

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: (Policy/Change Objective/Budget saving)

Proposal Title	Ceredigion Harbours Management Policy Consultation
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Service Area	Harbour Services	Corporate Lead Officer	Rhodri Llwyd	Strategic Director	Barry Rees
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Name of Officer completing the IIA	Chay Sanders	E-mail	clic@ceredigion.gov.uk	Phone no	01545570881
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Please give a brief description of the purpose of the proposal

The Ceredigion Harbour Management Policy provides the strategic framework that underpins and informs how we fulfil our obligations as a Statutory Harbour Authority and how we deliver the Service. The current Policy was approved and adopted by the Council on the 19th of October 2010 and it is the view of the Service that a review is timely and appropriate.

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

Current and future mooring holders, both leisure and commercial. Users of vessels visiting or launching from Council managed facilities. Members of the public using the harbours. Contractors carrying out work in the harbours. The Policy applies to Aberystwyth, Aberaeron and New Quay harbours and also makes provision that it will cover any other facility which the Harbour Service may manage in future.

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
Chay Sanders	Overview and Scrutiny Committee.	1	30/11/23	

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COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?	
Boosting the Economy, supporting Business and enabling employment.	<p>The harbours are much loved and valued assets, providing a setting for a range of commercial and leisure activities which have an important role in contributing towards Boosting the Economy, supporting Business and enabling employment.</p> <p>The management policy aims to promote the harbours as working harbours and for water-based recreation and leisure, taking into account the need for safe and easy access for all members of public. Through management of the harbours in a consistent, fair, and equitable way they will continue to be attractive for existing and potential mooring holders and other harbour users.</p>
Creating caring and healthy communities	N/A
Providing the best start in life and enabling Learning at all ages	N/A
Creating sustainable, greener and well-connected communities	To contribute positively to the management of the natural and built environment of the harbours, which includes adherence with all relevant Environmental Rules and Legislation.

NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.*
- *Welsh Language skills data for Council staff*



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?
<p>Long Term Balancing short term need with long term and planning for the future.</p>	<p>The previous management Policy was written in 2010 and the vast majority of the Policy has been retained as it is believed to be fit for purpose for the long term.</p> <p>One change in the facility is the addition of the paragraph: in the event that any other Harbours or related facilities become Council managed facilities in the future, this Policy will automatically extend to cover those facilities.</p>	<p>The harbours continue to be popular with mooring holders (evidence being waiting lists for moorings / facilities) and visitors. Providing a management framework that ensures that the facilities are managed and maintained in a safe, fair way should mean that they continue to thrive.</p>	<p>In the event of any major changes to the harbours or associated legislation, rules or guidance, the Policy can be reviewed as necessary as and when deemed appropriate. A review of the Policy could be considered to be undertaken on a structured schedule to establish if it's still fit for purpose.</p>
<p>Collaboration Working together with other partners to deliver.</p>	<p>In addition to the Harbours directly managed by Ceredigion County Council, collaboration / 3rd party arrangements are in place in relation to the Teifi Estuary (ATFL) and Aberystwyth Marina.</p> <p>Over and above the normal correspondence / contact arrangements, stakeholders can engage in the monthly surgeries at each Harbour and also via the Consultative Committee meetings which take place biannually.</p>	<p>Ongoing correspondence and arrangements and minutes of consultative committee meetings.</p> <p>Collaboration has taken place in relation to specific projects with stakeholders and the Council, including the recent arrangements for the mobile platform in New Quay.</p>	<p>None identified in the context of the changes proposed.</p>

