



INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

This IIA tool is designed to help your decision making and ensure that your proposal:

- is aligned to the Council's Corporate Well-being Objectives
- complies with the Equality Act 2010, including our socio-economic duty.
- complies with the Welsh Language Measure 2011 (Welsh Language requirements)
- contributes to the National Well-being goals of the Well-being of Future Generations (Wales) Act 2015 and incorporates the principles of Sustainable Development
- considers risk management.

Throughout the document there are information pop ups. You can hover over these for hints and tips. They look like this - [HINT](#)

There are also web links to data sources of [evidence](#) that could help inform your thinking and the judgement you are making. To view this information press **ctrl** on your keyboard and click on the link.

Equality and Inclusion officers read through every IIA and provide feedback to the author via Corporate Lead Officers. IIA that are submitted to Cabinet are published on the Council's website so that the public can see them.

This IIA tool is categorised into the 7 National Well-being Goals for Wales:

1. **A prosperous Wales** – where everyone has jobs and there is no poverty.
2. **A resilient Wales** – where we're prepared for things like floods.
3. **A healthier Wales** – where everyone is healthier and can see the doctor when they need to.
4. **A more equal Wales** – where everyone has an equal chance whatever their background.
5. **A Wales of cohesive communities** – where communities can live happily together.
6. **A Wales of vibrant culture and thriving Welsh language** – where we have lots of opportunities to do different things and where lots of people can speak Welsh.
7. **A globally responsible Wales** – where we look after the environment and think about other people around the world.

DO I NEED TO ASSESS IMPACT?

Does your proposal:

- introduce a new service or add to an existing service that will affect service users?
- remove, reduce, or alter a service that will affect service users?
- introduce a new policy, strategy, or plan that will affect Ceredigion residents?
- introduce significant changes to an existing policy, strategy, or plan that will affect Ceredigion residents?
- change staffing structures so much that employees or services users may be affected?

YES

An IIA is required if your answer is yes to **any** of these questions.

NO

An IIA is not required if your answer is no to **all** these questions

Complete the template below.

Please remember to include your reason for not carrying out an IIA on the Cabinet Report template.

Proposal Details

Title of Policy / Proposal / Initiative	
Draft Strategic Equality Plan 2024-2028	
Service Area	Officer completing IIA
Policy, Performance and Public Protection	Cathryn Morgan
Corporate Lead Officer	Strategic Director
Alun Williams	Barry Rees
Please give a brief description of the purpose of the proposal	
<p>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.</p> <p>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 revised Equality Objectives are:</p> <ol style="list-style-type: none"> 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? HINT	
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.	
Have those who will be affected by the proposal had the opportunity to comment on it?	
<p>Yes. Public engagement campaign, Summer 2023. Public consultation campaign, Winter 2023. The campaigns were publicised widely, and additional promotion was targeted at groups of people that share characteristics protected by the Equality Act.</p> <p>Ceredigion Equalities Workgroup reviewed the findings of the campaigns and agreed the final draft of Ceredigion Strategic Equality Plan 2024-28 in January 2024.</p>	

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 included sustainable development, Welsh language and equality considerations wherever possible.

Version Number	Author	Decision making stage <u>HINT</u>	Date Considered	Description of any amendments made <u>HINT</u>
1	Cathryn Morgan	Overview and Scrutiny Co-ordinating Committee and Cabinet (to approve draft plan prior to the public consultation)	21/08/2023	
2	Cathryn Morgan	Overview and Scrutiny Co-ordinating Committee and Cabinet, following public consultation on draft plan.	12/02/2023	This assessment has been undertaken on a new template. This has resulted on some minor changes to the assessment. The level of impact has not changed.

Council Corporate Well-being Objectives

Which of the Council's Corporate Well-being Objectives does this proposal address and how? Click here to read a summary of our [Corporate Strategy 2022-27](#)

Boosting the economy, supporting business, and enabling employment.	The plan will create new job opportunities for skilled young people, promote equal opportunities in employment and further develop apprenticeships in the County.
Creating caring and healthy communities	The plan will promote the Welsh language in Ceredigion, encourage and enable disabled children and young people to get physically active, further develop participation opportunities so that communities have a voice and develop the number of focussed and universal extra-curricular and holiday activity programmes.

