

## APPENDIX D – Equality Impact Assessments

<b>Department:</b> Education & Children	<b>Completed by (lead):</b> Aneirin Thomas	<b>Date of initial assessment:</b> 20 December 2019 <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Additional Learning Needs - Department for Education & Children	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	New policy decision	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Consultative discussions with:  Director of Education and Children's Services; DMT; Departmental Colleagues		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	2020-21 £100k  Maintain the Teaching complement to work on an outreach basis so that the pupils attend their local school and benefit from the additional support which could therefore become more widespread. It is expected that the TAs could be redeployed as part of the development of the centrally coordinated SEN support pool releasing part of this specific budget area.		
<b>The Public Sector Equality Duty requires the Council to have "due regard" to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty? Please indicate</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>high (H) medium (M), low (L), no effect (N) for each.</p>	<p>Risks</p>	<p>Positive effects</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>L</p>	<p>This proposal applies to both secondary and primary provision</p>		<p>Centrally employed TAs will be highly skilled and be appropriately deployed across primary and secondary schools</p>
	<p>Disability</p>	<p>M</p>			<p>TAs that will be centrally employed and deployed by the authority will be provided with additional professional learning and therefore increase expertise to support individual pupils and schools.</p> <p>Centrally pooled staff will also ensure that the Local Authority will be able to deploy staff to schools at a quicker pace, this ensuring pupils' needs are met.</p>
	<p>Gender reassignment</p>	<p>N</p>			

<b>Race</b>	N			
<b>Religion/Belief</b>	N			
<b>Pregnancy and maternity</b>	N			
<b>Sexual Orientation</b>	N			
<b>Sex</b>	N			
<b>Welsh language</b>	L			The Department is fully committed to ensure that pupils who require support through the medium of Welsh will be provide a service in accordance with their linguistic needs.
<b>Any other area</b>	L – behavioural and social inclusion			TAs often provide support for pupils with specific behavioural and social needs. Increased knowledge and expertise will be built through this proposal.

**5. Has there been any consultation/engagement with the appropriate protected characteristics?**

**YES**                       **NO**

**As part of the CCC Budget consultation process**

**6. What action(s) will you take to reduce any disproportionately negative impact, if any?**

- Tailored Learning and Development opportunities for staff to improve skills and knowledge, in order to develop a specialised pool of staff and to ensure that skills are transferred and not lost

**7. Procurement**

**Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service. NO**

**8. Human resources**

**Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?**

It is expected that the TAs could be redeployed as part of the development of the centrally coordinated SEN support pool releasing part of this specific budget area. A specific programme of upskilling will be held with all members of staff to ensure consistent information and knowledge.

We are aware that this workforce is primarily a female workforce. We are also aware that members of staff tend to be locally employed within their local area and we will be looking at potential travelling costs to support deployment of staff.

We are looking to improve continuity of employment for individuals and ensure that we maintain knowledgeable staff which can then be deployed to other schools.

**9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?** (recommended if one or more H under section 2)

YES

NO

**Approved by:**

Head of Service

Aneirin Thomas

**Date:**

31.01.2020

## Initial Equalities Impact Assessment

<b>Department:</b> Education & Children	<b>Completed by (lead):</b> Aeron Rees	<b>Date of initial assessment:</b> 16 <sup>th</sup> November 2018  <b>Revision Dates:</b> 20 <sup>th</sup> December 2019
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Department for Education & Children, Youth Support Service (YSS)	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	Existing Policy decision - £50k New Policy decision - £50k	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Consultative discussions with and between:  Director of Education and Children's Services; Head of Curriculum and Wellbeing; DMT; Principal Manager, Youth Support Service; YSS Finance Officer		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	2020-21 £100k  Reduce provision available to young people/schools e.g. Duke of Edinburgh support, Youth Clubs.		
<b>The Public Sector Equality Duty requires the Council to have "due regard" to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty? Please indicate</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>high (H) medium (M), low (L), no effect (N) for each.</p>	<p>Risks</p>	<p>Positive effects</p>	
<p>Protected characteristics</p>	<p><b>Age</b></p>	<p>L</p>	<p>Young people aged 11-25 accessing youth services may be affected.</p> <p>This proposal makes the service more prone to the vagaries of grant funding and potentially poses a challenge to job security for staff of working age.</p> <p>Any cuts to grant funding in the future will generate some risk across the 4 pillars of YSS service delivery.</p>	<p>The exercise is ensuring greater efficiency and value for money, drawn carefully from a variety of expenditure items.</p>	<p>It is anticipated that the recent announcement relating to the strengthening of the Youth Support Grant by Welsh Government in 2019/20 will provide funding to mitigate any reduction against core funding and would be used to continue to provide the necessary staffing for youth clubs.</p>
	<p><b>Disability</b></p>	<p>N</p>			

<b>Gender reassignment</b>	N			
<b>Race</b>	N			
<b>Religion/Belief</b>	N			
<b>Pregnancy and maternity</b>	N			
<b>Sexual Orientation</b>	N			
<b>Sex</b>	N			
<b>Welsh language</b>	M	The ending of funding for Welsh Language Youth Clubs could have an effect on Welsh language speakers.		It is anticipated that the recent announcement relating to the strengthening of the Youth Support Grant by Welsh Government in 2019/20 will provide funding to mitigate any reduction against core funding and would be used to continue to provide the necessary staffing for Welsh Language youth clubs in the county.
<b>Any other area</b>	N			

**5. Has there been any consultation/engagement with the appropriate protected characteristics?**

**YES**  **NO**

**As part of the CCC Budget consultation process**

**6. What action(s) will you take to reduce any disproportionately negative impact, if any?**

Discuss with staff and managers how to alter or adapt working arrangements in some cases.

**7. Procurement**

**Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.** No

**8. Human resources**

**Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?**

There are implications for present employees. If required, established HR processes are available for re-deployment, etc.

**9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?** (recommended if one or more H under section 2)

YES

NO

**Approved by:**

Head of Service

Aeron Rees

**Date:**

20 December 2019

## Initial Equalities Impact Assessment Template

<b>Department:</b> Education & Children	<b>Completed by (lead):</b> Aneirin Thomas	<b>Date of initial assessment:</b> 20 December 2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Department for Education & Children, all areas	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>		New policy decision
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Consultative discussions with:  Director of Education and Children's Services; DMT; Departmental Colleagues		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	<p>2020-21 £0k 2021-22 £0k 2022-23 £300k</p> <p>The majority of the Services' budgets are for the support, administration and management of the schools - School improvement, Grant support, Data, Admissions.</p> <p>Rationalising of Primary Schools will enable a reduced level of support to function appropriately with fewer sites. The savings would actually be managerial as service provision would not be reduced, however it is a policy decision that would enable this efficiency to be delivered</p>
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<p><b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b></p> <p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty? Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b></p>		<p><b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b></p>			
<p><b>Protected characteristics</b></p>			<p><b>Risks</b></p>	<p><b>Positive effects</b></p>				
			<b>Age</b>	M		Potential impact on both primary and secondary sector		The LA must be able to provide services for both the primary and secondary sector to meet he needs of every pupil
			<b>Disability</b>	M				The LA must be able to provide specialist services to support pupils across a range of disabilities
			<b>Gender reassignment</b>	N				
			<b>Race</b>	N				
			<b>Religion/Belief</b>	N				
			<b>Pregnancy and maternity</b>	N				
<b>Sexual Orientation</b>	N							

<b>Sex</b>	N			
<b>Welsh language</b>	M			We will continue to provide central support services in both Welsh and English to our schools
<b>Any other area</b>	L			

<b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b>	<b>YES</b> <input checked="" type="checkbox"/> <b>NO</b> <input type="checkbox"/> <b>As part of the CCC Budget consultation process</b>	
<b>6. What action(s) will you take to reduce any disproportionately negative impact, if any? N/A</b>		
<b>7. Procurement</b> Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service. <b>NO</b>		
<b>8. Human resources</b> Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?  The quality and breadth of support provided to local schools must continue to be of the highest standard.  This proposal could potentially impact the number of centrally employed staff.		
<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)</b>	<b>YES</b> <input type="checkbox"/>	<b>NO</b> <input checked="" type="checkbox"/>

