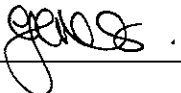
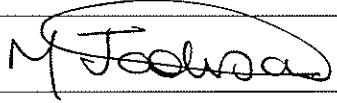


Appendix E



Equality Impact Assessment (EIA)

Name of Policy or Practice	Conwy Economic Growth Strategy 2017 - 2027		
Head of Service responsible for the Policy or Practice	Marianne Jackson, Head of Service, Community Development Service		
Name of officer (s) completing impact assessment form	Caroline Jones Business Services Manager		
Service	Community Development Service	Date of Assessment	May 2017

EIA Completed by :		EIA Agreed by Head of Service :	
Date	June 2017	Date	June 2017
Name(s)	Caroline Jones	Name	Marianne Jackson
Signature(s)		Signature	

- Welsh Government,
- Grwp Llandrillo Menai,
- Conwy Council Skills Group,
- Social Enterprise Business Solutions,
- Commercial Property Sector,
- Major estates / landowners,
- Destination Conwy,
- Venue Cymru,
- Federation of Small Businesses,
- Conwy County Borough Council, Business & Enterprise,
- Colwyn Bay Business Improvement District,
- Rural Local Action Group,
- Betsi Cadwalader,
- Care Home Sector,
- Welsh Government, Regeneration,
- Institute of Directors,
- HE Representative,
- Conwy County Borough Council, Education
- Work-based Learning Representative, and
- Citizens of Conwy.

STEP 2 - Consider Existing Information and What This Tells You

When completing this section, you need to consider if you have sufficient information with which to complete your EIA, or whether you need to undertake a period of engagement/consultation before continuing. The legislation relating to the EIA process requires you to **engage and involve people who represent the interests of those who share one or more of the protected characteristics and with those who have an interest in the way you carry out your functions**. This needs to be proportionate to the policy or practice being Equality Impact

Assessed. You may have already recently undertaken consultation specifically on this policy or practice. Other officers within CCBC may have carried out engagement work which will be relevant to this EIA and you can review the Community Involvement Database to find out what engagement activities have taken place in Conwy and establish if this is relevant. If you have very little or no information from previous engagement that is relevant to this EIA, you should consider undertaking some engagement work with your stakeholders and with relevant representative groups to ensure that you do not unwittingly overlook the needs of each protected group.

5. What do you already know about the impact on each protected characteristic from your experience of current service delivery or previous engagement or consultation? You could refer to the Initial Equality Impact Assessment Screening Form and the Community Involvement Database.

Protected Group	Relevance of the policy / practice by protected characteristic
Race	<p>General Statistics</p> <ul style="list-style-type: none"> • 95.4% of the population in the county are White British, 2.3% are white not British and 2.3% are mixed race or other ethnic group • 54.4% of the population in the county were born in Wales, and 4.3% of the population in Conwy were born outside of the UK. • 47.6% of residents in Conwy County Borough consider themselves to be Welsh, compared to 65.8% in Wales. • 5.8% of all children educated in Conwy schools are other than white British • The 'Review of the evidence on inequality in Access to Health Services in Wales 2014' reports that ethnic minority groups continue to be faced with barriers, such as: the sex of the GP may represent a barrier for Gypsy or Traveller people; language barriers among some BME groups may impede their understanding of health advice received. • In 2013/14 there were 1,809 hate crimes reported in Wales to the police, of which 1,368 (76%) were race hate crimes. <p>Feedback from engagement</p> <p>We have feedback that BME people do not always know what services are provided by the Authority or understand how to access specific services. BME people may have specific cultural requirements</p>

	<p>which we need to take account of when providing information and delivering a service (Communication Strategy)</p> <p>We are not aware that the strategy could have a differential impact on racial groups and will encourage any projects undertaken as part of the strategy to consider the most appropriate way to reach all protected groups.</p>
Disability	<p>General Statistics</p> <ul style="list-style-type: none"> • According to the 2011 Census, 24.2% of the population of Conwy have a limiting long term illness. This means that up to a quarter of our customers may have specific requirements of the service they receive. • 21.2% of the population (according to the annual population survey 15/16) had a work-limiting disability. • Statistically disabled people are more likely to be short listed for a job but less likely to be offered a post. • 23% of disabled people had to turn down a job due to lack of accessible transport. • In 2013/14 there were 1,809 hate crimes reported in Wales to the police, of which 122 (8%) were disability hate crimes. <p>Feedback from engagement</p> <p>We have had feedback requesting that planners and designers have a greater understanding of access needs and that physical barriers remain for people with visual impairments (Local Development Plan)</p> <p>Barriers include BSL interpretation provision, language (other than Welsh or English) and catering for people with visual impairments. (Communication Strategy)</p> <p>It was also highlighted that staff do not always understand the barriers to accessing information e.g. deaf people. (Communication Strategy)</p> <p>Some concern was raised over the lack of proper employment opportunities for people with disabilities (Skills development)</p>

