Working for Equality in Wales

Equality Impact Assessment (EIA) Template – Part 1

Policy title and purpose (brief outline):	**Strategic Equality Plan and Equality Objectives 2016-20** We have a statutory duty to publish our equality objectives for the next four years which sets out the priorities of Welsh Government to tackle inequality in Wales
Name of official:	**Tesneem Ahmad**
Department:	**Communities and Tackling Poverty**
Date:	**March 2015 - April 2016**
Signature:	

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?

We have a statutory duty to publish and review our Equality Objectives every four years. Our first set of Objectives were published in 2012. In order to develop our next set of Objectives for 2016-20, we undertook a review of the existing Objectives through consultation and engagement with our stakeholders.

The Equality Objectives will help focus attention on the priority equality issues in order to deliver improvements in policy making and service delivery including resource allocation. The Equality Objectives will also continue to deliver outcomes which really matter and go to the heart of equality, anti-discrimination and good relations between people in Wales.

The Equality Objectives for 2016-20 were published on 10th March.

http://gov.wales/topics/people-and-communities/equality-diversity/equality-objectives/?lang=en

The actions underpinning the Equality Objectives will provide the means of achieving the objectives and will comprise of actions from across Welsh Government departments. The actions will be high level with a long term focus (over the term of the SEP) and will be developed with close liaison and discussion with departmental policy leads. The detailed actions will identify particular policies and work streams which contribute to the success of the overall objective.

In order to aid transparency the actions will be monitored on a six monthly basis with progress reported to the Strategic Equality Plan Board. We will also publish an annual report reporting on progress towards fulfilling the equality objectives encompassing progress against key actions.

In order to measure progress, we will develop a set of indicators for each objective. The indicators, when taken in their entirety, will provide an overall sense of direction on whether the objectives are having the intended effect. Progress against the indicators will also be published as part of the annual report.

The Equality Objectives will cover the period 2016-2020. The actions supporting each objective will have their own specific timeframes to achieve the action.

2. **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?

In reviewing and refreshing our Equality Objectives, we are under a statutory duty to engage with protected groups and appropriate persons to ensure transparency and inclusivity.

As part of the process to review and refresh our Equality Objectives, we undertook a 12 week formal consultation exercise from week commencing 20th April 2015. This was widely circulated to all stakeholders including third sector equality groups representing protected groups, service users, Welsh Government staff (there will be an inward facing employer objective), staff equality groups, trade union and public sector organisations. The consultation was available in Welsh, Easyread and child friendly versions to ensure accessibility and inclusivity.

In tandem with the formal consultation, we engaged widely to capture the views of protected groups, Third Sector and public sector through facilitating workshops across Wales – Cardiff, Swansea and Llandudno Junction.

We also worked with independent equality stakeholders who represented specific sectors to hold their own focus group sessions. Each protected characteristic was covered by a focus group. We also drafted a toolkit for the lead organisation to use. The focus groups provided stakeholders an opportunity to feed in their views and shape the Welsh Government's Equality Objectives.

Through all of the above engagement methods, the intention was to be as inclusive as possible and engage widely across all the protected characteristics to ensure full coverage as possible across the groups. We wrote out to equality organisations inviting them to hold focus groups to supplement the 12 week online consultation. In order to ensure a good take-up rate to hold focus groups, we agreed to reimburse reasonable administration costs incurred as part of the focus groups including interpreters such as BSL, childcare costs, travel and light refreshments.

A summary of the consultation responses is available at:

http://gov.wales/consultations/people-and-communities/draft-equality-objectives-2016-2020-consultation/?status=closed&lang=en

We also consulted our Strategic Equality Plan Board on the consultation paper to ensure it was fit for purpose and the key elements captured in the consultation questions. The SEP Board were also engaged in the development of the draft Equality Objectives and their views taken on board.

The Strategic Equality Plan Board comprises of Welsh Government policy leads across all Departments, Equality and Human Rights Commission, NHS and WLGA and third sector organisations representing protected groups.

We will also consult the SEP Board on the draft Strategic Equality Plan 2016-2020 which will contain the Equality Objectives and actions to drive the objectives forward and will be published in the autumn.

3. 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?

The evidence is considered to be strong, given the range of evidence outlined below.

Is Wales Fairer? 2015 – The Equality and Human Rights Commission have a duty to report on the extent to which equality and human rights are improving. This report brings together evidence to answer the question as to whether Wales is fairer today than it was five years ago.

http://www.equalityhumanrights.com/publication/wales-fairer

Welsh Government Plans and Frameworks which are based on consultation and evidence:

Framework for Action on Independent Living

http://gov.wales/topics/people-and-communities/equality-diversity/rightsequality/disability/framework-for-action/?lang=en

Tackling Hate Crimes and Incidents: A Framework for Action

http://gov.wales/topics/people-and-communities/equality-diversity/rightsequality/hate-crime/?lang=en

Transgender Action Plan

http://gov.wales/topics/people-and-communities/equality-diversity/rightsequality/transgender/?lang=en

Refugee and Asylum Seeker Delivery Plan

http://gov.wales/topics/people-and-communities/communities/communitycohesion/asylum-seekers-and-refugees/?lang=en

Travelling to a Better Future – A Gypsy and Traveller Framework for Action

http://gov.wales/topics/people-and-communities/communities/communitycohesion/gypsytravellers/?lang=en

Review of the evidence on inequality in Wales – Integrated Impact Assessment of the Draft Budget 2014/15

http://gov.wales/funding/budget/draft-budget-2014-2015/?lang=en

Responses to the formal 12 week consultation

http://gov.wales/consultations/people-and-communities/draft-equality-objectives-2016-2020-consultation/?status=closed&lang=en

Feedback from workshops (held across Wales)

Feedback from focus groups (held by protected characteristic) SEP Board considerations Wales Council for Voluntary Action – Equality and Human Rights Coalition Women Adding Value to the Economy (WAVE) Programme

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

<u>Impact</u>

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 (*Children and young* *people, up to 18*)	x			Consultation was issued as child friendly version and easyread. The following objectives aim to improve outcomes for children. Objective 2 will work to provide information and advice in appropriate formats for children and young people. Objective 3 focuses on closing the attainment gap in education (school age children) and reducing the number of people who are NEET which captures 16-18 years and 19-24 years. For the year ending

				Quarter 3 2015, 9.6 per cent of 16-18 year olds were estimated to be NEET, compared with 8.4 per cent at the year ending Q3 2014 (APS). For the year ending Quarter 3 2015, 18.4 per cent of 19-24 year olds were estimated to be NEET, compared with 19.8 per cent for the year ending Q3 2014 (APS) – (Welsh Government statistics). Objective 4 includes a specific focus on reducing the incidence of child abuse. There are over 620,000 children under 18 in Wales with 20,000 children receiving support from children's services in Wales in 2015 and 2,900 children who have been identified as needing protection in 2014-15 (NSPCC).
People 18- 50	x			Objective 2, Objective 3 and 4 will focus on all ages.
Older people (50+)	x			Objective 3 will focus on reducing the number of NEETs across all ages. There are four times as many NEETs (Not in Education, Employment, or Training) over 50 as there are under 25, and 10 times as many as there are under 19 (OPC – Wellbeing Indicators for

				Older People). Objective 4 includes a specific focus on reducing the incidence of abuse of older people. In relation to older people, although there are no accurate statistics that would identify the prevalence of abuse in care homes in Wales, the Care and Social Services Inspectorate for Wales Annual Report 2012-13 reports that 888 concerns were raised with them about care in 405 care settings (OPC).

4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment Hearing impairment Physically disabled	X X X			The focus of Objective 1 is to tackle the barriers which prevent disabled people from having control in their lives. Objective 3 is working towards parity in education, employment and pay for disabled people to improve their outcomes. The employment rate for disabled people in 2014 was 43.1%, lower than 76.5% for the rest of the adult population (Welsh Government Annual Report on

				equality 2014-15). Objective 5 will aim to increase engagement and participation of disabled people in public life. In 2014-15 7% of new appointees to regulated public appointments identified as disabled. (Welsh Government Annual Report on equality 2014-15). Objective 7 seeks to reduce poverty and mitigate the impacts on protected groups, particularly disabled people and families with disabled children. 30% of families containing a disabled person were in poverty in 2013-14, with the figure rising. (JRF)
Learning disability	x			Both the consultation and the Equality Objectives 2016-20 were published in Easyread in order to be as inclusive as possible. The focus of Objective 1 is to tackle the barriers which prevent disabled people from having control in their lives. Objective 3 is working towards parity in education, employment and pay for disabled people to improve their outcomes. The education actions will include improving outcomes for children with additional learning

				needs. The purpose of Objective 5 is to increase engagement and participation of disabled life in public life. Objective 7 seeks to reduce poverty and mitigate the impacts on protected groups, particularly disabled people and families with disabled children.
Mental health problem	x			The focus of Objective 1 is to tackle the barriers which prevent disabled people from having control in their lives and specifically mentions mental health services. Objective 3, Objective 5 and Objective 7 are working towards improving the outcomes for disabled people in general. Objective 1 is working towards parity in education, employment and pay for disabled people to improve their outcomes.

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	x			Through our consultation events, strong views were expressed on the wording of the then current Objective 4 as it was felt to focus solely on women. Objective 4 has therefore

				been broadened to include all protected characteristics, including men. Is Wales Fairer key challenges included reducing the rate of suicide especially amongst men. This will be picked up as an action under Objective 1. Male suicides in Wales rose by 23 per cent between 2012 and 2013. The rate for males (26.1 per 100,000) is at its highest since 1981. The age group with the highest suicide rate per 100,000 for all persons and males was 45-49 years in 2013. (Suicide Statistics Report 2015 – Samaritans). Objective 3 will focus on reducing the number of people who are NEET. In 2014, NEET rates continued to be higher amongst males then females at age 16-18.
Female	x			All the objectives are focused on improving the outcomes for both genders and will specifically focus on the gender who experiences greater inequality in a particular area. Objective 3 will aim to reduce the causes of employment, skills and pay inequalities related to gender.

				In 2014, NEET rates continued to be higher amongst females than males at age 19-24. Women Adding Value to the Economy (WAVE) programme illustrated the continuing need for targeted, gender specific interventions to help women start up and develop their businesses and to support their onward progression and access to mainstream, generic business support and networks. In sectors where women are under represented, positive action has a key role to play for targeting sector-specific challenges, such as technical upskilling, mentoring and employer engagement to addressing internal barriers to recruiting diverse candidates. Furthermore Wales has a more prevalent and persistent problem with occupational segregation than other parts of the UK (Felstead *et.al*, 2013). The majority of workers in Wales remain in gender-defined jobs. Men hold almost two thirds of all full time work, while women hold four fifths of all part time work (Parken *et.al,* 2014). Objective 4 focuses on reducing the incidence of all forms of harassment and abuse, including violence against women

				and domestic abuse. The statistics below refers to adults aged 16 to 59 and cover England and Wales. Women are more likely than men to have experienced intimate violence across all the different types of abuse. 8.2% of women reported having experienced any type of domestic abuse in 2014-15. These figures have been estimated as equivalent to 1.3 million female victims in England and Wales. Overall 27.1% of women had experienced any domestic abuse since the age of 16. These figures were equivalent to an estimated 4.5 million female victims. (Crime Survey for England and Wales' (CSEW) for 2014-15) The Council of Europe is clear on the gendered nature of domestic abuse and sexual violence, the fact that perpetrators are predominantly men and victims mostly women and children, recognising this as not only violations of human rights, but also forms of gender-based discrimination. (2011 Convention on preventing and combating violence against women and domestic violence - Committee of Ministers of the Council of Europe)

				The incidence of sexual offences has increased in Wales and the number of calls to the All Wales Domestic Abuse Helpline has continued to increase. Objective 5 will aim to deliver a more diverse pool of decision makers in public life and public appointments. Over the past 4 years, Welsh Government has worked consistently to improve the gender balance on Boards which is shown in the statistics. From 1 April 2012 to 1 April 2015 women's representation on the boards of regulated advisory Welsh Government sponsored bodies has increased from 32% to 47% and on the boards of executive bodies from 35% to 38%. The new objective will maintain the focus on gender to ensure this progress continues and is systematic. Objective 7 will focus on reducing poverty and mitigating the impacts of poverty for those groups most at risk of living in low income households. Evidence shows that the risks, causes and experiences of poverty are different for men and women, with women's position in the home and the workplace being key factors in determining

				these differences (University of Oxford, Poverty Through a Gender Lens, 2014).

4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
	x			The focus of Objective 1 is to ensure that the needs, rights and voices of protected groups are built into the planning and delivery of public services. This includes transgender and the Objective will include an action to take forward the Transgender Action Plan which is cross cutting across Welsh Government departments. The Transgender Action Plan was published in March 2016, following a 12 week consultation. Three focus groups were also held with members of the trans community. Objective 4 focuses on reducing all forms of harassment and abuse, including hate crime and bullying. Many trans people are now coming out at a younger age. Young people's experiences can have a huge

				impact on shaping their lives. Bullying at school, home, online or in communities can have an effect on their mental health, attendance and ability to learn. Research indicates 91% of trans boys and 66% of trans girls experience harassment or bullying at school (House of Commons Women and Equalities Committee Transgender Equality Report 2016). In 2014-15 38 (2%) of recorded hate crimes were transgender hate crimes.

