



INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

Proposal Details

Title of Policy / Proposal / Initiative	
Review of the Council's Electoral System (as per Section 8 of the Local Government and Elections (Wales) Act 2021)	
Service Area	Officer completing IIA
Democratic Services	Lowri Edwards
Corporate Lead Officer	Corporate Director
Lowri Edwards	Barry Rees
Please give a brief description of the purpose of the proposal	
Decision on whether to move from a simple majority system to the Single Transferable Vote system.	
Who will be directly affected by this proposal?	
All electors eligible to vote in Ceredigion County Council elections.	
Have those who will be affected by the proposal had the opportunity to comment on it?	
Yes, a consultation was undertaken between 15 th July 2024 and 6 th September 2024.	
The survey was available online via the Council website and printed copies were available in all Council libraries. The consultation was also promoted by a press release as well as on the Council's social media channels (with a post fortnightly for the duration of the consultation period).	

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	Date Considered	Description of any amendments made
1	Lowri Edwards	Final decision at Council	To be considered 14 th November 2024	Not applicable

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.	Not applicable
Creating caring and healthy communities	Not applicable
Providing the best start in life and enabling learning at all ages	Not applicable
Creating sustainable, greener, and well-connected communities	Not applicable

National Well-being Goal: A Prosperous Wales

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

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

No

What evidence do you have to support this view?

This proposal refers to the voting system for County Council elections and does not have a direct impact on this Well-being Goal.

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

None

National Well-being Goal: A Resilient Wales

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

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

No

What evidence do you have to support this view?

This proposal refers to the voting system for County Council elections and does not have a direct impact on this Well-being Goal.

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

None

National Well-being Goal: A Healthier Wales

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

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

No

What evidence do you have to support this view?

This proposal refers to the voting system for County Council elections and does not have a direct impact on this Well-being Goal.

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

None

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**.

Do you think this proposal will have a positive or a negative impact on people because of their age?

Children and Young People up to 18	None / Negligible
People 18-50	None / Negligible
Older people 50+	None / Negligible

Describe the positive or negative impacts.

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on anyone due to their age (the franchise allows young people aged 16 and 17 years old to vote at County Council elections).

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?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people because of their disability?

Hearing Impairment	None / Negligible
Physical Impairment	None / Negligible
Visual Impairment	None / Negligible
Learning Disability	None / Negligible
Long Standing Illness	None / Negligible
Mental Health	None / Negligible
Other	None / Negligible

Describe the positive or negative impacts.

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on anyone due to disability. There is legislation already in place to ensure that polling stations are accessible.

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?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people who are transgender?

Trans Women	None / Negligible
Trans Men	None / Negligible
Non-binary people	None / Negligible

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on people who are transgender.

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?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation?

Bisexual	None / Negligible
Gay Men	None / Negligible
Gay Women/Lesbian	None / Negligible

Heterosexual/Straight	None / Negligible
Describe the positive or negative impacts	
The effect appears neutral.	
What evidence do you have to support this?	
This proposal refers to the voting system for County Council elections and does not have a direct impact on people with different sexual orientation.	
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?	
There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.	
In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.	

Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership?	
People who are married	None / Negligible
People in a civil partnership	None / Negligible
Describe the positive or negative impacts	
The effect appears neutral.	
What evidence do you have to support this?	
This proposal refers to the voting system for County Council elections and does not have a direct impact on people who are married or in a civil partnership.	
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?	

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave?

Pregnancy	None / Negligible
Maternity	None / Negligible

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on people who are pregnant or on maternity leave.

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

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin?

Asian / Asian British	None / Negligible
Black / African / Caribbean / Black British	None / Negligible
Mixed / Multiple Ethnic Groups	None / Negligible
White	None / Negligible
Other Ethnic Groups	None / Negligible

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on anyone due to their ethnic origin (the franchise allows young qualifying foreign citizens to vote at County Council elections).

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?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs?

Buddhist	None / Negligible
Christian	None / Negligible
Hindu	None / Negligible
Humanist	None / Negligible
Jewish	None / Negligible
Muslim	None / Negligible
Sikh	None / Negligible
Non-belief	None / Negligible
Other	None / Negligible

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on anyone due to their religion, beliefs or non-beliefs.

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?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on men or women?

Men	None / Negligible
Women	None / Negligible

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on anyone due to whether they are a man or a woman.

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 men and women?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community?

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

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on anyone from the Armed Forces Community.

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

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

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?

None / Negligible

Describe the positive or negative impacts

The effect appears neutral.

What evidence do you have to support this?

This proposal refers to the voting system for County Council elections and does not have a direct impact on people experiencing social-economic disadvantage.

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?

There will be an opportunity for anyone to apply for a postal or proxy vote for either voting system.

In addition, there will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.

National Well-being Goal: A Wales of Cohesive Communities

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

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

No

What evidence do you have to support this view?

This proposal refers to the voting system for County Council elections and does not have a direct impact on this Well-being Goal.

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

None

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.

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

The Local Government election system in Ceredigion is administered in accordance with the requirements of the Welsh Language Measure 2011. Adopting a new voting system or keeping the current system will not have an impact.

What evidence do you have to support this view?

As above.

All electoral documents are produced bilingually.

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

None.

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

Opportunities for people to use the Welsh language

None / Negligible

Treating the Welsh language, no less favourably than the English language

None / Negligible

What evidence do you have to support this view?

The Local Government election system in Ceredigion is administered in accordance with the requirements of the Welsh Language Measure 2011. Adopting a new voting system or keeping the current system will not have an impact.

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

As above.

All electoral documents are produced bilingually.

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.

Does the proposal contribute to this goal? Describe the positive or negative impacts.
No
What evidence do you have to support this view?
This proposal refers to the voting system for County Council elections and does not have a direct impact on this Well-being Goal.
What action(s) can you take to mitigate any negative impacts or better contribute to the goal?
None

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
Engage with specific groups to ensure that they are enabled to vote (regardless of the voting system)	Leading up to the next Council Elections	Returning Officer / Deputy Returning Officers / Electoral Services / Communications	None to date
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.)			
Not applicable			
How will you monitor the impact and effectiveness of the proposal?			
We will monitor participation following the Council Elections in 2027 compared to previous elections.			

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



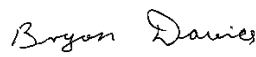
<p>Long term Balancing short-term needs with long-term need and planning for the future.</p>	<p>If the Council decides to move to Single Transferable Vote as its voting system for County Council elections, it will be in place for at least two elections held under this system (i.e. 2027 and 2032).</p>
<p>Collaboration Working together with other partners to deliver.</p>	<p>We will work with partners to ensure that electors are aware of the changes to the voting system if the Council decides to change.</p>
<p>Involvement Involving those with an interest and seeking their views.</p>	<p>We will work with partners to ensure that electors are aware of the changes to the voting system if the Council decides to change.</p>
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p>	<p>There will be a significant promotion campaign undertaken especially if the Council decides to move to a Single Transferable Vote system. This will include press releases, social media, paid promotion and direct contact with specific groups through our engagement networks.</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>Not applicable.</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)		
Electoral confusion with another voting system	4	4	16		
Increased costs and staff resources	5	5	25		

Sign Off

Position	Name	Signature	Date
Corporate Manager	Not applicable	X _____	Click or tap to enter a date.
Corporate Lead Officer	Lowri Edwards		04/10/2024
Corporate Director	Barry Rees		11/10/2024
Portfolio Holder	Councillor Bryan Davies		15/10/2024

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¹ Last updated 20/10/2023