<p>Providing the best start in life and enabling learning at all ages</p>	<p>The plan includes actions to deliver the Welsh in Education Strategic Plan, to develop leadership skills within our children and young people and to improve educational provision and outcomes for children with additional learning needs.</p>
<p>Creating sustainable, greener, and well-connected communities</p>	<p>The plan reflects the need for more affordable and appropriate housing and for sustainable and affordable travel solutions.</p>

National Well-being Goal: A Prosperous Wales

An innovative, productive, and low carbon society where everyone has decent work and there is no poverty.

Click [here](#) for information about a prosperous Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Successful delivery of this plan will contribute positively to this goal. No negative impacts have been identified.

What evidence do you have to support this view?

Equality Objective 1 is to be an exemplar equal opportunities employer. Equality Objective 5 is to provide fair and inclusive education.

Equality Objectives 3 and 4 describe the steps we will take to engage with, and learn from people, and to ensure that people can access the services that they need.

If Objectives 3 and 4 are done well, the result will be a skilled and well-educated population that is able to contribute to a prosperous Wales.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Resilient Wales

A society where biodiversity is maintained and enhanced and where ecosystems are healthy and functioning.

Click [here](#) for information about a resilient Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Our Strategic Equality Plan does not contribute directly to a resilient Wales. There are no intended negative or positive impacts.

What evidence do you have to support this view?

The plan contains no specific actions to support a resilient Wales. However, it does reflect the need for housing that meets the needs of our communities and for sustainable and affordable travel solution (Equality Objective 4).

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Healthier Wales

A society where people make healthy choices and enjoy good physical and mental health.

Click [here](#) for information about a healthier Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Successful delivery of this plan will contribute positively to better physical and mental health of Ceredigion residents, particularly residents that share characteristics protected by the Equality Act. No negative impacts have been identified.

What evidence do you have to support this view?

We will engage with our workforce; the success measure being the percentage of our workforce that feel the Council cares about their health and wellbeing (Equality Objective 1)

We will join the Age Friendly network and meet the needs of our ageing population (Equality Objective 2).

We will offer play and physical activity opportunities for disabled children and young people and provide housing that meets the needs of our communities (Equality Objective 4).

We will support schools to update their anti-bullying policies (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A More Equal Wales

A society where everyone has an equal chance whatever their background or circumstances.

This section is longer because you are asked to assess the impact of your proposal on each group that is protected by the **Equality Act 2010**.

Click [here](#) for information about equality in Wales.

Do you think this proposal will have a positive or a negative impact on people because of their age? (Click [here](#) for information)

Children and Young People up to 18	Positive
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People 18-50	Positive
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Older people 50+	Positive
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Describe the positive or negative impacts.

The plan aims to address inequality of opportunity for younger people and older people. Some of the actions will have a positive impact on parents and on working aged people (who tend to fall into the 18-50 age bracket). No negative impacts have been identified.

What evidence do you have to support this?

We will promote our graduate scheme and develop work experience and apprenticeship opportunities (Equality Objective 1).

We will join the Age Friendly network and support the needs of our ageing population (Equality Objective 2).

We will increase representation of young people in local politics and decision making (Equality Objective 3).

We will continue to support older people to take advantage of digital technologies (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people because of their disability? (Click [here](#) for information)

Hearing Impairment	Positive
Physical Impairment	Positive
Visual Impairment	Positive
Learning Disability	Positive
Long Standing Illness	Positive
Mental Health	Positive
Other	Choose an item.

Describe the positive or negative impacts.

The plan aims to address inequality of opportunity and access to services for people who are disabled. It will also address bullying and hate crime against disabled people. No negative impacts have been identified.

What evidence do you have to support this?

We will increase diversity in the workplace (Equality Objective 1)

We will support Victim Support's Hate Crime Charter and monitor community tensions (Equality Objective 2)

We will increase representation of disabled people in local politics and decision making (Equality Objective 3).

We will 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, including the provision of large print, Easy Read and plain text versions of documents. We will improve the accessibility of our website (Equality Objective 4).

