


## Equality Impact Assessment Template – Part 1

<b>Policy title</b>	Flintshire Electoral Review
<b>Policy purpose (brief outline)</b>	To recommend electoral arrangements for the County of Flintshire which provide for effective and convenient local government, in accordance with the Local Government (Democracy)(Wales) Act 2013.
<b>Name of official</b>	Shereen Williams, Chief Executive
<b>Date</b>	24/03/2020
<b>Signature</b>	

**1. Please provide a brief description of the policy/decision.**

**For example what is the overall objective of the policy/decision, what are the stated aims (including who the intended beneficiaries are), a broad description of how this will be achieved, what the measure of success will be, and the time frame for achieving this?**

Recommendations for electoral arrangements for the County of Flintshire which provide for effective and convenient local government, in accordance with the Local Government (Democracy)(Wales) Act 2013.

The Act prescribes the factors the Commission must consider in recommending arrangements. The paramount of these is to seek to ensure that the ratio of local government electors to the number of members of the council to be elected is, as nearly as may be, the same in every electoral ward in the principal area.

**2. Is this policy based on a Welsh Government (or other Government Department) policy? If so, to what extent? Does an EIA exist for this policy?**

The Commission's reviews are conducted in accordance with the Local Government (Democracy)(Wales) Act 2013. An EIA is conducted as part of every piece of legislation that passes through the Senedd.

**3. What steps have you taken to engage with stakeholders, both internally and externally?**

The Commission's reviews are conducted in accordance with the Local Government (Democracy)(Wales) Act 2013.

Sections 34 – 36 sets out the procedure for consultation and the mandatory consultees. The Commission's initial public consultation started on 1 November 2018 and ended on 23 January 2019. The consultation on the draft proposals commenced on 5 September 2019 to 27 November 2019.

**4. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?**

The Commission received no evidence that the Commission’s proposals would have an impact on any groups in a positive or negative way.

*It is important to note any opportunities you have identified that could advance or promote equality.*

**Impact**

**5. Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).**

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<b>Age</b> Children 0-10 Young people 11-25 Older people <b>Census categories</b> 0-9 10 - 24 25 - 34	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no evidence that the Commission’s recommendations will currently impact upon those who are under 18. Should however the franchise be extended then the impact on some members of this group will be positive as with other groups.  For all of those within this group who are ward residents the impact of the

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
35 – 44 45 – 54 55 – 64 65-74 75+				Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
<b>Disability</b>  Disabled including: Hearing Impaired Learning Difficulties Physical/ Mobility Impaired Speech Impaired Visually Impaired Other impairment Not disabled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
<b>Gender reassignment/ transgender</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
<b>Marriage or civil partnership</b> <ul style="list-style-type: none"> <li>• Never married and never registered in a same-sex civil partnership</li> <li>• Married</li> <li>• Separated, but still legally married</li> <li>• Divorced</li> <li>• Widowed</li> <li>• In a registered same-sex civil partnership</li> <li>• Separated but still legally in a same-sex civil partnership</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<ul style="list-style-type: none"> <li>Formally in a same-sex civil partnership which is now legally dissolved</li> </ul> <p>Surviving partner from a same-sex civil partnership</p>				
<p><b>Pregnancy or maternity</b></p> <p>In employment a woman is protected from discrimination when she is pregnant and during a period of compulsory or additional maternity leave.</p> <p>In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination when she is pregnant and for 26 weeks from when she has given birth.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
<p><b>Race</b></p> <p><b>A White</b></p> <p><input type="checkbox"/> British</p> <p><input type="checkbox"/> Irish</p> <p><input type="checkbox"/> Gypsy or Irish Traveller</p> <p><input type="checkbox"/> Any other white background</p> <p>.....</p> <p><b>B Mixed/ Multiple</b></p> <p><input type="checkbox"/> White and Asian</p> <p><input type="checkbox"/> White and Black African</p> <p><input type="checkbox"/> White and Black Caribbean</p> <p><input type="checkbox"/> Any other mixed background.....</p> <p><b>C Asian or Asian British</b></p> <p><input type="checkbox"/> Indian</p> <p><input type="checkbox"/> Bangladeshi</p> <p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Pakistani</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<input type="checkbox"/> Any other Asian background <b>D Black or Black British</b> <input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background ..... <b>E Other ethnic group</b> <input type="checkbox"/> Arab <input type="checkbox"/> Any other ethnic group .....				
<b>Religion or Belief or non-belief</b>  Buddhist Christian Hindu Jewish Muslim Sikh Other religion or belief Humanist No religion nor belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
<b>Sex/ Gender Identity</b>  Female Male Prefer to self- describe e.g. Intersex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
<b>Sexual Orientation</b>  Gay / Lesbian Heterosexual/ Straight Prefer to self-describe Bisexual	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	For all of those within this group who are ward residents the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	

**5.1 Do you think that this policy will have a positive or negative impact on people’s human rights? (For further information see Annex B of the EIA Guidance)**

Human Rights	Impact:			Provide further details about the nature of the impact in the section below.
	Positive	Negative	Neither	
Human Rights including Human Rights Act and UN Conventions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The principle of electoral equality supports Article 3 of the Human Rights Act that promotes free and fair elections.

***If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.***

***Only if there are no or negligible positive or negative impacts should you go straight to the Declaration at the end of Part 2 and sign off the EIA.***



## **Equality Impact Assessment – Part 2**

**1. Building on the evidence you gathered and considered in Part 1, please consider the following:**

### **1.1 How could, or does, the policy help advance / promote equality of opportunity?**

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

The principle of electoral equality inherent in this policy provides for equality of opportunity for all those in protected groups who are residents in the area to be represented in an equitable manner regardless of which ward they reside in.

### **1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?**

This policy has no direct impact in this respect.

### **1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?**

This policy has no direct impact in this respect.

## 2. Strengthening the policy

**2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?**

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**

No adverse effect has been identified.

**2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.**

**(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**

No adverse effect has been identified.

## 3. Monitoring, evaluating and reviewing

**How will you monitor the impact and effectiveness of the policy?**


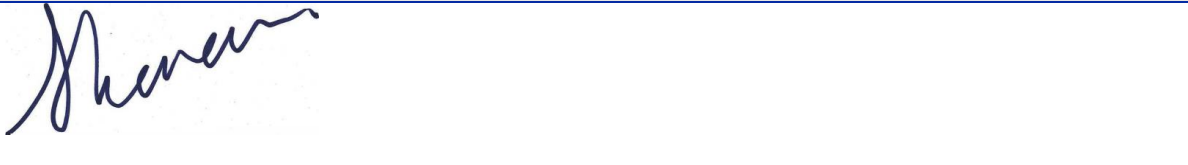
List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

The Commission is required under the 2013 Act to undertake electoral reviews of each principal area every ten years. The effectiveness and impact of these current recommendations will be undertaken at that stage

#### 4. Declaration

**\*Please delete as appropriate:**

**The policy \*does / does not have a significant impact upon equality issues**

<b>Official completing the EIA</b>
Name:
Tom Jenkins
Department:
Local Democracy and Boundary Commission for Wales
Date:
24/03/2020
Signature:

<b>Chief Executive (Sign-off)</b>
Name:
Shereen Williams
Date:
<b>24/03/2020</b>
Signature:

Review Date:
Following the next review of electoral arrangements in Flintshire