<b>Approved by:</b> Head of Service	Aneirin Thomas	<b>Date:</b>
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<b>Department:</b> Education & Children	<b>Completed by (lead):</b> Aneirin Thomas	<b>Date of initial assessment:</b> 20 December 2019 <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Schools Delegated Budget - Department for Education & Children	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	Continuation of existing policy	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
<ul style="list-style-type: none"> <li>ECS Director and Senior LA officers have undertaken thorough analyses of school data, including pupil numbers, performance / achievement, leadership capacities, financial performance etc</li> <li>Local Members have been involved in initial workshop activities in support of this proposed agenda</li> </ul>		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	<ul style="list-style-type: none"> <li>2020-21 £0k</li> <li>2021-22 £0k</li> <li>2022-23 £250k</li> </ul> <p>• This is the budget delegated to every school under the Fair Funding formula.</p> <p>• The budget is to meet all the costs associated with running a school e.g. staff costs, premises costs, SEN specialist support, Service Level Agreements for specific services such as HR, IT, legal, grounds maintenance, music.</p> <p>Rationalise primary schools that are disproportionately expensive to operate and unable to sustain educationally effective teaching and learning structures due to low pupil numbers. Through carefully selected decommissioning and strategically driven school federations the primary school estate will be reduced.</p>		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty? Please indicate</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>high (H) medium (M), low (L), no effect (N) for each.</p>	<p>Risks</p>	<p>Positive effects</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>M</p>	<p>This proposal affects the primary sector rather than secondary</p>		<p>Pupils will benefit from additional socialisation and engagement with peers</p> <p>We foresee that primary schools' pupils will benefit from an increased and more specialist provision with a reduction in the age range being taught</p>
	<p>Disability</p>	<p>M</p>			<p>Provision will need to be made for pupils with disabilities to ensure access to the primary sector and their local schools</p> <p>Any further consideration will have to ensure improved accessibility and provision for any pupil with a disability</p>
	<p>Gender reassignment</p>	<p>N</p>			
	<p>Race</p>	<p>N</p>			
	<p>Religion/Belief</p>	<p>N</p>			

	Pregnancy and maternity	N			
	Sexual Orientation	N			
	Sex	N			
	Welsh language	M			Any local rationalisation of provision will need to consider the Welsh language provision within the geographical area  Creating larger provision will ensure that the Welsh language will be supported in a robust and sustainable environment
	Any other area	M	This proposal is likely to affect rural areas more than urban areas		We will ensure that every child still has access to education and our aim is to strengthen support and collaboration for teaching staff in schools, thus reducing isolation

**5. Has there been any consultation/engagement with the appropriate protected characteristics?**

**YES**  **NO**

As part of the Council's budget consultation process

If this proposal is agreed, a full impact assessment its effect on rural communities will be carried out

**6. What action(s) will you take to reduce any disproportionately negative impact, if any?**

We will undertake a full impact assessment on the effect on rural communities

**7. Procurement**

**Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.** None

**Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.**

**8. Human resources**

**Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?**

There will be implications (to be quantified) on school staffing structures. The LA will work in partnership with school leaders to secure the highest levels of redeployment through analyses of the needs of enhanced pupil numbers and Federation models arising as a result of the rationalisation process.

**9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?** (recommended if one or more H under section 2)

YES

NO

**Approved by:**  
Head of Service

**Aneirin Thomas**

31 January 2020

## Initial Equalities Impact Assessment

<b>Department:</b> Leisure	<b>Completed by (lead):</b> Jane Davies	<b>Date of initial assessment:</b> 25 Jan 2018  <b>Revision Dates:</b> Dec 2019
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Y Gât, St Clears	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	Existing function, new policy proposal	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
<ul style="list-style-type: none"> <li>• Review of the provision of Cultural activity through Leisure Management Team meetings;</li> <li>• Cultural services and arts management meetings</li> <li>• Discussion with St Clears Town Council, including initial proposal for partnership working in November 2019, to be followed up in January 2020.</li> </ul>		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	We are seeking to consult on future delivery models for Y Gat to include potential development opportunities for this hub of cultural activity, with the aim of reducing the subsidy to the facility over time.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>Risks</b></p> <p>Existing Centre users may have to travel between 5 and 11 miles to participate in similar arts activities in Carmarthen and library activities in Whitland.</p> <p>Not all arts activities are available in Carmarthen.</p>	<p><b>Positive effects</b></p> <p>More diverse library facilities will be available to those travelling to Carmarthen.</p> <p>Arts and gallery facilities are also available in Carmarthen.</p>	<p>The consultation will identify whether staff/users with protected characteristics are disproportionately affected. This EIA will be updated accordingly, and any necessary mitigating actions will be identified</p>
<p><b>Protected characteristics</b></p>	<p><b>Age</b></p>	<p>Medium</p>	<p>Older customers may have mobility issues that could impact on their ability to travel further to take part in artistic activity.</p>		<p>The consultation will identify whether staff/users with protected characteristics are disproportionately affected. This EIA will be updated accordingly, and any necessary mitigating actions will be identified.</p>
	<p><b>Disability</b></p>	<p>Medium</p>	<p>Disabled customers may have mobility issues that could impact on their ability to travel further to take part in artistic activity.</p> <p>The gallery in Carmarthen is not fully</p>	<p>Alternative library facilities have disability access.</p>	<p>The consultation will identify whether staff/users with protected characteristics are disproportionately affected. This EIA will be updated accordingly, and any necessary mitigating actions will be identified.</p>

			access compliant although there are proposals for improvement which are being considered as part of a capital program review in the 2020 capital budget setting		
	<b>Gender reassignment</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Race</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Religion/Belief</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A