We will improve educational provision and outcomes for children with additional learning needs and ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance. We will ensure that School Governing bodies represent the range of diversity of the pupils within the education setting. We will also continue to support disabled people to take advantage of digital technologies (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people who are transgender? (Click [here](#) for information)

Trans Women	Positive
Trans Men	Positive
Non-binary people	Positive

Describe the positive or negative impacts

The plan responds to Welsh Government's LGBTQ+ action plan and the needs expressed by our local trans community. We will raise awareness of issues facing people who are transgender and address bullying and Hate Crime. No negative impacts have been identified.

What evidence do you have to support this?

We will review HR policies and recruitment literature so that they reflect the diverse identities of the community in which we live. We will continue to develop and deliver a range of equalities training (Equality Objective 1).

We will support Victim Support's Hate Crime Charter and monitor community tensions (Equality Objective 2)

We will increase representation of LGBTQ+ people in local politics and decision making and we will establish a LGBTQ+ stakeholder forum (Equality Objective 3).

We will review our Toilet Strategy so that it reflects the needs of our changing population (Equality Objective 4).

We will adopt and implement Welsh Government's national trans guidance and ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Click [here](#) for information)

Bisexual	Positive
Gay Men	Positive
Gay Women/Lesbian	Positive
Heterosexual/Straight	None / Negligible

Describe the positive or negative impacts

The plan responds to Welsh Government’s LGBTQ+ action plan and the needs expressed by local LGBTQ+ people. We will raise awareness of issues facing people with different sexual orientation and address bullying and Hate Crime. No negative impacts have been identified.

What evidence do you have to support this?

We will publish an annual workforce equality report and take action to encourage proportionate representation in our workforce. We will continue to develop and deliver a range of equalities training (Equality Objective 1).

We will support Victim Support’s Hate Crime Charter and monitor community tensions (Equality Objective 2)

We will increase representation of LGBTQ+ people in local politics and decision making and we will establish a LGBTQ+ stakeholder forum (Equality Objective 3).

We will work towards ensuring that School Governing bodies represent the range of diversity of the pupils within the education setting and ensure that anti-bullying policies in schools and education settings reflect WG’s updated version of the anti-bullying guidance (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership? (Click [here](#) for information)

People who are married	None / Negligible
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People in a civil partnership	None / Negligible
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Describe the positive or negative impacts

The plan will not result in a significant impact on this cohort.

What evidence do you have to support this?

There are no actions in the plan that will have a significant negative or positive impact on this group of people.

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave? (Click [here](#) for information)

Pregnancy	None / Negligible
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Maternity	None / Negligible
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Describe the positive or negative impacts

The plan will not result in a significant impact on this cohort.

What evidence do you have to support this?

There are no actions in the plan that will have a significant negative or positive impact on this group of people.

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 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin? (Click [here](#) for information)

Asian / Asian British	Positive
Black / African / Caribbean / Black British	Positive
Mixed / Multiple Ethnic Groups	Positive
White	Positive
Other Ethnic Groups	Positive

Describe the positive or negative impacts

The plan responds to Welsh Government's Anti-racist Wales action plan and the needs expressed by local people who have various ethnic backgrounds. We aim to raise cultural awareness, increase diversity in the workplace and address bullying and Hate Crime.

No negative impacts have been identified.

What evidence do you have to support this?

We will take action to encourage proportionate representation in our workforce. We will continue to develop and deliver a range of cultural awareness and equalities training (Equality Objective 1)

We will implement our commitment to Victim Support's Hate Crime Charter. We will ensure that relevant collections celebrate diversity and encourage ant-racist engagement. We will monitor community tensions. We will deliver an annual media campaign to promote awareness and celebrate diversity (Equality Objective 2)

We will increase representation of people from black and minority ethnic backgrounds in local politics and decision making and we will establish a BAME stakeholder forum (Equality Objective 3).

We will ensure that School Governing bodies represent the range of diversity of the pupils within the education setting. We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality.' (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs? (Click [here](#) for information)

Buddhist	Positive
Christian	Positive
Hindu	Positive
Humanist	Positive
Jewish	Positive
Muslim	Positive
Sikh	Positive
Non-belief	None / Negligible
Other	Choose an item.

