


Equality Impact Assessment Template – Part 1

Policy title	Gwynedd Electoral Review
Policy purpose (brief outline)	To recommend electoral arrangements for the County of Gwynedd which provide for effective and convenient local government, in accordance with the Local Government (Democracy)(Wales) Act 2013.
Name of official	Steve Halsall, Chief Executive
Date	6 November 2018
Signature	

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

Recommendations for electoral arrangements for the County of Gwynedd 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 most important factor 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 10 February 2017 and ended on 31 May 2017. The consultation on the draft proposals commenced on 30 January 2018 and ended on 23 April 2018.

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's reviews are a requirement of the 2013 Act. As part of the review process the Commission seeks the views of all those who may be affected by the review. Part of the consideration the 2013 Act requires the Commission to give is in respect of community ties and where they may be broken by changes to the electoral arrangements. In considering the representations that are made that make reference to the issue of community ties, the Commission is able to consider whether the proposals would have an impact on equality. Any evidence that is received in this respect is balanced against the Commission's statutory obligation to provide for electoral equality so far as is practical.

During the process of this review, the Commission received no evidence that the Commission's proposals would have an impact on any groups in a negative way.

The Commission's statutory obligation in terms of electoral parity

means that any recommendations made by the Commission for improved electoral arrangements will have a positive impact in terms of equality for all of those groups who are eligible to vote.

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

Impact

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).

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people <i>(Children and young people, up to 18)</i>			✓	There is no evidence that the Commission's recommendations will currently impact upon this group. Should however the franchise be extended then the impact on some members of this group will be positive as with other groups.
People 18- 50	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Older people (50+)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Hearing impairment	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Physically disabled	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Learning disability	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Mental health problem	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Other impairments issues	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be

				positive in that they achieve a measurable improvement in respect of electoral parity.
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4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Female	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Civil Partnership	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Maternity (the period after birth)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
National Origin (e.g. Welsh, English)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Asylum Seeker and Refugees	✓			For all of those within this group who are registered electors the impact of the

				Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Gypsies and Travellers	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Migrants	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Others	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.8 Because of their religion and belief or non-belief?


Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)	✓			For all of those within this group who are registered electors the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Belief e.g. Humanists	✓			For all of those within this group who are registered electors the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Non-belief	✓			For all of those within this group who are registered electors the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men	✓			For all of those within this group who are registered electors the impact of the Commission’s recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

Lesbians	✓		For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.
Bi-sexual	✓		For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of electoral parity.

4.10 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	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions				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 registered electors to vote for a candidate of their choice.

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

Official completing the EIA
Name:
Cher Cooke
Department:
Local Democracy and Boundary Commission for Wales
Date:
6/11/18
Signature:

Chief Executive (Sign-off)
Name:
Steve Halsall
Date:
6/11/18
Signature:

Review Date: