75+ not attending three events a year.<br><br>The Equality and Human Rights Commission notes that older people are more likely to die from Covid-19, and that, and the isolation experienced during the crisis, was likely to have a long-term effect on mental and physical health. Also that education, achievement levels and future jobs for young people had been affected. In addition, there's the risk that remote learning had increased inequality for children and young people that weren't performing as well in school before Covid-19. | |
| **Religion and Belief** | **ENGAGEMENT:**<br><br>**Method:**<br>Some religious groups are represented on the Equality Core Group: Bangor Islamic Centre, Cytûn (Christianity). We have asked other belief groups to join but haven't succeeded yet.<br><br>**Outcome:**<br>The percentages in terms of completing the questionnaire were comparative with the percentages in Gwynedd. Having said this, fewer people identified as Christians, without a religion or from another religion, and the number noting Other was higher. | Regarding the engagement, apart from the above arrangements, no additional work was undertaken to connect with people of religions and beliefs. But there was a chance for everyone to contribute so the effect is positive.<br><br>The data clearly shows that there are issues to be addressed regarding religion and belief. |

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| | Observations have been made regarding religion in the questionnaire, namely that the Council was anti-Christian and that reasonable adjustments needed to be made regarding religious observance.<br><br>During the consultation the main theme mentioned about this characteristic was mental health especially among young LGBTQ+ people. The importance of training was also emphasized. Other issues raised were respect, support within the Council, data and terminology. One group said that engagement work is highly valued by LGBTQ+ communities as it shows that the Council is ready to learn and improve. It is also necessary to remember the needs of older LGBTQ+ people, many of whom are used to hiding their identity.<br><br>**DATA:**<br><br>**Equality in North Wales 2023: Data and Evidence Document**<br><br>46.2% of the people of Gwynedd identify as Christians, and this is the lowest percentage in North Wales. 44.2% noted that they did not have a religion, which is the highest percentage in the north. The percentage that didn't answer was also the highest in the region, at 7.5%. 1% of the population are Muslim.<br><br>The people that didn't answer the question on religion are the ones least likely to have a degree (38%), and then the ones without a religion (39%) and Christians (42%). The other religions were quite equal between 55-60%. This pattern was similar to the one in North Wales except that the religions in the middle were equal at about 45-48%. | It is anticipated that Objective 1 (employment) is positive as it will consider the needs of different beliefs. Collecting data in Objective 2 is also beneficial.<br><br>Objective 3 (anti-discrimination) is positive as we will consider beliefs as part of the impact assessments, and it will be a part of the re-consideration on the narrative of our museums.<br><br>Children from some religions perform less well than others in terms of attainment so Objective 4 (Education) is positive. The action point on bullying is also positive. |

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| | Jewish people in Gwynedd were much more likely to identify themselves as carers (around 17%), people from "other" religions were second (16%). People who didn't answer the religion and belief question (just under 5%) was the lowest, and Muslims (just over 5%). It is obvious from looking at the results of the different counties that there is no obvious pattern here, this is likely due to the low numbers in some religions. Figures show that people of the Muslim religion were less likely to report that they had bad or very bad health in Gwynedd (1%), followed by Hindu people (2%). People from other religions were most likely (11%). Again, caution is needed as the figures are low.<br><br>There were 40 incidents of hate crime based on religion noted in North Wales during 2021/22, an increase of 150% since 2016/17 | |
| **Sexual Orientation** | **ENGAGEMENT**<br><br>**Method:**<br>LGBTQ+ groups are represented on the Equality Core Group: GISDA's LGBTQ+ Group, Unique Transgender Network and an individual member.<br><br>The equality officers visited North Wales Pride in Caernarfon, distributing cards with QR codes on them to those who were participating and to the public in general. Some individuals were also asked to complete a short version of the questionnaire. In addition, they visited the LGBTQ+ GISDA Group where alternative methods were used to engage and the Unique Transgender Network where there was a general discussion to promote the questionnaire.<br><br>**Outcome:**<br>A lower percentage of heterosexual or straight people had filled out the questionnaire (76.5%), compared with the population of Gwynedd (87.3%) | The engagement has had a positive effect as we have facilitated LGBTQ+ to participate in a consultation on the Council's equality objectives.<br><br>The data clearly shows that there are issues to be addressed regarding the field.<br><br>It is anticipated that Objective 1 will be positive as it is related to diversity in the workforce. Young LGBTQ+ people especially have told us about the challenges they face due to mental health conditions and making the workplace a welcoming place as possible would be a step forward. |

