

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Zero Racism Wales Policy – Pledge
Service Area: Corporate Policy
Directorate: Chief Executive's

2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age			✓		L	
Disability			✓		L	
Gender Reassignment			✓		L	
Marriage/Civil Partnership			✓		L	
Pregnancy/Maternity			✓		L	
Race	✓				H	The Policy addresses racial prejudice, racial discrimination, harassment and victimisation. It is anticipated that there will be positive impacts similar to those identified in the assessment of the Strategic Equality Plan as both contain similar commitments.

Religion/Belief	✓				M	As there is undoubtedly a close link between race and religion/belief for many communities the commitment in the Policy will be relevant to this characteristic. It is anticipated there will be positive impacts as a result of the Policy which reflect those identified in the assessment of the Strategic Equality Plan.
Sex			✓		L	
Sexual orientation			✓		L	

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language			✓			
Treating the Welsh language no less favourably than English			✓			

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity			✓			
To promote the resilience of ecosystems, i.e.			✓			

supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people			By signing the Zero Racism Wales Pledge the Council will be contributing to the following wellbeing goals for the long term wellbeing of resident and staff: <ul style="list-style-type: none"> • A more equal Wales • A Wales of cohesive communities
Integration - how the initiative impacts upon our wellbeing objectives			Signing the Zero Racism Wales Pledge will complement and contribute to the Council's Wellbeing objectives and the priorities in the Council's Corporate Plan.
Involvement - how people have been involved in developing the initiative			Race Council Cymru was established by ethnic minority grassroots communities as an overarching body to bring together key organisations to combat racial prejudice, racial discrimination, harassment and victimisation.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			By signing up to the pledge the Council will be making a commitment to support and work with others, including Welsh Government, Wales TUC I Regional Community Cohesion Officers and other local councils amongst others, to combat racial prejudice, racial discrimination, harassment and victimisation.
Prevention - how the initiative will prevent problems occurring or getting worse			By supporting the Zero Racism Policy the Council will make a (further) formal commitment to ensure that racism and inequality is addressed through its services and employment practice thereby helping reduce and ultimately prevent problems occurring in the future.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
<p>The Policy reflects the commitments made in the Council’s Strategic Equality Plan 2020-2024 and as such will likely have similar positive impacts for the protected characteristics of race and religion/belief.</p> <p>The commitments in the Zero Racism Wales Policy reflect the principles of the Public Sector Equality Duty which underpin the Council’s work as well as making explicit commitments which complement the Council’s equality objectives and actions and its employment policies and practices. as a result the potential positive impacts will be similar to those identified in the assessment that was undertaken as part of the development of the Strategic Equality Plan .</p>	

	Name	Position	Date
Completed by	Rhian Headon	Corporate Policy Officer (Equalities and Welsh Language)	18.03.21
Signed off by		Head of Service/Director	