Describe the positive or negative impacts

There can be strong links between ethnicity and religion The plan aims to address inequalities, hate crime and bullying faced by people from different ethnic groups. This is likely to have an unintended positive impact on some people with different religions.

What evidence do you have to support this?

The number of police recorded hate crimes reported to have been motivated by religion increased by 51% between 2020-21 and 2021-22.

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on men or women? (Click [here](#) for information)

Men	Negative
Women	Positive

Describe the positive or negative impacts

There are currently more women in lower paid jobs and more men in higher paid jobs in our workforce. 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.

What evidence do you have to support this?

We will take action to encourage a more even mix of men and women in lower grade and higher-grade jobs (Equality Objective 1).

We will increase representation of women in local politics and decision making (Equality Objective 3).

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between men and women?

The negative impact on men must be accepted if we want to achieve gender equality.

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click [here](#) for information)

Members of the Armed Forces	None / Negligible
Veterans	None / Negligible
Spouses	None / Negligible
Children	None / Negligible

Describe the positive or negative impacts

The plan does not contain any specific actions that will impact positively or negatively on this cohort. However, respondents to our public consultation contained a larger percentage of people from the armed forces community than are contained in the general population. People who answered the consultation were generally happy with the content of the plan and felt that the actions will help us to achieve our Equality Objectives.

What evidence do you have to support this?

Veterans who responded to the consultation on the plan = 10%
Veterans living in Ceredigion (Census 2021) = 3%

People who agreed that our Equality Objectives are the right ones = 94%
People who felt that the actions would achieve the Equality Objectives = 83%

What action(s) can you take to mitigate any negative impacts?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Socio-economic Duty

Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, making it more difficult to access basic goods and services.

Family background or where a person is born still affects their life. For example, a child from a wealthy family often does better at school than a child from a poor family, even if the poorer child is more naturally academic. This is sometimes called socio-economic inequality.

Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?	Positive
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Describe the positive or negative impacts

The plan aims to address poverty and inequalities of outcome for people who share certain protected characteristics, including women, disabled people, LGBTQ+ people, some ethnic minority groups and children. The Equality and Human Rights Monitor: Is Wales Fairer? (2023)

What evidence do you have to support this?

We will take action to encourage a more even mix of men and women in lower grade and higher-grade jobs and to encourage proportionate representation in our workforce. We will promote our graduate scheme and develop a coordinated approach to work experience and apprenticeship opportunities (Equality Objective 1)

We will increase representation in local politics and decision making, particularly by young people, women, disabled people, LGBTQ+ people and people from black and minority ethnic backgrounds. We will provide housing that meets the needs of our communities (Equality Objective 4)

We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality. We will improve educational provision and outcomes for children with additional learning needs (ALN) and reduce the attainment gap between children without ALN and those with ALN (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Wales of Cohesive Communities

A society with attractive, viable, safe, and well-connected communities.

Click [here](#) for information about cohesive communities.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

Successful delivery of this plan will contribute positively to this goal. Anticipated outcomes are that people from different backgrounds treat each other with respect and consideration, that people find it easier to access services and more people feel that they can influence local decisions. The plan aims to reduce feelings of loneliness and isolation and increase digital inclusion. We will also address homelessness.

No negative impacts have been identified.

What evidence do you have to support this view?

We will continue to develop and deliver a range of cultural awareness and equalities training (Equality Outcome 1).

We will implement our commitment to Victim Support's Hate Crime Charter. We will monitor community tensions. We will deliver an annual media campaign to promote awareness, celebrate diversity, and commemorate relevant historical events (Equality Outcome 2).

We will work to increase representation in local politics and decision making. We will develop stakeholder forums to better understand the lived experience of

people experiencing inequalities. We will improve the way that we feedback to those who have participated in our engagement and consultation campaigns (Equality Outcome 3).

We will work towards achieving a rating of AAA for our website. We will continue to develop the methods we use to communicate with the public. We will provide housing that meets the needs of our communities. We will work with partners to develop sustainable and affordable travel solutions. (Equality Outcome 4).

We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality. We will continue to support older people and disabled people to take advantage of digital technologies (Equality Outcome 5).

