

Impact Assessment

Consideration of Powys County Council becoming a member of 'Proud Councils'



DRAFT

15/06/2022

Reference: 3103-7436-7278-2974

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	James Langridge-Thomas, Strategic Planning, Policy and Performance Manager
Head of service	Emma Palmer, Head of Transformation and Communications
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Consideration of Powys County Council becoming a member of 'Proud Councils'
Description of proposal	<p>As outlined within the supporting Cabinet paper, Proud Councils is a voluntary partnership of Welsh Local Authorities who are proactive in the inclusion of Lesbian, Gay, Bisexual, Transgender, Queer(LGBTQ+).</p> <p>The partnership aims to create a unified and collaborative approach to LGBTQ+ inclusion across Wales, supporting member local authorities with their commitment towards creating equal, diverse, and inclusive workplaces and communities, where the LGBTQ+ community can be free from discrimination or prejudice.</p> <p>Being involved in the partnership would enable Powys:</p> <ul style="list-style-type: none">· to have a coordinated approach to media messages around LGBTQ+ inclusion· staff to network with members from other local authorities· to share resources to ensure best value for money· to benefit from shared good practice <p>It is proposed that Powys County Council becomes a member of Proud Councils and forms part of the wider collaboration. Powys County Council, whilst contributing to National forums such as the WLGA Equality Network, which covers a broad area of equalities, has not previously looked at support functions for individual protected characteristics. This proposal represents an opportunity to potentially improve outcomes for 3% (Welsh Average - 2019) of the 132435 people of Powys, and to further develop the understanding of equalities within the organisation and wider community.</p>

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

Consultation required?	No
Justification	A formal consultation is not required as part of this Impact Assessment, as previous consultation activity undertaken as part of the Well-being Assessment, has identified that there is a need for increased need for Powys County Council to engage with "hard to reach" groups, particularly those with protected characteristics.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Transformation and Communications Service
- Legal & Democratic Services
- Workforce & Organisation Development
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No

4. Impact on Vision 2025

4a. The economy

Impact	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the notion of Powys as a great place to live, visit and do business for people who identify as LGBTQ+.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the economic life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' section of the LGBT Action Plan.</p>
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

4b. Health and care

Impact	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Improving Health Outcomes' of the LGBT Action Plan</p>
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

4c. Learning and skills

Impact	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils could support the opportunities and outcomes for children in poverty, and also those pupils who may require additional support.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance this area.</p> <p>This proposal also supports the information provided within the 'Education' section of the LGBT Action Plan.</p>
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being. This will further develop relationships with residents and communities, as it will create an awareness of support for the LGBT+ population.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' element of the LGBT Action Plan</p>
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

4e. Evidence

LGBT+ Action Plan - <https://gov.wales/sites/default/files/consultations/2021-07/lgbtq%2B-action-plan.pdf>

Powys Well-being Assessment - <https://en.powys.gov.uk/article/5794/Full-Well-being-assessment-analysis>

Stonewall Cymru - <https://www.stonewallcymru.org.uk/>

LGBTQIA North & Mind Powys Mind - <https://mnpmind.org.uk/lgbtqia/>

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the notion of Powys as a great place to live, visit and do business for people who identify as LGBTQ+.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the economic life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' section of the LGBT Action Plan.</p>
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Improving Health Outcomes' of the LGBT Action Plan</p>
Impact rating	Good
Mitigation	Not applicable.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	<p>This proposal will likely have a positive impact ocomm as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Improving Health Outcomes' of the LGBT Action Plan</p>
Impact rating	Good
Mitigation	<p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being. This will further develop relationships with residents and communities, as it will create an awareness of support for the LGBT+ population.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' element of the LGBT Action Plan</p>
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	This proposal has a positive impact on this priority as it is proposing a platform to support seldom heard communities. Additionally, it is also raising awareness and support of the LGBT+ community through participative events such as LGBT+ History Month, which affect the local, national and global population.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	As much as practicable, the work of Proud Councils is in a bilingual manner, and considers the needs of those whose preferred language is the medium of Welsh. This was also increase opportunities for visibility of welsh in a social and workspace setting, as peers and stakeholders, as there may be access to additional peers who can communicate through this medium.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	This proposal supports participation in culture opportunities, such as LGBT+ events, to raise awareness of the Organisation's support for the rights of LGBT+ people. However, this is on a selective event scale as agreed by the membership of the group. There is also proposed visibility at additional events which are of cultural significance.
Impact rating	Good

Mitigation	This could be further enhanced to better contribute to this area by ensuring that events within Powys are guaranteed to be part of this programme of activities by the group. This will need to be discussed for agreement with Proud Councils, and organisers within Powys.
Mitigated impact rating	Very good

5g. A more equal Wales

Age

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

Disability

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

Gender Reassignment

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics, particularly supporting the identity of individuals who undergoing gender reassignment.
Impact rating	Good
Mitigation	Not applicable.

Mitigated impact rating	Good
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Marriage or Civil Partnership

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Mitigated impact rating	Good

Race

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	Not applicable.
Mitigated impact rating	Good

Religion or Belief

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Mitigated impact rating	Good

Sex

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Mitigated impact rating	Good

Sexual Orientation

Impact	This proposal will further support the awareness of the LGBT+ community as outlined within the proposal.
Impact rating	Good
Mitigation	Not applicable.
Mitigated impact rating	Good

Pregnancy and Maternity

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	Not specified

Socio-economic Duty

Impact	This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

5h. Evidence

Evidence provided throughout.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	This proposal will be of long term benefit to the organisation, and wider population, as there will be a greater awareness of LGBT+ rights, which should become the norm in the longer term. This proposal further embeds the normalisation of LGBT+ rights within Powys.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

Collaboration

Impact	This proposal is to join a collaboration with multiple other local authorities in Wales; to maximise opportunities to pool resources, knowledge and understanding to enhance the lives of the LGBT+ population. It is important to note that this partnership is in partnership with largely urban authorities, and it is necessary to consider how can interface with rural counties with increasingly similar demographics and culture to maximise the difference being made to LGBT+ people.
Impact rating	Good
Mitigation	It is important to note that this partnership is in partnership with largely urban authorities, and it is necessary to consider how can interface with rural counties with increasingly similar demographics and culture to maximise the difference being made to LGBT+ people.
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	This proposal will ensure that the views and voices of the LGBT+ people are increasingly heard and used to inform and influence decisions made within Powys.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

Prevention

Impact	This proposal impacts upon this principle as, whilst not directly safeguarding individuals, it should cultivate a positive culture within the community, which should improve an individuals well-being.
Impact rating	Good
Mitigation	Not applicable
Mitigated impact rating	Good

Integration

Impact	This proposal is interdependent with all other well-being goals, as these can be separately perceived through a LGBT+ lens, such as the need for varying health and care needs, and beyond traditional culture opportunities. This is considered as part of the strategic equality planning process as required as part of the Public Sector Equality Duty. This proposal will support the further raising of awareness and access to resources to improve this area.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	<p>This proposal will have a positive impact on the workforce; including:</p> <ul style="list-style-type: none"> • Potential improved working culture due to explicit support for LGBT+ population, improving visibility • Potential access to resources and staff networks for LGBT+ workforce to support them further
Impact rating	Good

Mitigation	Not applicable
Mitigated impact rating	Good

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

CIPD - LGBT Workforces <https://www.cipd.co.uk/knowledge/fundamentals/reactions/diversity/inclusion-perspectives-lgbt#gref>

Stonewall - The Power of Inclusive Workforces - <https://www.stonewall.org.uk/power-inclusive-workplaces>

7. Likelihood and risks

Risk 1

Description	Reputational impact of potentially being perceived to not support the rights of LGBT+ people				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Joining national LGBT+ organisation to enhance communication and media, to increase opportunities for cohesion with LGBT+ population				
Residual likelihood score	2	Residual impact score	1	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

As outlined in the impact assessment, this proposal should have a positive impact to a large population of the people of Powys.

The acceptance of this proposal presents the below opportunities:

- to have a coordinated approach to media messages around LGBTQ+ inclusion
- staff to network with members from other local authorities
- to share resources to ensure best value for money
- to benefit from shared good practice

These opportunities allow for the below high level impacts:

- an improved reputation of the Council to both internal stakeholders and the wider population, with an increased visibility of the LGBT+ population within Powys
- an increased awareness of the work being undertaken across the Local Government and LGBT+ policy landscape on a National scale, presenting opportunities which could further enhance the lived experiences of LGBT+ people
- an opportunity to ensure that the Council continues to embrace and promote the rights of the LGBT+ population, utilising shared resources, against a context of increasingly challenging budgetary pressures nationally, providing value for money for the people of Powys
- improved outcomes for LGBT+ people within Powys, who will likely benefit from the above actions on a personal well-being level, as a result of ensuring that there is an awareness of LGBT+ within all areas of the organisation.
- The promotion of community cohesion should also support the longer term future of Powys, ensuring that the county is fair and equal to all members of society.

It is also important to note that, whilst there is a cost attached to this proposal, it is minimal in comparison to the societal return on investment.

Cabinet reference

9. Additional evidence

Not applicable.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

This proposal will be monitored on an ongoing basis through the following mechanisms:

- Annual review of how the work of Proud Councils has supported Powys within the previous year, including evidence of potential impact
- Targeted engagement and feedback from the LGBT+ community to ensure voices are heard in shaping Council's direction

Review date	03/11/2023
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