

Equality Impact Assessment: Are We Being Fair?

Template

Compulsory for all proposals

Throughout this document we use the word ‘proposal’ to refer to what we are assessing. In this context, the term includes the different things that we do, including strategies, functions, procedures, practices, policies, initiatives and projects.

This template covers **all equality assessment needs** from initial screening to a full Impact Assessment, by following the 6 steps:

1. Screening the equality needs of the proposal
2. Data collection and evidence
3. Involvement and consultation
4. Assessing impact and strengthening the proposal
5. Procurement and partnerships
6. Monitoring, evaluating and reviewing

The aim of an equality impact assessment (EIA) is to ensure that equality issues have been consciously considered [Due Regard] throughout the decision making processes of the work we do.

The EIA highlights any areas of risk and maximises the benefits of proposals in terms of equality. It therefore helps to ensure we have considered everyone who might be affected by the proposal. It also helps us to meet our legal responsibilities under the general equality duties (Single Equality Act 2010). There is also a requirement under Human Rights legislation for Local Authorities to consider Human Rights in developing proposals.

Our approach to EIAs will help us to strengthen our work to promote equality. It will also help to identify and address any potential discriminatory effects before introducing something new or changing the way we work and reduce the risk of potential legal challenges.

When carrying out an EIA you should consider both the positive and negative consequences of your proposals. If a project is designed for a specific group e.g. disabled people, you also need to think about what potential effects it could have on other areas of equality e.g. young people with a disability, BME people with a disability.

Further guidance on Equality Impact Assessments and making difficult decisions in times of financial restraint can be found in The Equality and Human Rights Commission ‘Carrying out an Equality Impact Assessment: 9 Myth Busters’ and ‘Public Sector Equality Decisions and Financial Decisions’ available on the Intranet.

Department / Organisation	North Wales Social Care and Well-being Services Improvement Collaborative (NWSCWIC), a partnership of the six North Wales local authorities and Betsi Cadwaladr University Health Board
Responsible Officer	Jenny Williams
e-mail address	Jenny.williams@conwy.gov.uk
Full job title	Director of Social Services, Conwy County Borough Council
Contact officer	Sarah Bartlett, sarah.bartlett@denbighshire.gov.uk
Title of Proposal or Policy	Population Assessment for the Social Services and Well-being (Wales) Act 2014
Rationale: Why is it being considered? What need is being addressed?	Statutory duty under the Social Services and Well-being act to undertake a population assessment for the North Wales region. To purpose of the population assessment is to assess the care and support needs of the population and the support needs of carers. The purpose of this Equalities Impact Assessment is to ensure that this is done in an inclusive way.
Aim: What is the intended outcome of the proposal / policy?	To ensure that the assessment for North Wales does reflect the needs of all people in North Wales including those with protected characteristics. All actions arising from this assessment reflect the identified needs of people with protected characteristics.
How: How will it be delivered, by whom and by when?	The population assessment will be carried out by NWSCWIC, the representatives of the six North Wales local authorities and Betsi Cadwaladr University Health Board during 2016-17. A variety of methods will be used including data analysis, online surveys and face to face consultation.
Who: Who are the people likely to be affected by this proposal or policy? How have you consulted with the people who are likely to be affected?	The assessment will affect all protected characteristics; it's a whole population approach to understanding the care and support needs of people in North Wales. We consulted with people through established groups, face to face interviews and workshops. Further consultation will be undertaken by NWSCWIC, individual local authorities, health and partnerships as they develop action plans in response to the findings in the population assessment.
Measures: How will you know you	People in North Wales, stakeholders and people with protected characteristics feel that they have informed the

<p>have achieved your aims?</p> <p>What are your measures / indicators of success?</p>	<p>population assessment.</p> <p>Feedback from stakeholders and people with protected characteristics.</p> <p>The assessment is well-being is approved by the full council of each of the six North Wales local authorities and the health board.</p>
<p>Identify any other policy or decision [internal or external] that may affect your proposal.</p> <p>Consider this in terms of:</p> <ul style="list-style-type: none"> • Statutory requirements; local policies e.g. WCBC Housing Policy; • Regional decisions e.g. those made by cross county partnerships for your sector e.g. North Wales Chief Officers Board; and / or • National policies e.g. Welfare Reforms 	<p>Well-being of Future Generations (Wales) Act 2015 Regulation of Social Care (Wales) Act 2016 Children Act 1989 Childcare Act (2006) Additional Learning Needs and Education Tribunal Bill 2015 United Nations Convention on the Rights of the Child Play Sufficiency Duty Strategy for Older People in Wales 2013-23 United Nations Principles for Older Persons Welsh Government Declaration of the Rights of Older People in Wales Mental Health (Wales) Measure 2010 Mental Capacity Act 2005 Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 Serious Crimes Act Housing (Wales) Act 2014</p>

Screening Tool

As part of our Annual Equality Return we have to evidence what we have actively done to support people with Protected Characteristics who receive our services. We also have to evidence what we are doing to reduce any negative impact.