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

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Wales of Vibrant Culture and Thriving Welsh Language

A society that that promotes and protects culture, heritage, and the Welsh language and which encourages people to take part in the arts, sports, and recreation.

Click [here](#) for information about culture and the Welsh language

Does the proposal contribute to this goal? Describe the positive or negative impacts.

Successful delivery of this plan will contribute positively to this goal. Anticipated outcomes are that more children and young people will take part in physical activity, that our local culture and heritage will be enhanced by ensuring that relevant collections celebrate diversity and that more people will feel encouraged to learn and use Welsh.

What evidence do you have to support this view?

We will ensure that relevant collections celebrate diversity (Equality Objective 2).

We will continue to actively promote our work Welsh development opportunities to support our bilingual culture. We will continue to offer inclusive and specialised play and physical activity opportunities for disabled children and young people. We will ensure that the principles of the Welsh Language Standards underpin the way the Council deliver its services to the public, so that service users are able to access services naturally in the Welsh language, should they choose to do so (Equality Objective 4).

We will implement our Welsh in Education Strategic Plan 2022-32 (Equality Objective 5).

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

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?

Click [here](#) for information

Opportunities for people to use the Welsh language	Positive
Treating the Welsh language, no less favourably than the English language	Positive

What evidence do you have to support this view?

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.

The plan and annual reports will be published in Welsh and in English. Council services are delivered bilingually. Simultaneous translation is offered at meetings on request.

What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Globally Responsible Wales

A society that considers how our actions might impact on other countries and people around the world.

Click [here](#) for information about global responsibility.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

The Strategic Equality Plan does not directly contribute to a globally responsible Wales.

What evidence do you have to support this view?

The plan does not include any specific actions. However, by fostering good relations and building community cohesion, communities will have greater connectivity and potentially greater understanding of global citizenship.

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

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Strengthening the Proposal

If you have identified any negative impacts in the above sections, please provide details of any practical changes and actions that could help remove or reduce the negative impacts.

What will you do?	When?	Who is responsible?	Progress
We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.	2024-28	Ceredigion Equalities Workgroup	
If no action is to be taken to remove or mitigate negative impacts, please justify why. (If you have identified any unlawful discrimination then the proposal must be changed or revised.)			
Our aim to see more women in higher grade jobs and increased representation of women in local politics. This will have a negative effect on men. This must be accepted if we want to achieve gender equality.			
How will you monitor the impact and effectiveness of the proposal?			
Our Equalities Working Group is responsible for the development, monitoring and review of this Strategic Equality Plan. The purpose of the Group is to consider how the Council can contribute to a fairer society through advancing equality and good relations in day-to-day activities.			
The group meets three times a year and provides annual progress reports to the Council's Overview & Scrutiny Co-ordinating Committee and to Cabinet.			
Annual progress reports will be available to the public via the Council's website. Paper copies can be requested if needed.			

Sustainable Development Principle: 5 Ways of Working

Describe below how you have implemented the five ways of working in accordance with the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015

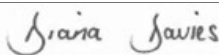


<p>Long term Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	<p>This is a four year plan which builds on previous plans. Long-standing equality issues can be carried from one four year plan to the next. This enables us to address longer term needs and plan for the future.</p>
<p>Collaboration Working together with other partners to deliver.</p> <p><u>HINT</u></p>	<p>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 implement the Hate Crime Trustmark and we will work with the Regional Community Cohesion team on a range of actions.</p>
<p>Involvement Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<p>A regional engagement campaign was undertaken to collect initial feedback on the state of equality in the Dyfed Powys area. The draft Plan went out to public consultation in winter 2023.</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>Prevention Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></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>Integration Considering the impact of your proposal on the four pillars of well-being (social, economic, cultural and environment) the objectives of other public bodies and across service areas in the Council.</p> <p><u>HINT</u></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 and the four pillars of well-being.</p>

Risk

Summarise the risk associated with the proposal.

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

Sign Off

Position	Name	Signature	Date
Corporate Manager	Diana Davies		13/02/2024
Corporate Lead Officer	Alun Williams		13/02/2024
Corporate Director	Barry Rees		13/02/2024
Portfolio Holder	Clr Catrin MS Davies	Catrin Davies	13/02/2024

1

¹ Last updated 20/10/2023