<b>Pregnancy and maternity</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
<b>Sexual Orientation</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
<b>Sex</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
<b>Welsh language</b>	Medium	<p>There will be a need to ensure that service users are able to access services in the language of their choice.</p> <p>Welsh language requirements will need to be met and the service delivery model adopted will need to deliver Welsh</p>	<p>There will be a need to ensure that service users are able to access services in the language of their choice.</p> <p>Welsh language requirements will need to be met and the service delivery model adopted will need to deliver Welsh Government policy requirements.</p>	Any alternative service delivery model developed will need to ensure that Welsh language provision is catered for.

			Government policy requirements.		
	Any other area				

<b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b>	<p>YES <input checked="" type="checkbox"/>                      NO <input type="checkbox"/></p> <p>Consultation as part of the CCC Budget consultation</p> <p>A user consultation is planned and will inform future updates of this assessment</p>
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<p><b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b></p> <p>* To be determined following user consultation and initial consideration of what the alternative delivery models might be; Joint consultation with the Town Council around hub activities is planned for Spring 2020.</p> <p>* Initial proposals (2018) involve the consideration of increased revenue streams and consultation with the Town Council and other Community stakeholders around developing a sustainable future for the venue; The proposals to increase revenue from catering activities (2018-2019) have not come to fruition increasing the subsidy required rather than decreasing it. The conversations with the Town Council were resurrected in November 2019 with a view to establishing a proposed activity plan, via consultation, and partnership model. Consultation planned for Spring 2020 will inform future developments.</p>
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<p><b>7. Procurement</b></p> <p><b>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.</b></p> <p><b>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</b></p> <p>N/A</p>
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<p><b>8. Human resources</b></p>
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<b>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?</b>		
<ul style="list-style-type: none"><li>• We are looking to develop a sustainable future for the venue following stakeholder consultation and exploration of alternative income streams;</li><li>• There are 3 members of staff directly employed at the site that could be impacted by the proposals</li></ul>		
<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)	<b>YES</b> <input type="checkbox"/>	<b>NO</b> <input checked="" type="checkbox"/> <b>Not at this stage</b>
<b>Approved by:</b> Head of Service	<b>Ian Jones</b>	<b>Date: 31 January 2020</b>

## Initial Equalities Impact Assessment

<b>Department:</b>  Leisure	<b>Completed by (lead):</b>  Carl Daniels	<b>Date of initial assessment:</b>  21st Nov 2019  <b>Revision Dates: 17/2/20</b>
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Sports & Leisure Charges	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	Existing function, new policy proposal	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
<ul style="list-style-type: none"> <li>Income trends and budget monitoring</li> <li>Customer feedback</li> <li>Management team meetings and discussions.</li> </ul>		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	We are seeking to consult on future charges for the Sports & Leisure services we provide at Leisure Centres and similar venues across Carmarthenshire.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>Risks</b></p> <p>Users may not continue coming to our facilities which could affect their general health and well-being.</p>	<p><b>Positive effects</b></p> <p>Increased charges may create opportunities for re-investment into service thus improving offer and attracting more users</p>	<p>The consultation will identify whether staff/users with protected characteristics are disproportionately affected. This EIA will be updated accordingly, and any necessary mitigating actions will be identified</p>
<p><b>Protected characteristics</b></p>	<p><b>Age</b></p>	<p>Low</p>	<p>Various social charging offers are in place to mitigate risk and to support such groups</p>	<p>Increased charges may create opportunities for re-investment into service thus improving offer and attracting more users</p>	<p>The consultation will identify whether staff/users with protected characteristics are disproportionately affected. This EIA will be updated accordingly, and any necessary mitigating actions will be identified.</p>
	<p><b>Disability</b></p>	<p>Low</p>	<p>Various social charging offers are in place to mitigate risk and to support such groups</p>	<p>Increased charges may create opportunities for re-investment into service thus improving offer and attracting more users</p>	<p>The consultation will identify whether staff/users with protected characteristics are disproportionately affected. This EIA will be updated accordingly, and any necessary mitigating actions will be identified.</p>
	<p><b>Gender reassignment</b></p>	<p>Low</p>	<p>Low risk with limited impact on this</p>	<p>Low risk with limited impact on this protected characteristic group</p>	<p>N/A</p>

			protected characteristic group		
	<b>Race</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Religion/Belief</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Pregnancy and maternity</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Sexual Orientation</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Sex</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A

	<b>Welsh language</b>	Low	Low risk with limited impact on this protected characteristic group	Low risk with limited impact on this protected characteristic group	N/A
	<b>Any other area</b>				

<p><b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b></p>	<p>YES <input checked="" type="checkbox"/>                      NO <input type="checkbox"/></p> <p>Consultation as part of the CCC Budget consultation</p> <p>A user consultation is planned and will inform future updates of this assessment</p>
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<p><b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b></p> <p>* Final charges to be determined following consultation</p>
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<p><b>7. Procurement</b></p> <p>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.</p> <p>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</p> <p>N/A</p>
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<p><b>8. Human resources</b></p> <p>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?</p> <ul style="list-style-type: none"> <li>No</li> </ul>
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<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)	YES <input type="checkbox"/>	NO <input type="checkbox"/> Not at this stage
<b>Approved by:</b> Head of Service	Ian Jones	<b>Date:</b> 31 January 2020

## Initial Equalities Impact Assessment

<b>Department: Communities</b>	<b>Completed by (lead): Rhys Page</b>	<b>Date of initial assessment: 07/02/2020</b>  <b>Revision Dates:</b>
<b>Area to be assessed: (i.e. name of <i>policy, function, procedure, practice or a financial decision</i>)</b>	Financial and Policy	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	Existing Financial Charging Policy	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	Introduction of an Administration Fee for Self-funding Care Home placements. These are individuals, who would have previously placed themselves in to a care home, as they have sufficient capital and or income to meet these costs but following the introduction of the Health and Wellbeing Act Wales 2016 there was an obligation placed on the Local Authority to contract on behalf of an individual if they approached the local authority. This is seen an increase in demand on the local authority, and an additional cost burden, so this admin fee would be to attempt to meet that cost.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>Risks</p>	<p>Positive effects</p>	
<p>Protected characteristics</p>	<p><b>Age</b></p>	<p>L</p>	<p>Older people are likely to fall in to this charging area.</p>	<p>That they contract for themselves, thus enabling them to have greater control of their care.</p>	<p>Mitigation measures to be discussed further, following discussion of this proposal</p>
	<p><b>Disability</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Gender reassignment</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Race</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Religion/Belief</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Pregnancy and maternity</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Sexual Orientation</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Sex</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Welsh language</b></p>	<p>N</p>	<p>None</p>		
	<p><b>Any other area</b></p>	<p>N</p>	<p>None</p>		

<p><b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b></p>	<p><b>YES</b> <input checked="" type="checkbox"/>                      <b>NO</b> <input type="checkbox"/></p> <p>As part of the CCC Budget Consultation exercise</p>	
<p><b>6. What action(s) will you take to reduce any disproportionately negative impact, if any? None</b></p>		
<p><b>7. Procurement</b></p> <p>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.</p> <p>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</p>		
<p><b>8. Human resources</b></p> <p>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?</p>		
<p><b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)</p>	<p><b>YES</b> <input type="checkbox"/></p>	<p><b>NO</b> <input type="checkbox"/></p>
<p><b>Approved by:</b></p> <p>Head of Service</p>	<p><b>Rhys J Page (Senior Business Manager)</b></p>	<p><b>Date: 07/02/20</b></p>