Note: Poverty, Carers and Welsh language and culture are not protected characteristics but we have included them because they are important considerations.

Please place a '+' or '-' symbol in every box to indicate whether your proposal will have a positive or negative effect note: people may have one or more of the protected characteristics. If there is no impact at all place 'n/a'. If there is a positive and negative effect indicate both i.e.. '+/-':

	Carers	Age CYP	Age Adults	Disability	Gender / Sex	Pregnancy and Maternity	Race/ Ethnicity	Religion or Belief	Sexual Orientation	Marriage and Civil Partners-hip	Gender Reassign-ment	Poverty	Welsh language / culture
Q1 Would this proposal significantly affect how functions are delivered to any of these groups?	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
Q2 Would this discriminate against any of these groups?	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
Q3 Would this proposal advance the equality of opportunity for these groups?	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-
Q4 Would this promote good relations between these groups and the wider community?	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-	+/-

Where you have identified a positive impact (+) in the Screening Tool, please outline this briefly using bullet points:

The positive impacts of the population assessment are:

- A better understanding of need across the region for all protected characteristics
- Services can be developed based on actual need
- Because the assessment is being done on a regional basis it's easier for people with protected characteristics to get involved and can develop regional response to the assessment which may have financial benefits, avoid duplication and so on.

Where you have identified no impact (n/a) in the Screening Tool, please outline this briefly using bullet points:

Any other issues identified, please outline briefly using bullet points:

The other issues identified are:

- Raised expectations as a result of consulting
- Raised expectations of the third sector to deliver and meet needs
- The capacity of the public sector to meet the needs identified in the assessment
- The assessment may not identify cumulative impacts, for example, on people with a number of different protected characteristics, or combined with other needs such as poverty or caring responsibilities.

If you have indicated a possible negative effect on any Protected Characteristic within the screening tool, please complete the relevant sections of the Matrix below that correspond to that possible negative effect. You will need to consider:

- **What is the likely scale of the impact and how this can be reduced?**
- **Who are the people that are likely to be affected by this proposal, could they experience multiple disadvantage e.g. if they are young and have a disability.**

EIA: Are we being fair?

Please complete the <u>relevant</u> sections of the Matrix below that correspond to any ‘-‘ symbols you have recorded in the screening tool	List what information you have used to identify these issues e.g. consultation, stakeholder involvement, reports, data ...	Based on the information you have gathered give a summary of key issues that have been identified.	How will you mitigate these issues to improve the service?	Who is officer responsible for delivering the mitigation?	By when
Carers	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Age CYP	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Age Adult	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to	Each of the six local authorities and health.	The area plan deadline is 1 April 2018

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Disability	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Gender / Sex	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Pregnancy and Maternity	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018

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Race/ Ethnicity	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Religion or Belief	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Sexual Orientation	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Marriage and	See consultation	See population	Share population assessment with the six	Each of the	The area plan

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Civil Partnership	report	assessment.	North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	six local authorities and health.	deadline is 1 April 2018
Gender Reassignment	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Welsh Language and Culture	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	Each of the six local authorities and health.	The area plan deadline is 1 April 2018
Poverty	See consultation report	See population assessment.	Share population assessment with the six North Wales Local Authorities and health who	Each of the six local	The area plan deadline is 1

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			are responsible for developing actions based on the population assessment. Further EIAs will be undertaken in relation to these action plans and the area plan.	authorities and health.	April 2018

Please respond to the following questions within **12 months** of implementation of the proposal:

- a) Was any mitigation applied or was the proposal delivered as originally planned prior to the Equality Impact Assessment?
- b) Were the intended outcomes of the proposal achieved or were there other results?
- c) Were the impacts confined to the people you initially thought would be effected, or were other people affected? How?

Evidence documents

North Wales Population Assessment

North Wales Population Assessment consultation report and appendices (including stakeholder map)

Social Services and Well-being (Wales) Act 2014 Part 2 Code of Practice (General Functions)

Population assessment toolkit (WLGA/SSIA)

Welsh Government Part 2 Equalities Impact Assessment

Population Assessment reference list (see Endnote database)