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| | and the number of gay males, gay or lesbian females, bisexual people and people of another sexuality had completed it is higher.<br><br>A higher percentage of respondents who note that they are a gay man / gay woman / lesbian supported continuing with consultation (Objective 2). Regarding Objective 3 (Impact assessment) a higher percentage of the bisexual, gay or lesbian respondents noted 'yes', with a higher percentage of the heterosexual / straight respondents noting 'unsure'. A higher percentage of respondents who note that they are bisexual, gay or lesbian noted that diversity in the workforce is important.<br><br>During the consultation the main themes that arose about this characteristic was mental health especially among young LGBTQ+ people. The importance of training was also emphasised. Other issues raised were respect, support within the Council, data and terminology. One group said that engagement work is highly valued by LGBTQ+ communities as it shows that the Council is ready to learn and improve.<br><br>**DATA:**<br><br>**Equality in North Wales: Data and Evidence Document**<br>Fewer people in Gwynedd identify as heterosexual or straight than any other counties in the North (87.3% - the average for the north was 89.4%). There are more people with a Bisexual identity (1.6% - the percentage for the north was 1%) and more who chose not to answer the question (9.4%) than any other county in the region. The number identifying as Gay or Lesbian was equal with the percentage of the north (1.3%). | Data is in short supply, especially locally, for LGBTQ+ people therefore Objective 2 will be beneficial. The work of re-interpreting, assessing impact and training in Objective 3 will also be positive steps.<br><br>As young LGBTQ+ people had told us about the challenges they face due to mental health conditions, as we have mentioned previously, the action points on bullying and well-being will be especially important. |

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| | There were over 334 incidents of hate crime recorded in North Wales based on sexual orientation in 2021/22, an increase of 430% since 2016/17. People who do not identify as heterosexual felt less safe in their communities.<br><br>**LGBTQ+ Action Plan, Welsh Government:**<br>Not much work had been noted for Local Authorities in the first place in this Plan. The Housing field was the only one where a specific reference was made but that was long-term work. It is, therefore, necessary to wait for further guidance from Welsh Government following the work they need to do, in order to identify our duties properly. In the meantime, of course, it is necessary to respond to local factors. | |
| **Gender reassignment** | **ENGAGEMENT:**<br><br>**Method:**<br>Some organisations are represented on the Equality Core Group, namely LHDTC+ GISDA Group, Unique Transgender Network.<br><br>The equality officers visited North Wales Pride in Caernarfon, distributing cards with QR codes on them to those who were participating and to the public in general. Some individuals were also asked to complete a short version of the questionnaire. They also visited the LGBTQ+ GISDA Group where alternative methods were used to engage, and the Unique Transgender Network where a general discussion was had to promote the questionnaire.<br><br>**Outcome:**<br>The percentage of people who had answered yes to the question "Has your sexual identity changed from when you were born? (for example you are transsexual or trans etc)" was 1.3%, which is higher than the number of | The engagement has had a positive effect as we have facilitated trans people to take part in a consultation on the Council's equality objectives.<br><br>The data clearly shows that there are issues to be addressed regarding gender reassignment.<br><br>It is anticipated that Objective 1 will be positive as relates to diversity in the workforce. Young LGBTQ+ people especially have told us about the challenges they face due to mental health conditions and making the workplace a welcoming place as possible would be a step forward. |