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<p>Involvement Involving those with an interest and seeking their views.</p>	<p>A consultation exercise was carried out between 20th September until the 20th October 2023 asking for feedback from current harbour users and other interested parties.</p> <p>The arrangements have been consistent with those applied in other similar policy development processes and benefitted from the input of a Corporate Service who specialise in consultation and engagement activities.</p> <p>Other representations were also received outside of the prescribed process. With a view of being as open and inclusive as possible these have been collated and included.</p> <p>As well as the consultation on this draft policy the Harbour Service also engages with users in a number of other ways.</p> <p>There were a high number of responses which showed engagement and involvement.</p>	<p>Following receipt of the consultation responses changes to some elements of the draft policy have been put forward in relation to inheritance for commercial moorings and also waiting list arrangements.</p> <p>This consultation was sent out to harbour users, made available in the harbour offices and libraries and could be accessed online. Promotion was carried out by Ceredigion Council's comms team.</p> <p>Feedback from the responses gained will be analysed and presented within documents used to form the final policy.</p> <p>Although we will not respond to everyone individually, this information will be shared with those who indicated, as part of the consultation process, that they would like to receive feedback.</p>	<p>Possibility of structured review and survey perhaps a survey every 5-10 years.</p>
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		<p>The Harbour Service also engages with it's users through:</p> <p>Harbour Users Consultative Committees (twice a year)</p> <p>Harbour Surgeries (monthly)</p> <p>Regular presence by Harbours Team at the Harbours (regular and ongoing) with an open-door approach/policy</p> <p>Calm Waters (twice a year)</p> <p>Contact via Clic (letters, e-mail, phone, feedback forms)</p> <p>Notices to Mariners</p> <p>Group e-mails to Mooring Holders</p> <p>Dedicated pages on the Council website which includes access to the Harbour Management Policy.</p>	
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p>	<p>In order to prevent ongoing issues with the slow turnover of the waiting list and to provide greater access to moorings</p>	<p>The waiting lists, especially in New Quay, ,have, in general, seen very little movement /</p>	<p>It has been recognised from the consultation process that there is a difference between the commercial and leisure moorings in that, in some cases,</p>



	<p>the following proposed changes to the policy have been put forward:</p> <ul style="list-style-type: none"> • Removing the ability to transfer moorings to another party. • Removing inheritance rights for leisure mooring holders. • Removing the free Car Parking for mooring holders. • Removing the cap on all waiting lists. • Allowing only one entry per person onto any individual waiting list from the implementation date. <p>The arrangements currently in place for the transfer of vessels is now deemed not to be appropriate and as such it is proposed to remove it. This arrangement undermines the waiting list arrangements and could result in substantial premiums being paid for vessels on a mooring. The retention of the transfer of moorings arrangements is also deemed to support the perception that opportunities to access the harbour services and moorings, especially, is something of a closed shop and / or limiting access to those who are able to pay the premiums.</p>	<p>allocation of moorings becoming available to people on the list, with some people having been on the list for over 10 years.</p> <p>There is a level of mooring transfers each year which take place and, if transfers are prevented, moorings should then become available to those on the waiting list (which is not taking place currently).</p> <p>Allowing only one entry per individual per waiting list at any given time will prevent an individual blocking out a waiting list / being allocated a number of moorings in advance of others on the waiting list. This will improve access and reduce the time on the waiting list for individuals to secure a mooring.</p> <p>The current provision of a parking permit can in some cases mean that the value of the permit afforded is the same or</p>	<p>over an extended period, businesses have built up capital having been afforded ongoing use and access to those moorings. With this in mind, it is intended to retain the inheritance arrangements for commercial moorings but remove them from the leisure moorings.</p> <p>The Council will, as part of the Fees and Charges setting process, be reviewing whether the charging mechanism and structure for the commercial operations in the Harbour remain relevant, valid and are in the overall best interest of the Council.</p> <p>When a bereavement occurs relating to a leisure mooring this will be dealt with sensitively by the Harbour Service. A period of three months will be allowed for arrangements to be completed.</p>
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	<p>The proposal to remove the inheritance arrangements for leisure users is made with a view of improving opportunities for the general public to have a reasonable chance to gain access to a leisure mooring at the CCC managed harbours.</p> <p>It is no longer deemed appropriate to provide the benefit of free parking permits at CCC managed car parks to harbours users as part of the seasonal mooring arrangements. This is partly because the free parking provision has a significant value in its own right.</p> <p>The proposal to remove the cap on each waiting list has been deemed appropriate to improve accessibility of waiting lists.</p> <p>The proposed insertion of only one entry per person will increase the opportunities for someone to get a mooring when one becomes available, thereby making the harbours more accessible to a wider range of people.</p>	<p>exceeds the cost of the mooring e.g. A permit affords free parking for a period of 8 months when the car parks are chargeable whilst a 6 month car parking season ticket for Church Street New Quay and South Beach Aberaeron cost £267, which is the same as a leisure mooring for a 4m vessel.</p>	
<p>Integration Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<p>The overall aim of the policy is to manage the Harbours in a way that contributes positively to the overall economy, environment and culture, while taking into consideration that</p>	<p>The policy in general has been seen to positively support the arrangements at the Harbours, however it is deemed appropriate at</p>	<p>None identified in the context of the changes proposed.</p>

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	<p>there are varying views, wants and needs of stakeholders, along with the awareness that the provision of moorings is a discretionary service.</p> <p>Changes to the policy intend to increase the availability and turnover of moorings which in turn will positively impact those people trying to secure a mooring.</p>	<p>this time to make amendments to the policy to further positively impact those wishing to access moorings at the harbours. This is in light of operational experience through issues which have arisen and feedback received generally and / or as part of the consultation process.</p>	
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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? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.