## Initial Equalities Impact Assessment

<b>Department:</b> Environment  <b>Municipal Services – Superloo Closures</b>	<b>Completed by (lead):</b> Rhys Davies	<b>Date of initial assessment:</b> 22/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Provision of PCs in our main and principle town centres.  Financial savings: £100,000 (£75k in 21/22 and £25k in 22/23) as a result of facility closure.	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	New decision	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budgetary constraints		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	The current provision extends to 9 paid entry toilet facilities in our principal towns – namely Carmarthen (2no.), Llanelli (2 no), Ammanford, Llandeilo, Llandovery, St Clears, Laugharne. The proposal involves closing the 4 least used facilities, namely two in Llanelli, one in Ammanford and one in St Clears.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>Risks</p>	<p>Positive effects</p>	
<p>Protected characteristics</p>	<p><b>Age</b></p>	<p>(1) N (2) M (3) N</p>	<p>Facilities will no longer be available.</p>	<p>None</p>	<p>Promote the community toilet scheme where appropriate and signpost to existing shops/establishments that willingly make toilet facilities available to the public.</p>
	<p><b>Disability</b></p>	<p>(1) N (2) M (3) N</p>	<p>Facilities will no longer be available.</p>	<p>None</p>	<p>As above.</p>
	<p><b>Gender reassignment</b></p>	<p>(1) N (2) N (3) N</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
	<p><b>Race</b></p>	<p>(1) N (2) N (3) N</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
	<p><b>Religion/Belief</b></p>	<p>(1) N (2) N (3) N</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
	<p><b>Pregnancy and maternity</b></p>	<p>(1) N (2) M (3) N</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
	<p><b>Sexual Orientation</b></p>	<p>(1) N (2) N (3) N</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
	<p><b>Sex</b></p>	<p>(1) N (2) N (3) N</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

<b>Welsh language</b>	(1) N (2) N (3) N	N/A	N/A	N/A
<b>Any other area</b>	(1) N (2) N (3) N	N/A	N/A	N/A

<b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b>	<b>YES</b> <input checked="" type="checkbox"/> <b>NO</b> <input type="checkbox"/> As part of the CCC Budget consultation exercise
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<b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b>  Promote the community toilet scheme and publicise those facilities that the public can use within retail stores, public houses and other establishments as appropriate. Ensure that we work closely with the Carmarthenshire Disability Coalition for Action.
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<b>7. Procurement – N/A</b>  <b>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service.</b>  <b>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</b>
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<b>8. Human resources – N/A</b>  <b>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?</b>
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<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)	<b>YES</b> <input type="checkbox"/>	<b>NO</b> <input checked="" type="checkbox"/>
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<b>Approved by:</b>  Head of Service	<b>Ainsley Williams</b>  Ainsley Williams	<b>Date:</b>  31 January 2020
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## Initial Equalities Impact Assessment

<b>Department:</b> Environment  <b>Municipal Services – Public Convenience Charges</b>	<b>Completed by (lead):</b> Rhys Davies	<b>Date of initial assessment:</b> 29/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	The provision of high-quality paid entry public conveniences facilities in our principal towns.  Financial savings: £23,000 (21/22)	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>		New decision
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budgetary constraints		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	There are currently 9 public convenience facilities within the County that are paid entry 20p per visit. These are located in our main and principal towns.  The proposal relates to increasing the charge to 40p per visit.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>Risks</b></p>	<p><b>Positive effects</b></p>	
<p><b>Protected characteristics</b></p>	<p><b>Age</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Disability</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Gender reassignment</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Race</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Religion/Belief</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Pregnancy and maternity</b></p>	<p>(1) N (2) M (3) N</p>			
	<p><b>Sexual Orientation</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Sex</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Welsh language</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Any other area</b></p>	<p>(1) N (2) N (3) N</p>			

5. Has there been any consultation/engagement with the appropriate protected characteristics?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> Consultation as part of CCC consultation exercise	
6. What action(s) will you take to reduce any disproportionately negative impact, if any?  N/A		
7. Procurement – N/A  Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service.  Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.		
8. Human resources – N/A  Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?		
9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Approved by:  Head of Service	Ainsley Williams	Date:  31 January 2020

## Initial Equalities Impact Assessment

<b>Department:</b> Environment  <b>Cemetery charges - Ammanford</b>	<b>Completed by (lead):</b> Daniel W John	<b>Date of initial assessment:</b> 23/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Financial savings: £1,500 (by 2020/21)  Increasing charges for burials, memorial plaques and administrative charges by about 10 to 25%	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	New practice	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budget Budget consultation 2017-21.		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	CCC is responsible for the administration, management, and maintenance of the operational cemetery at Dyffryn Road, Ammanford. It is proposed to increase charges for burials, memorial plaques and administrative charges by between 10 to 25%. This increase would still mean that Charges at this cemetery remains beneath provision in other areas.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>Risks</b></p>	<p><b>Positive effects</b></p>	
<p><b>Protected characteristics</b></p>	<p><b>Age</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Disability</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Gender reassignment</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Race</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Religion/Belief</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Pregnancy and maternity</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Sexual Orientation</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Sex</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Welsh language</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Any other area</b></p>	<p>(1) N (2) N (3) N</p>			