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| | people who said they were a trans man, trans woman or any other gender 0.3% in all, see below) in the census.<br><br>During the consultation the main theme that arose about the feature was mental health especially among young LGBTQ+ people. The importance of training was also emphasised. Other issues raised were respect, support within the Council, public toilets, data and terminology. One group said that engagement work is highly valued by LGBTQ+ communities as it shows that the Council is ready to learn and improve. It is also necessary to remember the needs of LGBTQ+ people, many are used to hiding their identity and are nervous about letting people know.<br><br>**DATA:**<br><br>**Equality in North Wales 2023: Data and Evidence Document**<br><br>Fewer people in Gwynedd (91.7%) note that their sexual identity was the same gender as registered at birth than any other county in North Wales (92.8% was the percentage for the North) but there were more who hadn't answered the question (8% - the percentage for the North was 6.9%). The percentage that identifies as a trans male, trans female and every other gender was the same as the North (0.1% each).<br><br>There were 50 incidents of transgender hate crime recorded in north Wales in 2021/22. This is an increase of 525% since 2016/17. Stonewall undertook research in 2017 and noted in their report "LGBT in Britain: Trans Report", that most trans people don't report incidents to the police, and therefore it is under-reported. Therefore, the hate crime figures above are unlikely to show the full extent of the hate crime incidents in North Wales. | Data is in short supply, especially locally, for LGBTQ+ people therefore Objective 2 will be beneficial. The work of re-interpreting, assessing the impact and training in Objective 3 will also be positive steps.<br><br>As young LGBTQ+ people had told us about the challenges they face due to mental health conditions, as we have mentioned previously, the action points on bullying and well-being will be especially important. |

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| | **LGBTQ+ Action Plan:**<br>Not much work had been noted for Local Authorities in the first place in this Plan. The Housing field was the only one where there a specific reference was made but that was long-term work. Therefore there was a need to wait for further guidance from Welsh Government following the work they need to do, in order to identify our duties properly. In the meantime of course it is necessary to respond to local factors. | |
| **Marriage and Civil Partnership** | **CONSULTATION:**<br>No additional work was undertaken to approach this group as nothing had been identified that would prevent them from participating.<br><br>A higher percentage of people in Gwynedd have never married or been in a civil partnership (40%) than in the rest of the counties in the north. Therefore there was fewer married people (41.5%), separated (1.7%) or divorced or in a civil partnership that had broken down (9.2%). The number of widowed people or a partner who had survived a civil partnership was fairly average in the region (7.5%). | |
| **Pregnancy and Maternity** | No needs had been identified regarding engagement, as there were no barriers to prevent people with this characteristic from taking part. We haven't identified that the work we do has a negative impact on any cohort but we will monitor this when moving forward.<br><br>There were 977 births in Gwynedd in 2022, down from 1039 in 2021. | |
| **The Welsh Language** | **ENGAGEMENT**:<br><br>Every resource was bilingual. The officers spoke in the language choice of those taking part, holding some discussions bilingually. More specifically, | We welcome the commitment to the Welsh Language in the first observations and believe that the Council acts on the positive factors that have been named already. |

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| | there was a standard question regarding the Welsh Language in the questionnaire.<br><br>33.8% of those that responded noted they were fluent in Welsh, 11.6% had the ability but weren't confident and 13.9% were learners. 25% noted that they speak the language only, with 15.2% noting that they couldn't speak or understand the language. Nearly 10% did not wish to answer the question.<br><br>A specific question on the Welsh Language was asked in the questionnaire, namely:<br><br>Are there any matters we should consider in terms of the Welsh Language?<br><br>The main observations in response to the question were:<br><br>Positive factors regarding the language<br><br>• The need to protect the Welsh Language was emphasised<br>• That support for the language within the economy keeps young people in the area<br>• The importance of Welsh education<br>• The need to protect Welsh signs and names<br>• The need to use the language first<br>• The need for a Welsh workforce and the rights of people to receive services in the Welsh language | We do not accept a number of the statements made in the negative factors. The Welsh Language is a skill, like any other skill within a job description and it is a skill that nearly every person can learn. It is entirely wrong, for example, to say that people from an ethnic minority background cannot speak the language. Having said this, we do acknowledge that we have further work to do to ensure that people are aware of the fact that different posts ask for different levels of ability in Welsh. The work noted to look at the job requirements in Objective 1 will address this.<br><br>We do not accept that our use of the Welsh language affects the effectiveness of our work. To the contrary, it ensures that the people of Gwynedd receive services in the language they need.<br><br>Regarding the recommendations, we already provide a range of Welsh lessons for staff. We also work with organisations such as Menter Iaith |

