

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS:

Proposal Title	Draft Strategic Equality Plan 2024-2028
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Service Area	Policy, Performance and Public Protection	Corporate Lead Officer	Alun Williams	Strategic Director	Barry Rees
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Name of Officer completing the IIA	Cathryn Morgan	E-mail	Cathryn.morgan@ceredigion.gov.uk	Phone no	07807 845565
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Please give a brief description of the purpose of the proposal

The Specific Public Sector Equality Duty for Wales require us to set out our Equality Objectives and then review every four years. This is our fourth Strategic Equality Plan. The revised objectives for 2024-28 and accompanying action plan must be published by 31st of March 2024.

We have reviewed our Equality Objectives in light of engagement and research into the current state of equality in Ceredigion. Our conclusion is that our objectives are still fit for purpose but, due to the changing nature of society and the work we have undertaken up to now, we need to amend the actions we will take to achieve the objectives. Our Equality Objectives are:

1. To be an Exemplar Equal Opportunities Employer
2. To Foster Good Relations and Tackle Prejudice
3. To ensure Engagement and Participation
4. To ensure Dignity, Respect and Access to Services
5. To provide Fair and Inclusive Education

Who will be directly affected by this proposal?

People who live in, work in, study in and visit Ceredigion, including the Council Workforce. There is a particular focus on people who share one or more of the characteristics that are protected by the Equality Act 2010.

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VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Cathryn Morgan	Scrutiny committee	1	21/08/2023	

COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?

Boosting the Economy, supporting Business and enabling employment.	Equality Objective 1 describes the steps we will take to encourage a more diverse workforce and enable employment.
Creating caring and healthy Communities.	<p>Equality Objective 1 includes an action to develop and deliver a range of cultural awareness and equalities training.</p> <p>Equality Objective 2 describes the steps we will take to foster good relations and tackle prejudice.</p> <p>Equality Objective 3 describes the steps we will take to ensure engagement and participation. This will improve our understanding of our diverse population and how best we can meet their needs, where practicably and reasonably possible.</p> <p>Equality Objective 4 describes the steps we will take to ensure dignity, respect and access to services. This will help us to offer inclusive and accessible care and support services.</p> <p>Equality Objective 5 includes actions to support trans gender pupils and to address bullying in schools.</p>
Providing the best start in life and enabling Learning at all ages.	Equality Objective 5 describes the steps we will take to provide a fair and inclusive education.
Creatin sustainable, greener and well-connected Communities.	Equality Objective 4 reflects the need for more affordable and appropriate housing and for sustainable and affordable travel solutions.



2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?			
Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
Long Term Balancing short term need with long term and planning for the future.	This is a four year plan which builds on previous plans. Long-standing equality issues can be carried from one four year plan to the next. This enables us to address longer term needs and plan for the future.	Our gradual progress towards achieving a more equal Ceredigion can be seen by comparing the annual reports published on our Equalities web page.	Continue to use previous plans as one of our evidence sources when revising plans for the next cycle.
Collaboration Working together with other partners to deliver.	There are many opportunities to collaborate with others in order to deliver the plan. For example, the new graduate scheme will require collaboration with Universities; we will work with Victim Support to achieve the Hate Crime Trustmark and we will work with the Regional Community Cohesion team on a range of actions.	The draft Strategic Equality Plan 2024-28.	
Involvement Involving those with an interest and seeking their views.	<p>A regional engagement campaign was undertaken to collect initial feedback on the state of equality in the Dyfed Powys area. The responses contributed to the Development of this draft Plan.</p> <p>The draft Plan will go out to public consultation again in winter 2023 before it is formally approved.</p> <p>The Equality plan itself includes actions to do more with groups of stakeholders from specified minority groups and to improve the way that we feedback to those who have participated in our Engagement and consultation campaigns.</p>	<p>The analysis report of the Engagement campaign for Ceredigion Equality Assessment 2023.</p> <p>The draft Strategic Equality Plan 2024-28.</p>	

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<p>Prevention Putting resources into preventing problems occurring or getting worse.</p>	<p>The plan has been developed as a result of our engagement and research into the current state of equality in Ceredigion. The aim of the plan is to coordinate our resources to identify and address the root causes of inequality.</p>	<p>The analysis report of the Engagement campaign for Ceredigion Equality Assessment 2023.</p> <p>The draft Strategic Equality Plan 2024-28.</p>	
<p>Integration Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<p>The Equalities working group includes representatives from a range of Council Services. This helps us to consider interdependencies and possible tensions between services.</p> <p>The draft Equalities plan will be discussed at Leadership group meeting so that all CLO's are able to identify further impacts should they exist.</p>	<p>Minutes of meetings of the Strategic Equalities working group.</p>	

3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015?

Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts-	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
<p>3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.</p>	<p>We anticipate that successful delivery of this plan will contribute to a prosperous Wales. For example:</p> <p>Increased number of people attending cultural awareness and equality training.</p> <p>Graduate scheme, work experience and apprenticeship opportunities.</p> <p>Working with stakeholders to identify examples of good practice.</p>	<p>The draft Strategic Equality Plan 2024-28.</p> <p>Research undertaken by Welsh Government to inform their Anti-racist Wales plan.</p>	



	<p>Improve educational outcomes for children with additional learning needs.</p>		
<p>3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>The Strategic Equality Plan does not contribute directly to a resilient Wales. However, by fostering good relations and building community cohesion, communities will have greater connectivity and potentially greater resilience.</p>	<p>The draft Strategic Equality Plan 2024-28.</p>	
<p>3.3. A healthier Wales People’s physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>We anticipate that successful delivery of this plan will contribute to a healthier Wales. For example:</p> <p>A well trained workforce is well placed to provide culturally aware support.</p> <p>Inclusive play and physical activity opportunities improve physical and mental wellbeing of those who are able to attend.</p> <p>We will establish an Integrated model of community care and housing in Tregaron.</p>	<p>The draft Strategic Equality Plan 2024-28.</p>	
<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>A significant part of the plan is to foster good relations between those who share a protected characteristic and those who do not by building community cohesion and tackling prejudice.</p> <p>We will work with stakeholder groups to help us to achieve this.</p>	<p>The draft Strategic Equality Plan 2024-28.</p>	

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<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>The Strategic Equality Plan does not directly contribute to a globally responsible Wales.</p> <p>However, by fostering good relations and building community cohesion, communities will have greater connectivity and potentially greater understanding of global citizenship.</p>	<p>The draft Strategic Equality Plan 2024-28.</p>	
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<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p>				<p>Describe why it will have a positive/negative or negligible impact.</p>	<p>What evidence do you have to support this view?</p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>Age Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p>						
<p>Children and Young People up to 18</p>	<p>Positive ✓</p>	<p>Negative</p>	<p>None/ Negligible</p>	<p>The plan responds to needs expressed by young people to have better job prospects, to be treated with respect and to address bullying in schools.</p>	<p>The analysis report of the Engagement campaign for Ceredigion Equality Assessment 2023.</p>	
<p>People 18-50</p>	<p>Positive ✓</p>	<p>Negative</p>	<p>None/ Negligible</p>	<p>It responds to needs expressed by people of all ages to address inequality in society.</p>	<p>The draft Strategic Equality Plan 2024-28.</p>	
<p>Older People 50+</p>	<p>Positive ✓</p>	<p>Negative</p>	<p>None/ Negligible</p>	<p>It responds to needs expressed by, or on behalf of, older</p>		

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				people to address the digital divide and housing and transport matters. Much of this will be supported by the work we will do to join the Age Friendly network.		
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Disability Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The plan includes actions to increase diversity in the workplace and to increase representation of disabled people in local politics and decision making. There are also actions to provide inclusive and specialised play, physical activity and childcare opportunities for disabled children and young people. We will consider the needs of disabled people when maintaining footways and carriageways and when we review our Toilet Strategy. We will improve the methods we use to communicate with the public, this includes the provision of large print, Easy Read and plain text versions of documents.	The draft Strategic Equality Plan 2024-28.	
Hearing Impairment	Positive	Negative	None/ Negligible			
	✓					
Physical Impairment	Positive	Negative	None/ Negligible			
	✓					
Visual Impairment	Positive	Negative	None/ Negligible			
	✓					
Learning Disability	Positive	Negative	None/ Negligible			
	✓					
Long Standing Illness	Positive	Negative	None/ Negligible			
	✓					
Mental Health	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			

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Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The plan responds to Welsh Government's LGBTQ+ action plan and needs expressed by our local trans community. For example, we will adopt and implement Welsh Government's national trans guidance, we will review our Toilet Strategy and we will establish a LGBTQ+ stakeholder forum so that we can better understand examples of good practice.	The analysis report of the Engagement campaign for Ceredigion Equality Assessment 2023. The draft Strategic Equality Plan 2024-28	
Transgender	Positive	Negative	None/ Negligible			
	✓					
Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				The impact of the Equality plan on this cohort will be negligible. Work has been undertaken in previous plans to ensure equality for people who are married or in a civil partnership.	Previous Strategic Equality annual reports	
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			
Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				The impact of the Equality plan on this cohort will be negligible. Work has been undertaken in previous plans to ensure equality for people	Previous Strategic Equality annual reports	
Pregnancy	Positive	Negative	None/ Negligible			

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			✓	who are pregnant or have recently given birth. The review of our Toilet Strategy is likely to have a positive impact.		
Maternity	Positive	Negative	None/ Negligible		✓	

Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The plan responds to Welsh Government's Anti-racist Wales action plan and the needs expressed by local people who have various ethnic backgrounds. It's likely that there will be a negative impact on people who are white because the intention of the plan is to increase the diversity of the workplace and people who take part in local politics and decision making. The plan includes a range of actions to raise cultural awareness. For example, we will work towards increasing diversity in the workplace representation of BAME people in local politics and decision making.	The analysis report of the Engagement campaign for Ceredigion Equality Assessment 2023. The draft Strategic Equality Plan 2024-28	
White	Positive	Negative	None/ Negligible			
		✓				
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					
Asian / Asian British	Positive	Negative	None/ Negligible			
	✓					
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
	✓					
Other Ethnic Groups	Positive	Negative	None/ Negligible			

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	✓			We will take action against Hate Crime and we will deliver a media campaign to celebrate diversity and commemorate relevant historical events.		
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Religion or non-beliefs						
Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)						
Christian	Positive	Negative	None/ Negligible	It's unlikely that that plan will have a significant negative or positive impact on people because of their belief or non-belief.	It is noted that the Ceredigion population (according to the 2021 Census) includes people with the following religions and beliefs:	
			✓			
Buddhist	Positive	Negative	None/ Negligible	There are actions to increase diversity in the workplace and in local politics and decision making; this may have an unintended positive impact on some people with the religions and beliefs listed.	378 - Buddhist 158 - Hindu 75 - Jewish 515 - Muslim 35 - Sikh 677 - 'other' religion	
			✓			
Hindu	Positive	Negative	None/ Negligible	There are also actions designed to increase understanding and community cohesion between people from different backgrounds and these may also have an unintended positive impact.	33,409 people said that they are Christian. 30,749 people said that they have no religion. 5,480 people did not answer this question in the Census. Most of the respondents to our engagement campaign (43%) said that they have no religion. 34% said that they	
			✓			
Humanist	Positive	Negative	None/ Negligible			
			✓			
Jewish	Positive	Negative	None/ Negligible			
			✓			
Muslim	Positive	Negative	None/ Negligible			
			✓			
Sikh	Positive	Negative	None/ Negligible			
			✓			

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			✓			
Non-belief	Positive	Negative	None/ Negligible			are Christian. 10% said that they are Atheist. 8% preferred not to say and 5% selected 'other'
			✓			
Other	Positive	Negative	None/ Negligible			
			✓			
Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				There are currently more women in lower paid jobs and more men in higher paid jobs in the Council. We want to achieve a more even mix of men and women in lower and higher grade jobs. This will have a negative effect on men and a positive one on women. We want to increase representation of women in local politics, this will also have a negative impact on men.	The draft Strategic Equality Plan 2024-28 Annual gender pay gap reports.	
Men	Positive	Negative	None/ Negligible			
		✓				
Women	Positive	Negative	None/ Negligible			
	✓					
Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				The plan responds to Welsh Government's LGBTQ+ action plan and the needs expressed by local LGBTQ+ people. The plan includes a range of actions that will have a positive impact on LGBTQ+ people. For example,	The analysis report of the Engagement campaign for Ceredigion Equality Assessment 2023. The draft Strategic Equality Plan 2024-28.	
Bisexual	Positive	Negative	None/ Negligible			
	✓					
Gay Men	Positive	Negative	None/ Negligible			

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	✓			removing personal pronouns in our recruitment literature, addressing Hate Crime and developing a LGBTQ+ stakeholder group		
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
	✓					
Heterosexual / Straight	Positive	Negative	None/ Negligible			
			✓			

Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?