5. Has there been any consultation/engagement with the appropriate protected characteristics?	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	
6. What action(s) will you take to reduce any disproportionately negative impact, if any? N/A		
<b>7. Procurement</b> Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service. Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.		
<b>8. Human resources</b> Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? N/A		
9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Approved by: Head of Service	Ainsley Williams	Date: 13/02/2020

## Initial Equalities Impact Assessment

<b>Department:</b> Environment Waste Services Age Cymru	<b>Completed by (lead):</b> Ainsley Williams	<b>Date of initial assessment:</b> 23/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Financial savings: £20,000 (by 2020/21)  At present a Service Level Agreement is in place with Age Cymru for the support with the elderly in glass recycling collections. At present the service is supporting 57 clients within the community at a cost of £350 per client with minimal recycling benefit gained.	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	New Practice	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budget Budget consultation 2017-21.		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	It is proposed for the cessation of this service affecting 57 clients in recycling glass with minimal effect on recycling performance for a saving of £20,000.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>Risks</p>	<p>Positive effects</p>	
<p>Protected characteristics</p>	<p><b>Age</b></p>	<p>(1) N (2) L (3) N</p>	<p>The removal of this service reduces the opportunity for the elderly clients supported in undertaking glass recycling due to their inability to travel to bring sites unless aided by other support networks.</p>		<p>If the proposal is agreed, the team will promote the support and engagement of other wrap around services to support in recycling. A specific campaign will be undertaken to support older people e.g. through the Carmarthenshire 50+ Forum</p>
	<p><b>Disability</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Gender reassignment</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Race</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Religion/Belief</b></p>	<p>(1) N (2) N (3) N</p>			

<b>Pregnancy and maternity</b>	(1) N (2) N (3) N			
<b>Sexual Orientation</b>	(1) N (2) N (3) N			
<b>Sex</b>	(1) N (2) N (3) N			
<b>Welsh language</b>	(1) N (2) N (3) N			
<b>Any other area</b>	(1) N (2) N (3) N			

<p><b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b></p>	<p><b>YES</b> <input checked="" type="checkbox"/>                      <b>NO</b> <input type="checkbox"/></p> <p>Consultation as part of the CCC Budget consultation exercise</p>	
<p><b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b></p> <p>Promote the support and engagement of other wrap around services to support in recycling.</p>		
<p><b>7. Procurement</b></p> <p>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service.</p> <p>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</p>		
<p><b>8. Human resources</b></p> <p>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? N/A</p>		
<p><b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)</p>	<p><b>YES</b> <input type="checkbox"/></p>	<p><b>NO</b> <input checked="" type="checkbox"/></p>

<b>Approved by:</b> Head of Service	Ainsley Williams	<b>Date:</b> 31 January 2020
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## Initial Equalities Impact Assessment

<b>Department:</b> Environment  <b>Household Waste Recycling Centres – Whitland</b>	<b>Completed by (lead):</b> Ainsley Williams	<b>Date of initial assessment:</b> 23/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Financial savings: £80,000 (by 2021/22)  There are currently four Household Waste Recycling Centres serving the population of Carmarthenshire.	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>		New Practice
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budget Budget consultation 2017-21.		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	Achieving a cost saving by rationalising the HWRC network from 4 sites to 3. On analysing the usage and coverage of our HWRCs across the county the site with the smallest population served, least usage and lowest contribution to recycling performance is Whitland.  It is proposed for the closure of Whitland HWRC to achieve savings of £80,000.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>Risks</b></p>	<p><b>Positive effects</b></p>	
<p><b>Protected characteristics</b></p>	<p><b>Age</b></p>	<p>(1) L (2) L (3) L</p>	<p>Potential risk for older people who wish to access the site in terms of travelling distances and support at the sites</p>		<p>Support available from operators at other sites to ensure best use of facilities and wider access</p>
	<p><b>Disability</b></p>	<p>(1) L (2) L (3) L</p>	<p>Potential risk for disabled people who wish to access the site in terms of travelling distances and support at the sites</p>		<p>Support available from operators at other sites to ensure best use of facilities and wider access</p>
	<p><b>Gender reassignment</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Race</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Religion/Belief</b></p>	<p>(1) N (2) N (3) N</p>			

<b>Pregnancy and maternity</b>	(1) N (2) N (3) N			
<b>Sexual Orientation</b>	(1) N (2) N (3) N			
<b>Sex</b>	(1) N (2) N (3) N			
<b>Welsh language</b>	(1) N (2) N (3) N			
<b>Any other area</b>	(1) N (2) N (3) N			

<b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b>	<b>YES</b> <input checked="" type="checkbox"/> <b>NO</b> <input type="checkbox"/> Consultation as part of the CCC Budget consultation exercise	
<b>6. What action(s) will you take to reduce any disproportionately negative impact, if any? N/A</b>		
<b>7. Procurement</b>  Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service.  Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.		
<b>8. Human resources</b>  Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? N/A		
<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)</b>	<b>YES</b> <input type="checkbox"/>	<b>NO</b> <input checked="" type="checkbox"/>

<b>Approved by:</b> Head of Service	Ainsley Williams	<b>Date:</b> 31 January 2020
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## Initial Equalities Impact Assessment

<b>Department:</b> Environment  <b>Grounds – Parc Howard</b>	<b>Completed by (lead):</b> N French	<b>Date of initial assessment:</b> 22/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Financial savings: £8,000 (by 2020/21)  At Parc Howard in Llanelli seasonal bedding has always been planted i.e. spring bedding and summer bedding. This activity has been reviewed in the face of savings that the Department must make.	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	New Policy	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budget pressures.		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	The proposal would cease the planting of spring bedding, leaving the bed fallow. This will result in colourful flower displays through the summer months only. The purpose is to reduce maintenance costs.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

		(1) eliminate unlawful discrimination, harassment and victimisation;	<b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b>	<b>Risks</b>	<b>Positive effects</b>	
		(2) advance equality of opportunity between different groups; and				
		(3) foster good relations between different groups (see guidance notes)				
<b>Protected characteristics</b>	<b>Age</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Disability</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Gender reassignment</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Race</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Religion/Belief</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Pregnancy and maternity</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Sexual Orientation</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Sex</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Welsh language</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A
	<b>Any other area</b>	(1) N (2) N (3) N	N/A	N/A	N/A	N/A

<p>5. Has there been any consultation/engagement with the appropriate protected characteristics?</p>	<p>YES <input checked="" type="checkbox"/>                      NO <input type="checkbox"/></p> <p>As part of the CCC Budget Consultation exercise</p>	
<p>6. What action(s) will you take to reduce any disproportionately negative impact, if any? N/A</p>		
<p>7. Procurement - N/A</p> <p>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service.</p> <p>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</p>		
<p>8. Human resources – N/A</p> <p>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?</p>		
<p>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input checked="" type="checkbox"/></p>
<p>Approved by:</p> <p>Head of Service</p>	<p>Ainsley Williams</p>	<p>Date:</p> <p>31 January 2020</p>

## Initial Equalities Impact Assessment

<b>Department:</b>  Environment  <b>Knotweed Treatment Provision</b>	<b>Completed by (lead):</b>  Daniel W John	<b>Date of initial assessment:</b> 23/10/2019  <b>Revision Dates:</b> 31 January 2020
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Financial savings: £10,000 (by 2021/22)  Potential to treat knotweed for external clients, subject to wider corporate consideration on commercial activity that service departments can undertake.	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	New practice	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
Budget Budget consultation 2017-21		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	The grounds maintenance team arranges the treatment of Japanese Knotweed with respect to its own assets and other landownership across the Council. The proposal is to undertake the treatment of knotweed for external clients, subject to approval for commercial activity that service departments can undertake.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b>	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b>

<p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>Risks</b></p>	<p><b>Positive effects</b></p>	
<p><b>Protected characteristics</b></p>	<p><b>Age</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Disability</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Gender reassignment</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Race</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Religion/Belief</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Pregnancy and maternity</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Sexual Orientation</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Sex</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Welsh language</b></p>	<p>(1) N (2) N (3) N</p>			
	<p><b>Any other area</b></p>	<p>(1) N (2) N (3) N</p>			

<p>5. Has there been any consultation/engagement with the appropriate protected characteristics?</p>	<p>YES <input type="checkbox"/>                      NO <input checked="" type="checkbox"/></p> <p>As part of the CCC Budget Consultation exercise</p>	
<p>6. What action(s) will you take to reduce any disproportionately negative impact, if any? N/A</p>		
<p><b>7. Procurement</b></p> <p>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, or service.</p> <p>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</p>		
<p><b>8. Human resources</b></p> <p>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? N/A</p>		
<p>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)</p>	<p>YES <input type="checkbox"/></p>	<p>NO <input checked="" type="checkbox"/></p>
<p>Approved by:</p> <p>Head of Service</p>	<p>Ainsley Williams</p>	<p>Date:</p> <p>13/02/2020</p>