

## Equality Impact Assessment Template

Name of the policy or business area:	OPCC Strategic Equality Plan (SEP)
Name of the person carrying out the Equality Impact Assessment:	Claire Bryant
Role of the person carrying out the Equality Impact Assessment:	Compliance Officer, OPCC

### 1. Purpose

1.1 What are the aims of the Policy, Procedure or Activity and how do they fit in with the wider aims of the organisation?	<p>To meet the Public Sector Equality Duty aims of:</p> <ul style="list-style-type: none"> <li>• Eliminating discrimination, harassment and victimisation</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul> <p>The SEP has been drafted alongside the new Commissioner's Police and Crime Plan 2016-20 and the objectives are linked to the Commissioner's priorities.</p>
1.2 What are the motivators or driving forces in the development of this Policy, Procedure or activity?	<p>In accordance with the Equality Act 2010 (Specific Duties) Regulations 2011, the PCC is required to publish one or more objectives to meet the General Equality Duty, at least every four years.</p>

### 2. Assessment

Please list all of the data/consultation/research which you have considered in undertaking this assessment:
<ul style="list-style-type: none"> <li>• 2011 Census Data</li> <li>• Older People's Commissioner for Wales 'Equality and age factsheet'</li> <li>• Dyfed-Powys Police's Strategic Equality Plan 2016-20 and supporting consultation data</li> <li>• Feedback received as part of the Commissioner's Police and Crime Plan development consultation, 2016</li> </ul>

Detail the result of your assessment in the below graph:

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?	
<b>2.1 Age</b>	No, objective one suggests the activities of the Commissioner could positively discriminate towards young people, as the feedback from DPP's equality plan consultation suggested younger people are more likely to be marginalised and not listened to. The plan also takes into account the need to empower older people through the use of advocates.
<b>2.2 Disability</b>	No, objective two focuses on improving access to services for disabled people.
<b>2.3 Gender Reassignment</b>	No, objective one will ensure the Commissioner seeks opportunities to engage with representative groups. Objective three will increase the Commissioner's involvement with the Independent Advisory Group. Objective four sets out that OPCC staff and representatives will receive awareness training to ensure fair and equal services are provided to all members of the community.
<b>2.4 Marriage and Civil Partnership</b>	No.
<b>2.5 Pregnancy and Maternity</b>	No
<b>2.6 Race</b>	No, objective one will ensure the Commissioner seeks opportunities to engage with representative groups. Objective three will increase the Commissioner's involvement with the Independent Advisory Group. Objective four sets out that OPCC staff and representatives will receive awareness training to ensure fair and equal services are provided to all members of the community.
<b>2.7 Religion or belief</b>	No, objective one will ensure the Commissioner seeks opportunities to engage with representative groups. Objective three will increase the Commissioner's involvement with the Independent Advisory Group. Objective four sets out that OPCC staff and representatives will receive awareness training to ensure fair and equal services are provided to all members of the community.
<b>2.8 Gender</b>	No, objective one will ensure the Commissioner seeks opportunities to engage with representative groups.

<p><b>2.9 Sexual Orientation</b></p>	<p>No, objective one will ensure the Commissioner seeks opportunities to engage with representative groups. Objective three will increase the Commissioner's involvement with the Independent Advisory Group. Objective four sets out that OPCC staff and representatives will receive awareness training to ensure fair and equal services are provided to all members of the community.</p>
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In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:

<p><b>2.10</b> Evidence how you have considered how the policy decision would have positive effects, or increased positive effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p>	<p>Any activity resulting from the plan will be bilingual. This includes ensuring any alternative communication formats are produced in both Welsh and English. The OPCC's delivery plan for the Welsh Language Standards ensures policy development and service delivery consider the impact on use of the Welsh language.</p>
<p><b>2.11</b> Evidence how you have considered how the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the</p>	<p>As above</p>

Welsh language no less favourably than the English language.	
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### 3. Action plan to reduce impact identified

<b>Impact identified:</b>	None
<b>Action proposed :</b> N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.	None
<b>Completion date:</b>	02/12/16
<b>Review date:</b>	02/12/17