

Jane Hutt AC / AM
Y Gweinidog Cyllid ac Arweinydd y Ty
Minister for Finance and Leader of the House



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref SF/JH/3319/12

Ann Jones AM
Chair of the Communities, Equality and
Local Government Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

20 October 2012

Dear Ann,

**Actions arising from Communities, Equality & Local Government Committee
10th October 2012**

During my session at the Communities, Equality & Local Government Committee, I agreed to provide you with the following which I attach for your dissemination to committee members.

- The Template used for assessing Equality Impact and the guidance which will be launched internally for Welsh Government officials around mid November; and
- A list of organisations that have been in receipt of funding from Welsh Government Advancing Equality Fund and Inclusion Grant for the past three years.

As explained to committee members on 10 October, the EIA template and guidance is draft. Both documents have received very positive feedback from pilots with a number of departments and a few minor changes will be made before the final version is launched in November 2012.

Bert amsker,
Jane

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*Wedi'i argraffu ar bapur wedi'i ailgylchu (100%)
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Equality Impact Assessment (EIA) Template – Part 1

Please use this template to help determine whether a full equality impact assessment (EIA) is required (screening assessment).

Policy title:	
Name of official:	
Department:	
Date:	
Signature:	

1. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?

2. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?

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 the EIA report stage. Please highlight any gaps in evidence that you have identified and explain how you intend to fill these gaps.

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

Age	Positive	Negative	None	Reasons for your decision (including evidence) / How might it impact?
Younger people <i>(Children and young people, up to 18)</i>				
People 18-50				
Older people (50+)				

5.2 Because they are disabled?

Impairment	Positive	Negative	None	Reason for your decision (including evidence) / How might it impact?
Visual impairment				
Hearing impairment				
Physically disabled				
Learning disability				
Mental health problem				
Other impairments issues				

5.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None	Reason for your decision (including evidence)/ How might it impact?
Male				
Female				

5.4 Because they are transgender?

Transgender	Positive	Negative	None	Reason for your decision (including evidence) / How might it impact?

5.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None	Reason for your decision (including evidence)/ How might it impact?
Marriage				
Civil Partnership				

5.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None	Reason for your decision (including evidence) / How might it impact?
Pregnancy				
Maternity (the period after birth)				

5.7 Because of their race?

Race	Positive	Negative	None	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,				
National Origin (e.g. Welsh, English)				
Asylum Seeker and Refugees				
Gypsies and Travellers				
Migrants				
Others				

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

Religion and belief or non – belief	Positive	Negative	None	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists,				

Hindus, Others (please specify)				
Belief e.g. Humanists				
Non-belief				

5.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reason for your decision (including evidence)/ How might it impact?
Gay men				
Lesbians				
Bi-sexual				

5. 10 Do you think that this policy will have a positive or negative impact on people's human rights and freedoms? *Please refer to point 1.4 of the EIA Guidance for further information about Human Rights.*

Human Rights	Positive	Negative	None	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions				

**6.0 Building on the evidence you have gathered, can you identify
(a) any potential opportunities to advance / promote equality and
(b) whether there is a positive or negative impact on fostering good
relations?**

7.0 Is a full Equality Impact Assessment required?

Yes / No

If 'Yes' you must progress to Part 2 of the template

**If 'No' please provide full reasons and go to the declaration at
section 5 to sign off the form, which should then be returned to
EDID.**

Equality Impact Assessment (EIA) Template – Part 2 (Full EIA)

An EIA has four possible outcomes and more than one may apply to a policy:

Outcome 1: No major change

The EIA demonstrates the policy is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Outcome 2: Adjust the policy

The EIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or promote equality.

Outcome 3: Continue the policy (and justify why)

The EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out the justifications for continuing with it. The justification should be included in the EIA and must be in line with the duty to have due regard. For the most important relevant policies, compelling reasons will be needed.

Outcome 4: Stop and remove the policy

The policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.

1. Building on the evidence you gathered and considered at the screening stage, please consider the following:

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?

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

Consider whether this will have any impact will on advancing / promoting good relations and wider community cohesion? If so, what?

2. Strengthening the policy

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

What practical changes could help reduce any negative impacts identified for at the screening stage?

Consider (for example) changes in communication methods, providing language support, collecting data or engagement activities

3. Making a decision

Summarise your findings and give an overview of whether the policy will meet the Welsh Government's responsibilities in relation to equality and human rights.

What practical actions do you recommend to remove or mitigate any negative / adverse impact?

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

4. Monitoring, evaluating and reviewing

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

Please include the date the policy will be reviewed.

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

Give details of how the results of the impact assessment will be published, including consultation results and monitoring information if applicable.

The results of all impact assessments will be published on the Welsh Government's website.

5. Declaration

***Please delete as appropriate:**

The policy *does / does not have a significant impact upon equality issues and therefore *does / does not require an EIA.

Official completing the EIA
Name:
Department:
Date:
Signature:
Head of Division (Sign-off)
Name:
Job title and department:
Date:
Signature:

Organisations who have received 1 to 3 years funding through the Advancing Equality Fund and Inclusion Grant during 2010 – 2013

1	Age Cymru Swansea Bay
2	All Wales Ethnic Minority Association
3	Barnardo's Cymru
4	British Red Cross
5	Cardiff, The Vale and Valleys Institute for the Blind
6	Cardiff Gypsy and Traveller Project
7	Disability Powys
8	Disability Wales
9	Displaced People In Action
10	National Federation of Women's Institutes
11	Platform 51
12	Polish Welsh Mutual Association
13	Rhondda Cynon Taff People First
14	Save The Children
15	Somali Integration Society
16	Stonewall Cymru
17	Supporting Others through Volunteer Action, Wales
18	The Women's Workshop (Cardiff)
19	Torfaen People First
20	Wales Migration Partnership
21	Welsh Refugee Council
22	Women's Equality Network Wales
23	Women Connect First