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| | Negative factors<br><br>• Allegations that requiring Welsh language skills within employment was racist, and that it causes a disadvantage for non-Welsh speaking people and ethnic minorities. One person said that nobody from an ethnic minority can speak Welsh.<br>• There is a need to appoint the best person to the post, regardless of their linguistic ability<br>• Claims that the use of the Welsh language also discriminates and alienates more generally, within the community and tourism.<br>• Some disabled people, especially those with learning disabilities, find it harder to learn the language<br>• That the Welsh language is bad for the economy as professional people who might come to the area to work aren't keen for their children to receive a Welsh education<br>• The use of the Welsh language shouldn't be at the expense of services and efficiency, due to the cost of using two languages.<br><br>Suggestions<br><br>• Provide learning opportunities and the support for non-Welsh people to learn the language, with a request for free lessons within the Council and the community<br>• Explain the importance of the language and culture to those who are unaware. | Gwynedd to ensure that lessons are available in the communities.<br><br>Explaining the importance of the language and culture is part of the work in Objective 1 which has already been addressed.<br><br>Simplifying the language is something that has been mentioned previously and is part of the work on our website in Objective 3<br><br>The Council respects other languages and cultures and we hope that more ideas on this will come from the work on workforce diversity, especially the staff forum.<br><br>Therefore, the largest effect we foresee the objectives having on the Welsh Language will be in the fields above. The work of spreading the message about the reason for employing people with Welsh language skills will be positive, within the Council and in the community in Gwynedd, by ensuring a better understanding of what is happening. Using language that is easy to |

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| | • Use easy to understand language, when communicating and within lessons, and use methods such as a video for those who can't read the language easily.<br>• Respect other languages and cultures.<br><br>**DATA**:<br><br>64.5% of the people of Gwynedd (three years of age or older) noted that they spoke Welsh, which was 73,600. This was the highest in Wales in terms of numbers and percentage.<br><br>The Council has a statutory responsibility, under the Welsh Language Standards, to set linguistic requirements for every job advertised. This means that language skills are identified as an essential skill for each job, and the exact level of skills required is determined by the nature of the job. It seems that a misunderstanding about these requirements, and a tendency to think that essential means a need to be able to speak fluently, leads to the opinion that the Council discriminates. | understand will promote the use of the Welsh language. |
| **Socio-Economic Considerations** | **CONSULTATION**:<br><br>We believe that people living in a situation of socio-economic disadvantage are addressed in the equality characteristics. This is because the statistics show that people with specific characteristics are more likely to experience such disadvantage (see above). As we are trying to meet a range of people in meetings they would normally attend, we hoped to reach the ones who wouldn't normally fill out questionnaires. This will help us to reach people who don't use computers or have transport problems.<br><br>**DATA:** | The impact of the engagement was positive, as we tried to reach people who would not otherwise take part in consultations and target groups experiencing disadvantage.<br><br>It is anticipated that the impact of the objectives will be positive because their intention is to ensure equality, and data shows that people with different protected |

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| | **Equality in North Wales 2023: Data and Evidence Document**<br><br>Much of the data is shown under the specific characteristics. Some examples are that disabled people have less access to a car or van, the gender pay gap, the fact that some cohorts were more likely to be afraid in their community etc.<br><br>54% of learners in Gwynedd who weren't eligible for free school meals did not reach Level 2 in Year 11 (2018/19 data), and 30% of learners that were eligible for free school meals. 1.9% of households in North Wales are over-crowded (not enough bedrooms), nearly the same percentage as North Wales (2%).<br><br>The number of households which receive Universal Credit had increased from 8.4% in November 2021 to 9% in November 2022, but Gwynedd had the lowest number in north Wales. The number of people in Gwynedd living in a home that experience material deprivation was 13%, more than any other county except for Wrexham which was equal. The number of women in this situation was 14%, once again the highest of every county and equal to Wrexham. In 2018, 23% of Gwynedd homes were experiencing fuel poverty, much higher than other counties (closest was Anglesey at 17% and the lowest was Flint with only 9%). This was the most recent local data and of course does not consider the inflation seen over the past few years.<br><br>People in Gwynedd are more likely to say that their health is very good than other counties in the north and are less likely to say that they are in poor health.<br><br>The Wales National Survey asked for a sample of people in every county and found that the people of Gwynedd were very satisfied or quite satisfied with | characteristics experience a socio-economic disadvantage.<br><br>Objective 1 relates to improving pay inequalities. It also relates to encouraging people from various backgrounds to apply for work within the Council. This should contribute to removing socio-economic disadvantage.<br><br>Collecting data is always beneficial in order to identify where action is needed. This is particularly the case when asking for the opinions of various groups.<br><br>Objective 3 will contribute to reducing socio-economic disadvantage by removing barriers that people face when trying to find information on the Council's website and when trying to access the arts. It will also be helpful for people who experience this type of disadvantage due to a protected characteristic, as the training will improve staff understanding. Additionally, every impact assessment includes |

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| | their ability to reach local services. Most were also very satisfied or quite satisfied with the availability of services at hand.<br><br>The number of people living in a household without access to a car or van was 12.4%, which is 0.1% less than the average for North Wales. The percentage of households with access to the internet has increased slowly from 85% in 2018/19 to 87% in 2021/22, and Gwynedd had the lowest number in the North. The number of people that use the internet has also increased from 87% to 91%, which is joint lowest with Anglesey. Welsh Government note that the people at the highest risk of being digitally excluded in Wales are: older adults (although older adults' use of the internet is increasing), disabled people or people with long-term health conditions, people with a lower educational attainment, people or families on lower income, rural population, Welsh speakers, people who do not speak English as a first language, people who are isolated socially or lonely and homeless people.<br><br>The number of people attending art, culture or heritage activities in Gwynedd has increased from 2017/18 to 2019/20, while every other county saw a reduction. This meant that all the counties were quite similar. The number of people that take part in sports or physical activity also increased from 53% in 2016/17 to 59% in 2021/22.<br><br>The number of people over 16 years old that were satisfied with their local area as a place to live had increased in Gwynedd from 89% in 2018/19 to 92% in 2021/11. In the same period the people who felt that they belonged to the area, that people from different backgrounds got along well, and that people treated each other with respect had increased from 53% to 73%. In 2021/22, 11% of the people of Gwynedd said that they felt lonely. | questions on socio-economic matters.<br><br>Objective 4 helps rectify any differences within Education and is therefore also important in this field. |

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| **Human Rights** | Article 14 Protection from discrimination was especially relevant but other articles were also relevant:<br>Article 5 The right to freedom and safety<br>Article 8 The right to respect towards life, home and private communication<br>Article 9 The right to freedom of choice, belief and religion<br>Article 12 The right to marry and establish a family | The engagement had a positive effect as people gave their opinion in order to influence our objectives. It is anticipated that the objectives will also be positive because they are in line with the articles. |
| **Other** | Two groups of young carers were questioned. Adult carers were questioned as part of the Boccia event<br><br>We didn't targeted other people but the questionnaire was open to everyone | The engagement was positive for the carers and had no effect on the other groups.<br><br>The objectives will be positive on groups such as carers (see Disability above).<br><br>It is required, under the Armed Forces Act 2022, that we pay due attention to the impact on members and ex-members of the armed forces and their families, so that they are not treated less favorably than others. The plan should have a positive impact on some sections of this community because it takes into account the needs of children in schools and disabled people. |