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>The Policy's aim is to continue to promote commercial activity in the harbours as well as the wider tourism related economy which benefits in part from the attraction provided by the Harbours.</p>	<p>A large part of the policy is dedicated to the management of commercial moorings, it is recognised that further moorings could be provided as part of any future development opportunities or where future capacity becomes available.</p> <p>As there is significant demand for these moorings the Council operates a use or lose it policy, ensuring that if moorings are not being used then another venture gets an opportunity.</p>	<p>The draft policy was amended following the consultation feedback in relation to inheritance arrangements for Commercial moorings to continue to support their ongoing operation in the case of death or incapacity of the mooring holder.</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>There are no changes in the policy related to biodiversity and ecosystems however, environmental issues including the issue of pollution and waste generated by harbour users already formed part of the policy.</p>	<p>Harbour users must adhere to the Port Waste Management Plan and report any fuel spills.</p>	<p>None identified in the context of the changes proposed.</p>



	<p>The Policy already includes that harbour users must follow the Cardigan Bay Code of Conduct and other Council directives at all times.</p>	<p>Code of Conduct includes regulations on interaction with wildlife, taking litter home and abiding with byelaws.</p> <p>Information on the PWMP and Special Area of Conservation is and will be available on various platforms such as the Council's website, in the Harbour newsletter Calm Waters, at strategic points in the Harbours and at each Harbour Office.</p> <p>Initiatives related to availability of spill kits have been taken forward via grant funding at each of the harbours by the Council.</p>	
<p>3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>The Policy's aim is to continue to facilitate the use of the Harbours for water based recreational activities which help support health and wellbeing in addition to being areas that people use for leisure walks. They are also attractive settings which contribute to the overall environment and have an positive impact on lhealth and wellbeing.</p>	<p>The leisure moorings at each harbour are well used and valued. The areas are busy and vibrant especially during the peak tourist seasons with a number of visitors to the areas.</p>	<p>None identified in the context of the changes proposed.</p>

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<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>The Policy's aim is to continue to manage the Harbours in a way that supports the wider community taking into account the varying stakeholder wants and needs which can often be conflicting.</p>		<p>None identified in the context of the changes proposed.</p>
<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 Policy's aim is to continue to facilitate the use of Harbours in a way that is responsible and sustainable in the long term.</p>		<p>None identified in the context of the changes proposed.</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><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i> <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i> <i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i> Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></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> <table border="1" data-bbox="78 994 786 1433"> <thead> <tr> <th></th> <th>Positive</th> <th>Negative</th> <th>None/ Negligible</th> </tr> </thead> <tbody> <tr> <td>Children and Young People up to 18</td> <td></td> <td></td> <td>✓</td> </tr> <tr> <td rowspan="2">People 18-50</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> <tr> <td rowspan="2">Older People 50+</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> </tbody> </table>		Positive	Negative	None/ Negligible	Children and Young People up to 18			✓	People 18-50	Positive	Negative	None/ Negligible			✓	Older People 50+	Positive	Negative	None/ Negligible			✓	<p>The Policy will not have any impacts specific to this protected characteristic.</p>		
	Positive	Negative	None/ Negligible																						
Children and Young People up to 18			✓																						
People 18-50	Positive	Negative	None/ Negligible																						
			✓																						
Older People 50+	Positive	Negative	None/ Negligible																						
			✓																						

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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 Policy will not have any impacts specific to this protected characteristic. However, a few responses mention the lack of disabled friendly facilities for accessing the harbour and its facilities. This however is not a matter for the Policy.	The Ceredigion Harbours are historic working harbours and in some cases listed infrastructure.	While we look at pragmatic and affordable ways of improving access the scope to do this may be limited. We will continue to look for, consider and progress opportunities in this respect.
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			
			✓			
Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The Policy will not have any impacts specific to this protected characteristic.		
Transgender	Positive	Negative	None/ Negligible			
			✓			

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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 Policy will not have any impacts specific to this protected characteristic.		
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 Policy will not have any impacts specific to this protected characteristic.		
Pregnancy	Positive	Negative	None/ Negligible			
			✓			
Maternity	Positive	Negative	None/ Negligible			
			✓			
Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The Policy will not have any impacts specific to this protected characteristic.		
White	Positive	Negative	None/ Negligible			
			✓			
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
			✓			
Asian / Asian British	Positive	Negative	None/ Negligible			

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			✓			
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
			✓			
Other Ethnic Groups	Positive	Negative	None/ Negligible			
			✓			

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 ✓)				The Policy will not have any impacts specific to this protected characteristic.		
Christian	Positive	Negative	None/ Negligible			
			✓			
Buddhist	Positive	Negative	None/ Negligible			
			✓			
Hindu	Positive	Negative	None/ Negligible			
			✓			
Humanist	Positive	Negative	None/ Negligible			
			✓			
Jewish	Positive	Negative	None/ Negligible			
			✓			
Muslim	Positive	Negative	None/ Negligible			
			✓			
Sikh	Positive	Negative	None/ Negligible			
			✓			
Non-belief	Positive	Negative	None/			

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			Negligible			
			✓			
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 ✓)				The Policy will not have any impacts specific to this protected characteristic.		
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 Policy will not have any impacts specific to this protected characteristic.		
Bisexual	Positive	Negative	None/ Negligible			
			✓			
Gay Men	Positive	Negative	None/ Negligible			
			✓			
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?

You should consider whether the proposal will help you to: ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

- By removing the transfer of mooring arrangements it will increase transparency, fairness and improve opportunities to access a mooring.
- By removing the inheritance of leisure mooring arrangements it will increase opportunities to access a leisure mooring.
- By removing the waiting list cap it will increase opportunities for people to enter the waiting lists where these have previously been oversubscribed.
- By limiting it to one entry per person on any individual waiting list it will increase opportunities once people are on the waiting list to be allocated a mooring.

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

You should consider whether there is evidence to indicate that: ● The proposal may result in less favourable treatment for people with certain characteristics ● The proposal may give rise to indirect discrimination ● The proposal is more likely to assist or impeded you in making reasonable adjustments

N/A – it is not considered that the changes to the policy will result in anyone with any particular characteristic being specifically affected.

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

You should consider whether the proposal will help you to: ● Tackle prejudice ● Promote understanding

By increasing opportunities to access moorings it should enable a wider group of people to gain a mooring and consequently reduce tensions / perceptions that arise related to feelings of unfairness and that opportunities to access moorings are currently being based on the ability to pay a premium for a vessel to gain a mooring.

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.

As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.

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

Describe why it will have a positive/negative or negligible impact.

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N/A – it is not deemed that there are any proposed changes which will result in a people living in a less favourable social or economic circumstance.

What evidence do you have to support this view?

The changes proposed are related to a discretionary provision and the proposed changes do not have any specific impact on any particular social or economic group.

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

None identified in the context of the changes proposed.

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3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				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 Policy and Service is already provided bilingually.	All documents and communications adhere to the Council's Welsh Language guidelines. Users can access services bilingually.	
			✓			
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	The Policy and Service is already provided bilingually.	All documents and communications adhere to the Council's Welsh Language guidelines. Users can access services bilingually.	
			✓			
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	The Policy and Service is already provided bilingually.	All documents and communications adhere to the Council's Welsh Language guidelines. Users can access services bilingually.	
			✓			
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	The Policy and Service is already provided bilingually.	All documents and communications adhere to the Council's Welsh Language guidelines.	
			✓			

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					Users can access services bilingually.	
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible ✓	The Policy and Service is already provided bilingually.	All documents and communications adhere to the Council's Welsh Language guidelines. Users can access services bilingually.	

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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
Changes to the proposal as outlined have already been made to the draft policy in light of feedback received as part of the consultation process including in relation to inheritance and the waiting list.	Draft policy already amended for consideration	Harbour Service	Draft policy already amended for consideration and will be presented to the Thiving Communities Overview and Scrutiny Committee for their consideration.

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).

NA

4.3. Monitoring, evaluating and reviewing.

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

It will be monitored subject to approval in terms of turnover of the waiting lists, experience following implementation and ongoing feedback and communications from stakeholders.

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
None identified.			

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

N/A

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

An integrated tool to inform effective decision making



6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Owen Morgan		
Corporate Lead Officer	Rhodri Llwyd		
Strategic Director	Barry Rees		
Portfolio Holder	Cllr Keith Henson		