The draft Strategic Equality Plan 2024-28 is designed to address inequalities, to meet the needs of people with protected characteristics and to encourage their increased participation. Annual progress reports will be presented to Scrutiny committee and Cabinet to ensure that we meet our aim and objectives.

3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

The draft Strategic Equality Plan 2024-28 is designed to help eliminate unlawful discrimination, harassment or victimisation. Annual progress reports will be presented to Scrutiny committee and Cabinet to ensure that we meet our aim and objectives.

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

The draft Strategic Equality Plan 2024-28 is designed to advance good relations and improve community cohesion. Annual progress reports will be presented to Scrutiny committee and Cabinet to ensure that we meet our aim and objectives.

Having due regard of the Socio-Economic Duty of the Equality Act 2010.

Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.

3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?

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Describe why it will have a positive/negative or negligible impact.						
We know that people who are disabled and Black, Asian and minority ethnic people are more likely to experience socio-economic disadvantage and inequality of outcome than other sectors of the population. Women and LGBTQ+ people can face bullying, domestic abuse and other experiences that can result in socio-economic disadvantage. The plan aims to address this inequality by taking positive action.						
What evidence do you have to support this view?						
Welsh Government's Anti-racist Wales action plan and LGBTQ+ action plan. Comments from our Regional Engagement campaign (see separate report).						
What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?						
We will deliver the Strategic Equality plan 2024-28.						
3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected.			Describe why it will have a positive/negative or negligible impact.			
			What evidence do you have to support this view?			
			What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?			
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The plan and annual reports will be published in Welsh and in English. Council services are delivered bilingually. Our corporate Equality workgroup meetings are held bilingually with simultaneous translation.	The draft Strategic Equality Plan 2024-28.	
	✓					
Will the proposal have an	Positive	Negative	None/			

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effect on opportunities for persons to use the Welsh language?			Negligible	The plan includes actions to promote our work Welsh development opportunities, to ensure that service users are able to access services in the Welsh language and to implement our Welsh in Education Strategic Plan 2022-32.	As above	
	✓					
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	As above	As above	
	✓					
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	The plan and annual reports will be published in Welsh and in English. Council services are delivered bilingually. Our corporate Equality workgroup meetings are held bilingually with simultaneous translation.	As above	
	✓					
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	The services that will be provided will be promoted bilingually, in line with our Welsh Language Policy Statement.	As above	



				<p>Work Welsh development opportunities and the Welsh in Education Plan 2022-32 will help the promotion of the Welsh language.</p> <p>The plan will increase opportunities for disabled children and young people to take part in sport, art and recreation activities.</p> <p>We hope that our local culture and heritage will be enhanced by ensuring that relevant collections celebrate diversity.</p>		
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4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress
We will deliver the Strategic Equality plan 2024-28	March 2024 - April 2028	Ceredigion County Council	

4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.

(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

The two negative impacts that have been identified are on men and people who are white. The intention of the plan is to increase the diversity of the workplace and of people who take part in local politics and decision making. If the plan is successful, fewer white people and fewer men will be in these positions.



This negative impact must be accepted if we are to achieve improved gender equality and equality of race/ethnicity.

4.3. Monitoring, evaluating and reviewing.

How will you monitor the impact and effectiveness of the proposal?

The Corporate Equalities Workgroup will meet three times each year to monitor the impact and effectiveness of the plan. Annual monitoring reports will be submitted to Scrutiny and Cabinet and published on our website.

5. RISK: What is the risk associated with this proposal?

Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Failure to comply with the Equality Act	5		1		5

Does your proposal have a potential impact on another Service area?

Equality is a cross-cutting theme across all council services. The Strategic Equality plan has a positive impact on service areas in terms of strategically mainstreaming and delivering on our Equality Duty.

6. SIGN OFF

Position	Name	Signature	Date
Service Manager	Diana Davies		
Corporate Lead Officer	Alun Williams		
Strategic Director	Barry Rees		
Portfolio Holder	Cllr Catrin M S Davies		