**6. Are there any data or information gaps and if so, what are they and how do you intend to address them?**

We succeeded to get nearly 600 people to fill out the questionnaire, which is very good for this type of questionnaire. This, as well as the further data we had collected when meeting individuals, means that we have a store of information to use. The Equality in North Wales 2023:

Data and Evidence Document is a very useful document, which collects all the data together in one place, based on the Is Wales Fairer? 2017. We are waiting for Is Wales Fairer? 2023 to be published in the next few months and it will be possible to see if there is any information that isn't in the Data Document. But it is obvious from the information that we have that there are gaps in the data, especially on protected characteristics, except for gender and age. Welsh Government have promised to work on this, and we will give them as much support as possible and will look for alternative information sources.

**7. What is the cumulative impact of this proposal on different protected groups when considering other key decisions?**

Lots of engagement and consultation is currently taking place. It is important that we ensure that the information collected here is available for other officers in order to avoid duplication. The work we undertake on the objectives should go hand in hand with the rest of Cyngor Gwynedd's work in order to improve fairness. We are aware that this work may be affected by the budget available over the next 4 years and we will keep an eye on this.

**8. What does your proposal include to demonstrate you have given due regard to the Public Sector Equality Duty (to advance equality of opportunity; help to eliminate unlawful discrimination, harassment, or victimisation and foster good relations and wider community cohesion as covered by the 3 aims of the General Duty in the Equality Act 2010)?**

The purpose of the plan is to ensure fairness therefore it touches on these three aims. We are helping to remove discrimination, harassment or victimisation by asking for the opinions of people, improving diversity in our workforce etc. One Objective promises to get to grips with anti-discrimination and is therefore integral to this. We have promoted equal opportunities by encouraging people to take part in the consultation in the best way for them. This means that we receive a range of opinions to form these objectives. Ensuring fairness through the objectives also promotes equal opportunities and ensures that we provide for people depending on their needs. The above means a better relationship between people with various characteristics and as we will treat them as needed, ensuring that their voices are heard.

**9. 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 just improving outcomes for everyone)**

As mentioned previously, we address this through the fact that we empower people with different characteristics to take part and influence our new objective. See the details about the Objectives in question 5.

**10. How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and to ensure opportunities**

**for people to use the Welsh language? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy to take advantage of every opportunity to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?**

Every resource was bilingual and discussions took place in the language choice of those taking part. This sometimes meant having bilingual discussions.

As shown above, we have acted on suggestions that have been received in the engagement to create action points that are beneficial to the language. We are looking at the ways we operate within employment, and this will include explaining why we need a workforce that can speak the language, but also showing that you don't have to be completely fluent to get a job within the Council. It is hoped that this will cause less ill-feeling in the future. Using language suitable for the audience on our website will also promote the language, ensuring that more people will be able to use it.

**11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and responding to the 7 national well-being goals including creating a More Equal Wales?**

The well-being aim in question here is "A More Equal Wales" as this was the purpose of this work. It will also contribute towards A Prosperous Wales, as it will improve people's situations and equality characteristics. Also, a Wales of Cohesive Communities, where people with different equality characteristics receive better fairness. The 5 ways of working are met like this: Long-term - the objectives that will be created are 4-year ones, but their impact should be greater than this; Prevent - by allowing people to give their opinion we will create characteristics which will work for us to remove barriers; Integrating - this plan will be a project with the Council's Plan and will affect the Council's work as a whole; Collaboration - we collaborate with the public by including them in the engagement and also with other public organisations in the region through the North Wales Public Sector Equality Network and this will feed in to meeting the objections for North Wales; Inclusion - the purpose of the consultation is to allow people to give their opinion and influence on these objectives before we make any decision.

## STAGE 3

**12. Is this policy or practice to be carried out wholly or partly by contractors or in partnership with another organisation(s)?**

No, although we will be working in collaboration as mentioned above.

## STAGE 4

**13. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create inequalities of outcome resulting from socio-economic disadvantage? (please give brief details)**

**Significantly Positive Impact:**
The purpose of the new Equality Objectives is to have a significantly positive impact on people with protected characteristics. We have ensured that there is strong reasoning for our choice, including a wide-ranging engagement.

**Significantly negative impact:**

No

**14. What measures or changes you will introduce to the policy or practice in the final draft which could reduce or remove any unlawful or negative impact or disadvantage and/or improve equality of opportunity/introduce positive change; or reduce inequalities of outcome resulting from socio-economic disadvantage?**

The purpose of the Objectives is to improve equal opportunities and reduce or remove inequitable outcomes. The data noted in question 5 shows clearly that having some specific protected characteristics, such as being a disabled person, a female head of the family, or part of a specific ethnic group means that there is more chance for you to experience socio-economic disadvantage. The aim of the objectives is to deal with this inequality.

We have ensured that we held a wide consultation, before making any decision, in order to collect the opinions of people with a life experience of these characteristics, and therefore face a socio-economic disadvantage. The methods we used have varied in order to ensure that as many people as possible were able to participate.

Before we create a final draft we will be consulting with the public, especially people with protected characteristics, and will adapt or change the Objectives and Action Points in response to the information received.

**15. Explain any intentional negative impact you have identified and explain why you believe you have justification for acting in this way (for example, on grounds of improving equal opportunities or developing good relationships with those who share a protected characteristic and those who do not due to objective justification or positive action**

None have been identified

**16. Will any of the negative impacts identified count as unlawful discrimination albeit they are unavoidable (e.g. budget cuts)?**

Not applicable

**Note your reason for stating this and the justification for proceeding**

Not applicable

**17. What other measures or changes could you include to strengthen or change the policy/practice to demonstrate you have given due regard to equal opportunities; help to eliminate unlawful discrimination, harassment, or victimisation; and foster good relations and wider community cohesion; as covered by the improvement aim of the General Duty in the Equality Act 2010?**

Our first step was ensuring that we consulted with as much variety as possible. We have used this information, and other data, in order to form draft objectives. When moving forward now, we will consult on our draft characteristics in order to gain further opinions, and that will ensure that we have given due regard to the above.

**18. What measures or other changes can you include to strengthen or change the policy / practice to demonstrate that you have given due regard to the need to reduce inequalities of outcome as a result of socio-economic disadvantage?**

The consultation will be of assistance here also.

**19. What other measures or changes could you include to strengthen or change the policy/practice to demonstrate you have given due regard to the need to increase opportunities to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?**

We will place a further question in the consultation document questionnaire to ask people about the Welsh language and we will adjust the objectives as a result of the responses

**20. Do you have enough information to make a balanced judgement and to proceed?**

Yes

**If you answered Yes, please justify:**

We believe that we have formed suitable draft objectives based on the information from the consultation and other data. We are therefore ready to move forward to the next step, with the expectation that changes will be made as a result of the consultation.

## STEP 5

**21. Using the information you have gathered in Steps 1 – 4 above, please state below whether you are able to proceed with the policy or practice and if so, on what basis?**

Yes – the policy or plan is suitable.

## CAM 6

**22. Outline below any actions identified in Steps 1-5 or any additional data collection that will help you monitor your policy/practice when it is implemented:**

| **Action** | **Timetable and Frequency** | **Lead Responsibility** |
|---|---|---|
| Consult on the Objectives and Impact Assessment | November 2023 – January 2024 | Equality Advisor |

**23. Outline below what arrangements you will make to monitor and review the ongoing impact of this policy or exercise including timetables for when it should be formally reviewed:**

| **Monitoring and Reviewing Arrangements** | **Timetable and Frequency** | **Lead Responsibility** |
|---|---|---|
| Analyse the responses and adjust the impact assessment based on the information gathered | February 2024 | Equality Advisor |
| Write a Strategic Equality Plan, which will include the Objectives and submit it to the Cabinet for acceptance | March 2024 | Equality Advisor |
| Adapt the Impact Assessment | As necessary | Equality Advisor |
| Report on the Plan | Annually | Equality Advisor |