	<p>We are not aware that the strategy could have a differential impact due to disability (or because of something arising from a disability e.g. carers or dependents) and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>
Sex	<p>General Statistics</p> <ul style="list-style-type: none"> • 51.4% of the population in the county are female, this is due mainly to the fact women live longer than men. • Men are less likely than women to access a range of health services • Physical activity rates are lower for women and girls (23%) than men and boys (38%). • Men are more likely to be more overweight or obese than women (61% of men compared to 54% of women). • Alcohol consumption (above the recommended daily guidelines) rates are higher for men than women (46% of men compared to 35% of women). • In 2015/16 53% of boys achieved Level 2 in core subjects (A* - C GCSE) compared to 59.2% of girls. • Girls report bullying as lies or rumours and more often this involves social networks. <p>Feedback from engagement</p> <p>People believed there is still a pay gap (predominantly in regards to gender but also across the other protected characteristics as well), and more focus is needed in addressing the gap. (Strategic Equality Plan)</p> <p>We are not aware that the strategy could have a differential impact due to the sex of a person and will encourage any projects undertaken as part of the strategy to consider the the needs of all protected groups.</p>

Age	<p>General Statistics</p> <ul style="list-style-type: none"> • The county has the highest proportion of elderly population in Wales, especially for people aged 85 and over - 4% in Conwy compared to 2.6% in Wales. • The % of older people living in Conwy will increase meaning access issues will have a greater emphasis. It is predicted by 2039 the number of people aged 65 and over will increase in Conwy CB by 35% to 41,600, this will make up 35.2% of the population in Conwy. • 67% of the workforce is below 50 (hr) • Population estimates for Conwy County Borough show a big gap in the age structure between the ages of around 18 to 40. • If past trends continue, it is predicted that by 2039 those aged under 25 will make up only 25% of the population (currently those aged under 25 = 27%). • Children in older groups are less likely to be physically active. • Children from more affluent backgrounds do more physical activity. • Older people tend to play a key role in supporting and maintaining informal social networks, which in turn bind communities and families together. • The prevalence of long-term health conditions increases with age, and such conditions account for about 70% of health and social care spending. <p>Feedback from engagement</p> <p>Engagement responses focused on the need to provide employment opportunities for young people that will enable them to build careers locally, not just around seasonal, part time jobs. (Skills)</p> <p>·People felt that there could be ways of linking younger people volunteering to support for older people and gaining work experience. (Skills)</p> <p>Retaining young people within our area is a major issue, as the population estimates for Conwy County Borough show a big gap in the age structure between the ages of around 18 to 40. This is the age group which is mostly likely to be economically and socially mobile, seeking work, education and other social opportunities outside the area. Many young people have to leave the area for higher education and though this in itself is not an issue the failure to attract them back to the area after graduation leads to a generational imbalance. There are a variety of possible reasons for this trend, but consultation conducted with Bangor University students in 2010 identified the lack of local employment opportunities as one of the key issues. Lack of suitable and affordable housing can also be a major push-factor. And when deciding where to settle, young people are usually looking for more than just a job; they want to live in a place that also matches their lifestyle (Wellbeing Assessment)</p>
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	<p>The strategy could have a differential impact due to the age of a person as we are trying to broaden the economic base of the county e.g.:</p> <ul style="list-style-type: none"> - it is hoped that attracting Head Offices will not only improve salary levels but also attract graduates back to the county; - attracting a new HE presence to the area will attract and retain students; and - improving the quality of employment in the Tourism and Leisure sector will increase fulltime opportunities and help to provide clearer career paths/structures for employees.
Religion & Belief	<p>General Statistics</p> <ul style="list-style-type: none"> • 64.7% of people who live in Conwy are Christian. • Between 2001 and 2011 there has been a decrease in the proportion of people who identify as Christian and an increase in those reporting to have no religion. • Overall, the number of people with a religion other than Christian almost doubled between 2001 and 2011 from 950 to 1,700 or 1.5% of the population in Conwy. Within this number, Muslims made up the largest religious group with 0.5% of the population in both areas. <p>Feedback from engagement</p> <p>No feedback in this area.</p> <p>We are not aware that the strategy could have a differential impact due to religion or belief and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>
Sexual Orientation	General Statistics

	<ul style="list-style-type: none"> • There is no reliable data about the size of the gay, lesbian or bisexual population in the UK. • However according to the Annual Population Survey 2015, 95% of people in Wales state that they are heterosexual and give an estimate that only 2% of the population are Gay/ Lesbian/ Bisexual or other. • The 'Review of the evidence on inequality in Access to Health Services in Wales 2014' reports that LGB and LGB disabled people report fears of prejudice or maltreatment. • Stonewall research has also found significant differences between the health needs of lesbian, gay and bisexual people and those of heterosexual people. Compared to heterosexual people, more lesbian and bisexual women have self-harmed, gay and bisexual men were more likely to misuse drugs more frequently and older lesbian, gay and bisexual people did not feel able to access the health services they need. <p>We are not aware that the strategy could have a differential impact due to religion or belief and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p> <p>Feedback from engagement</p> <p>No feedback in this area.</p> <p>We are not aware that the strategy could have a differential impact due to sexual orientation and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>
Gender Reassignment	<p>General Statistics</p> <ul style="list-style-type: none"> • No data about people who are transgender is currently available at unitary authority or national level. <p>Feedback from engagement</p>

	<p>No feedback in this area.</p> <p>We are not aware that the strategy could have a differential impact due to gender reassignment and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>
<p>Marriage & Civil Partnership</p>	<p>General Statistics</p> <ul style="list-style-type: none"> • No data about people who are married or in a civil partnership is currently available. <p>Feedback from engagement</p> <ul style="list-style-type: none"> • No feedback in this area. <p>We are not aware that the strategy could have a differential impact due to marriage or Civil Partnership and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>
<p>Pregnancy & Maternity</p>	<p>General Statistics</p> <ul style="list-style-type: none"> • No data about people this protected group is currently available. <p>Feedback from engagement</p> <ul style="list-style-type: none"> • No feedback in this area. <p>We are not aware that the strategy could have a differential impact due to Pregnancy & Maternity and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>

Welsh Language	<p>General Statistics</p> <ul style="list-style-type: none"> • According to the Annual Population Survey (2015), around 36% of the population aged 3 years old or over are Welsh speakers – which is considerably above the all-Wales figure of 27% <p>Feedback from engagement</p> <p>People felt that we need to take a different approach to Welsh language in schools so that young people learn to use the language socially, not just to pass exams. (Welsh Language Strategy) We also need to ensure that there are adequate local spaces in schools to be taught through the Welsh medium. (School Modernisation Programme) People also felt that we need better reading schemes for Welsh learners and more support for English speaking parents wanting to support children in Welsh schools. (Education Welsh Language Strategy) It was also felt that whilst it is important to provide services bilingually, there needs to be a balance of Welsh language provision with effective recruitment. (Strategic Equality Plan, Welsh Language Standards) People also stressed the need for translation and interpreter services to be available for consultation and engagement events, beyond just English and Welsh and to include BSL and other languages. (The Big Word, Communication Strategy) Cultural identity and Welsh Language retention within communities were also key priorities for the future that were identified through the consultation. People were concerned that overdevelopment within the towns and communities could have a negative impact on culture and language within Conwy. It was also felt that there was a need to balance the provision of Welsh language services with effective recruitment. (Conwy & Denbighshire Wellbeing Assessment)</p> <p>We are not aware that the strategy could have a differential impact due to the Welsh Language and will encourage any projects undertaken as part of the strategy to consider the needs of all protected groups.</p>

Other (please state)	N/A

6. Summarise the additional relevant data, research and performance management information you already have:

Data / Information	Examples
Feedback for: Communication Strategy; Local Development Plan; Skills Development; Strategic Equality Plan; The Big Word; Welsh Language Standards; Conwy & Denbighshire Well Being Assessment;	Initial EIA Screening Complaints Compliments Service User data Service User Feedback Inspections or Audits

<p>Research or Comparative Information</p> <p>Conwy & Denbighshire Wellbeing assessment - what people have said: People would like to see employment and business opportunities capable of providing prosperity, providing access to goods and services locally, and retaining or attracting young people to live in the area. People would like to see:</p> <ul style="list-style-type: none"> • Better quality and higher paid jobs • Companies “giving back” to communities • Equality in employment, especially pay • Support for local businesses with reduced rates, rents and better lease terms <p>Concern was raised over the lack of a diverse range of job opportunities, outside of the tourism and hospitality sectors, and the seasonality of many jobs. People also felt that there needed to be more job opportunities for those with disabilities. Respondents to the consultation also felt that more could be done to support key sectors such as Agriculture and Health.</p>	<p>Examples</p> <p>Service User Surveys Studies by Government departments or professional bodies Census data Service based projects and research How Fair Is Wales (EHRC data)</p>

7. Have you complied with the duty to Engage as described at the start of this section and are you sufficiently informed to proceed?

Yes No *(please cross as appropriate X)* If Yes, please proceed to Step 3

If No, you may wish to consider pausing at this point while you undertake engagement activities (which you should add to your action plan – Step 6). Please incorporate any information you have obtained from this additional activity in the box below and state what the key findings were :

[Empty box]

STEP 3 - Procurement and Partnerships

The public sector General Duty means all public authorities need to consider the needs of different groups when designing and delivering public services. This duty also applies to private sector organisations who deliver a public function on our behalf and we need to ensure that those organisations exercise those functions by ensuring our procurement and monitoring of those services complies with the General Duty.

8. Is this policy or practice to be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes No *(please cross as appropriate X)* If No, please proceed to Step 4

9. If yes, how will you comply with Equality, Human Rights and Welsh Language Legislation? Think about :

Procurement

- Setting out clear equality expectations in Tendering and Specification documentation
- On what you based your decisions in the award process
- That contract clauses cover legislative equality requirements
- Performance and Monitoring measures are included to monitor compliance

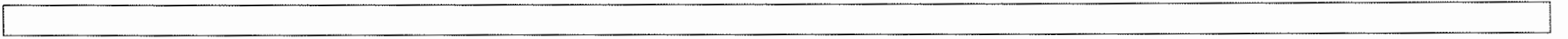
Partnerships

Who is responsible for :

- Equality Monitoring relevant data
- Equality Impact Assessment
- Delivering the actions from the EIA
- Ensuring that equality, human rights and Welsh Language legislation is complied with by all partners

There has been no formal tendering process involved in the development of the Economic Growth Strategy as the work is being undertaken by CCBC.

To achieve the economic ambitions outlined in the strategy it will be vital for CCBC to work in partnership with other organisations. Where there are joint projects which involve a number of organisations it will be important that agreement is reached with partner organisations on who is responsible for certain elements e.g. Equality Impact Assessments, reporting on actions, etc.



STEP 4 - Assessing the Impact

10. Is there any evidence of higher or lower take-up or satisfaction by any group(s), and if so, how is this explained?

At this stage it is too early to report but as and when ambitions are developed we will record and evidence.
We anticipate that the strategy will help to mitigate the migration of young talent out of the County by attracting new students to the area.

11. Does the geography or demography of any groups reveal anything?

No

12. Do any rules or requirements or the way the policy or practice is delivered prevent or reduce the likelihood of any groups from use or access or are any other barriers created for them?

Eg: due to limited income, location, times of availability, access to buildings, information or language, eligibility rules, dress code, cultural issues

The action plan developed in response to the strategy will recommend, in more detail, the actions needed to achieve the five ambitions. As a result of this projects will be developed and, at this stage, specific EIA's will be required

13. Can any of these limitations be justified on the grounds of advancing equality of opportunity or fostering good relations between those who share a protected characteristic and those who do not?

None identified

14. Do any of these limitations amount to unlawful discrimination?

Yes No Not Sure
(please cross as appropriate X)

If you answered Yes or Not Sure, please state on the table below, which protected group(s) it applies to and if possible explain why (including likely impact or effects of this proposed change):

Race	Black Minority Ethnic groups Gypsies / Travellers Language
Disability	Mobility Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities
Sex	Men Women
Age	Older People Children Young People
Religion & Belief	Faith communities
Sexual Orientation	Gay Lesbian Bi-sexual Heterosexual
Gender Reassignment	A person who proposes to, starts or has changed his or her gender
Marriage & Civil Partnership	
Pregnancy & Maternity	

Human Rights	Right to Education, Private and Family Life, Protection of property, etc
Welsh Speaking Communities	
Other socially excluded groups or communities (please state)	

15. If you answered No to Question 14, do the barriers and limitations amount to a differential impact for certain groups?

Yes No Not Sure
(please cross as appropriate X)

16. If you answered Yes or Not Sure to Question 15, please give details in the box below and explain why

The ambition to establish a Higher Education presence in the County may be seen to advantage the young people of Conwy.

17. Do you have enough information to make an informed judgement?

Yes No *(please cross as appropriate X)*

If you answered Yes, please justify:

The assessment of well-being has been developed in line with specific guidance issued to support the Well-being of Future Generations. There has been regular discussions with Welsh Government regarding the content and quality of the Assessment of Well-being to ensure that the analysis is sound and therefore any key priorities are based up informed judgement. The process of developing the priorities reflects the Well-being of Future Generations Act 5 ways of working and was undertaken in an inclusive manner through discussion with Member and Heads of Service. Also with the help of Community Voice, we spoke with nearly 30 community groups, covering a range of community interests in a mix of urban and rural locations. We also communicated through Conwy CBC Elected Members and Town and Community Councils to encourage local participation. We also used social media to promote the County Conversation with community and voluntary groups, business networks, our statutory partners and staff and keep people updated about the comments we were receiving. A dedicated website was also developed to enable people to complete the questionnaire on-line. We received around 500 responses to the County Conversation.

If you answered No, what information do you require about protected groups?

N/A

18. Is it possible to get the information needed quickly and easily, or should data collection be included in the action plan? Please give details below:

The assessment of well-being is published on a website.
<http://conwyanddenbighshirelsb.org.uk/en/home/english-wellbeing-assessment/>

STEP 5 – Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice

In this section, you will consider whether there are any measures to reduce or remove any adverse impact. You should also explore other ways of achieving the same goal and / or alternative means of delivering a service to meet the needs of different groups.

19. What measures can you introduce to the policy or practice which could reduce or remove any unlawful impact or disadvantage?

As specific projects are developed and put in place as a result of the strategy, individual projects may have an adverse impact on different protected groups. It is therefore important that a separate EIA is undertaken for each project at the development stage.

20. What measures could be included to strengthen the policy/practice and foster good relations and advance equality of opportunity?

21. What actions could you take to achieve the same goal by an alternative means?

N/A

STEP 6 – Action Plan

Please outline below the actions you will take to progress your proposal. These might involve carrying out additional Engagement/Involvement activities, collecting Equality data where this was not readily available to help with this EIA, undertake data analysis from future data obtained to monitor the impact of this policy/practice on an ongoing basis, any actions you need to take to ensure procurement complies with the General Duty, any arrangements you need to put in place to monitor and review the impact of this policy/practice in future, and so on.

Action	Measure of Success	Timeframe	Lead Responsibility	Add to Service Plan (✓)
Actions to be taken before EIA and policy/practice can be signed off				
The strategy has been endorsed by the previous Cabinet but the intention is to present to the new cabinet			Project Lead/Manager	
Actions after EIA and policy/practice signed off				
EIA to be completed at project level		N/A	Project Lead/Manager	

STEP 7 – Decision To Proceed

22. Using the information you have gathered in steps 1 – 5 above, please state on the table below whether you are able to proceed with the policy or practice and if so, on what basis?

(please cross as appropriate X)

Decision		Action
<input type="checkbox"/> Yes	Continue with policy or practice in its current form	Complete the Monitoring and Review section (Step 8) to ensure the outcomes are monitored and regularly reviewed
<input checked="" type="checkbox"/> Yes	Continue with policy or practice but with amendments for improvement	Complete Action Plan and Monitor and Review sections (Steps 6 & 8) to continually assess impact
<input type="checkbox"/> Yes	Continue with policy or practice but with amendments to remove any areas of adverse impact as identified in Step 5	Complete Action Plan (Step 6) to address any areas of adverse impact and Monitor and Review (Section 8) to continually assess impact
<input type="checkbox"/> No	Abandon this policy or practice as it is not possible to address the adverse impact, and consider alternative ways of addressing the issues	Complete Action Plan to address any issues resulting from abandoning policy and to deal with the adverse impact identified

STEP 8 – Arrangements for Monitoring Outcomes and Reviewing Data

The EIA process is an ongoing one that doesn't end when the policy/practice and EIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced this new policy or practice.

23. Please outline below what arrangements you will make to monitor and review the ongoing impact of this policy or practice :

Monitoring and Review arrangements (including where outcomes will be recorded)	Timeframe & Frequency	Lead Responsibility	Add to Service Plan (✓)
EIA to be completed at project level	N/A	Lead Project Officer/Manager	
We will be establishing a new 'Conwy County Economic Growth Board (EGB)' who will monitor ambitions/outputs. Any measurable sections of EqlAs will be reported to the EGB.	To be determined		

STEP 9 – Publishing the Equality Impact Assessment

Please arrange for this completed EIA to be agreed by your Head of Service, refer to the EIA Policy regarding publishing arrangements and return a copy to the HR and Equality Officer.