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			**x**	Marriage and civil partnership was not raised as an issue in our consultation or engagement events.
Civil Partnership			**x**	Marriage and civil partnership was not raised as an issue in our consultation or engagement events.

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 Maternity (the period after birth)	**x**			Objective 2 will work towards the provision of high quality and accessible advice to support protected groups to make informed decisions. Discrimination advice will be covered by this objective. Objective 3 will identify and reduce the causes of employment, pay and skills inequalities. EHRC's Pregnancy and Maternity-Related Discrimination and Disadvantage First findings: Surveys of Employers and Mothers (2015) found when mothers were allowed to work flexibly, around half reported negative consequences such as receiving fewer opportunities at work or feeling that their opinion was less valued. 9% said that they were treated worse by their employer on their return to work than they were before pregnancy.

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,	x			Objective 3 will focus on addressing the causes of employment, skills and pay inequalities for protected groups including ethnic minorities. JRF's Ethnic minority disadvantage in the labour market (2015) stated there exists a

				substantial evidence base which points not only to the existence, but the persistence over time, of ethnic inequalities in employment which can arise from labour market participation, barriers to career progression and types of occupation, contract types, stability and wage differentials. Objective 4 will focus on reducing the incidence of hate crime and violence against women which includes FGM. The practice is most common in the western ,eastern and north-eastern regions of Africa, in some countries in the Middle East and Asia, as well as among migrants from these areas. (WHO - http://www.who.int/mediacentre/factsheets/fs241/en/) The focus of Objective 5 (diversity in public life and appointments) over the last 4 years has been gender but action will now be broadened to disability and ethnicity In 2014-15 446 people applied for public appointments of which 15 were from ethnic minorities. 4.2% of public appointees to regulated positions were from ethnic minorities. Objective 7 will focus on reducing the impacts of poverty for protected groups including certain minority groups. JRF's Breaking the links between poverty and ethnicity in Wales (2016) -The proportion of ethnic minority people in poverty is higher than the majority White population, with some groups at particular risk. • The incidence of poverty in the Asian group is estimated to be twice that of the White majority. • Bangladeshis and Pakistanis tend to be the most disadvantaged across a variety of indicators. • Bangladeshi men are over 7 times more likely to be in low-paid jobs than otherwise comparable White men. • The unemployment rate in the Caribbean

				group in Wales is almost twice that of the White majority.
National Origin (e.g. Welsh, English)			x	National origin links across all the protected characteristic groups which in turn are captured in the objectives.
Asylum Seeker and Refugees	x			Objective 6 will focus on strengthening community cohesion through increasing awareness, understanding and engagement across Gypsy and Travellers, asylum seekers, refugees and migrants. The Refugee and Asylum Seeker Delivery Plan 2016-2019 will feed into the actions under this Objective. In developing the Delivery Plan and setting the priorities, Welsh Government engaged with a wide variety of stakeholders, including refugees and asylum seekers, to understand their situations, frustrations, needs and concerns and to hear their suggestions on resolving these. Objective 3 will focus on closing the educational attainment gap across protected groups including race/ethnicity.
Gypsies and Travellers	x			Negative perceptions of the Gypsy and Traveller community have influenced attitudes towards the community. Objective 6 will focus on strengthening community cohesion through increasing awareness, understanding and engagement across Gypsy and Travellers, asylum seekers, refugees and migrants. Objective 3 will focus on closing the educational attainment gap across protected groups including race/ethnicity. Gypsy and Travellers are considered one of the most marginalised and socially excluded groups in England and Wales. Consequently, Gypsy and Travellers are likely to experience poor outcomes including low qualifications. Gypsy and Travellers pupils have the highest levels of absenteeism at both Primary and Secondary school, are the lowest achieving group and thus feature

				disproportionally in exclusion figures. (Gypsy and Traveller Education: Engaging Families - A Research Report, 2014).
Migrants	x			Objective 6 will focus on strengthening community cohesion through increasing awareness, understanding and engagement across Gypsy and Travellers, asylum seekers, refugees and migrants.

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) Belief e.g. Humanists Non-belief	x			Objective 4 will address all forms of harassment and abuse including hate crime. Religious groups will be captured under this objective. In 2014-15, 84 (4%) were recorded as religion hate crimes. Objective 6 will focus on strengthening community cohesion through increasing awareness, understanding and engagement.

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	**x**			The focus of Objective 1 is to ensure that the needs, rights and voices of protected groups are built into the planning and delivery of public

Lesbians Bi-sexual				services. Lesbian, Gay or Bisexual people have less confidence in their GPs than heterosexual people and report poorer experiences of consultations. LGB people report that health professionals sometimes make inappropriate assumptions about their sexual health needs and that sexual health risks for LGB people are not fully understood by all health professionals. (Review of evidence of inequalities in access to health services in Wales, Welsh Government, 2014) Objective 4 will address all forms of harassment and abuse including hate crime. Hate crimes in 2014-15, 351 (15%) of recorded hate crimes were sexual orientation hate crimes. In comparison to 2013--14, there was a 30% (270 to 351) increase in sexual orientation hate crimes.

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

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights	x			Equality is one of the five widely accepted core principles of human rights.

Act and UN Conventions				Also values such as participation / engagement and empowerment are shared between equality and human rights. The objectives are based on substantial engagement with protected groups. The Equality Objectives have strong links to articles within the Conventions ratified by the UK Government and support the compliancy of the Welsh Government. For example, Objective 1 supports the right of disabled people to enjoy their right to independent living and objective 7 requires the Welsh Government to mitigate the impacts of poverty and improve living conditions for those groups most at risk of living in low income households including disabled people. These strongly link with the Convention on the Rights of Disabled People, Article 28 requires “States Parties recognize the right of persons with disabilities to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions.” Article 9 of the Convention of the Rights of Disabled People requires State parties “to enable persons with disabilities to live independently and participate fully in all

				aspects of life" (Objective 1). The Equality Objectives support many commitments contained in the International Convention on the Elimination of All Forms of Racial Discrimination. Article 5 requires State parties to guarantee the rights "to equal pay for equal work" and "free choice of employment" (Objective 3). Part 1 Article 1 promotes involvement in "political, economic, social, cultural or any other field of public life" (Objective 5). The Convention explains that State parties are "resolved to adopt all necessary measures for speedily eliminating racial discrimination in all its forms and manifestations, and to prevent and combat racist doctrines (Objective 4) and practices in order to promote understanding between races and to build an international community free from all forms of racial segregation and racial discrimination" (Objective 6). Article 11 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) requires State parties "to take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights" including "the right to equal

				remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work" (Objective 3). CEDAW identifies the eradication of aggression against women as essential to the full enjoyment of the rights of men and women (Objective 4). Our annual report on Equality will capture our actions to meet our United Nations and European Convention obligations.

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 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 fundamental reason for developing a SEP and implementing Equality Objectives is to strengthen the Welsh Government's performance of the Public Sector Equality Duty, one of the aims of which is to promote equality of opportunity, and ensure the Government is making year on year progress.

The specific objectives taking this forward are objective 1 (involving protected groups in planning of services and providing disabled people with voice, choice and control over their lives), objective 2 (through accessible advice), objective 3 (addressing factors related to employment, skills and pay inequalities by addressing the causes and promote equality of opportunity), objective 5 (supporting protected groups to have the same opportunity to take part in public life and public appointments) and objective 7 (tackling poverty and inequality for protected groups).

The revised objectives will build on the work we have already undertaken over the last four years and help us continue to mainstream equality across all our work and tackle the areas of inequality which matter most to the people of Wales.

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

The fundamental reason for developing a SEP and implementing Equality Objectives is to demonstrate how Welsh Government is fulfilling the PSED, one of the aims of which is to eliminate unlawful discrimination.

The specific objectives taking this forward are objective 2 (through quality and accessible advice) and objective 4 (tackling all forms of harassment and abuse).

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

The fundamental reason for developing a SEP and implementing Equality Objectives is to demonstrate how Welsh Government is fulfilling the PSED, one of the aims of which is to promote good relations.

The specific objective taking this forward is objective 6 which will work towards strengthening community cohesion through fostering good relations within and between communities.

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?

N/A

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.)**
N/A

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 Equality Objectives and detailed actions will be monitored on a six monthly basis and reported to the SEP Board as necessary for discussion and comment. The progress against the Equality Objectives and reporting on the Welsh specific duties will also be captured in an annual report. The Equality Objectives will be reviewed in 2019-20.
The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

4. Declaration

***Please delete as appropriate:**

The policy *does have a significant impact upon equality issues

Official completing the EIA
Name: Tesneem Ahmad
Department: Fairer Futures, Communities and Tackling Poverty

Date: March 2015 - April 2016
Signature:
Head of Division (Sign-off)
Name: Amelia John
Job title and department: Head, Fairer Futures Division
Date: May 2016
Signature:
Review Date: