

## Equality Impact Assessment

Name of the policy or business area:	Consultation and Engagement
Name of the person carrying out the Equality Impact Assessment:	Hannah Hyde / Gruffudd Ifan
Role of the person carrying out the Equality Impact Assessment:	Policy and Engagement Advisors, 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>This EIA has been developed as an overarching assessment of equality matters linked to the Police and Crime Commissioner's consultation and engagement activities as a whole during 2021-2022.</p> <p>Statutorily, the Police and Crime Commissioner must consult and engage local communities on a number of key policing decisions throughout the year, for example, the setting of the Police Precept level for 2022-2023.</p> <p>The PCC regularly consults and engages local communities on a number of policing-related matters throughout the year.</p>
1.2 What are the motivators or driving forces in the development of this Policy, Procedure or activity?	<p>Consultations and engagement activities will ensure that the communities of the Dyfed-Powys area have a voice in local policing matters.</p> <p>We must ensure that everyone has the opportunity to have their say if they so wish.</p>

### 2. Assessment

Please list all of the data/consultation/research which you have considered in undertaking this assessment:

Police and Crime Commissioner's Police and Crime Plan

OPCC's existing EIAs linked to consultation and engagements.

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>For all characteristics</b>	<p>Yes</p> <p>Due to the ongoing pandemic, the majority of the PCC's engagement has to be undertaken using online platforms and not face-to-face. This could have a negative impact on some individuals and groups.</p>
<b>2.1 Age</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and age does not affect inclusion.</p>
<b>2.2 Disability</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and disability does not affect inclusion.</p>
<b>2.3 Gender Reassignment</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and gender reassignment does not affect inclusion.</p>
<b>2.4 Marriage and Civil Partnership</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and marriage / civil partnership status does not affect inclusion.</p>
<b>2.5 Pregnancy and Maternity</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and pregnancy / maternity status does not affect inclusion.</p>
<b>2.6 Race</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and race does not affect inclusion.</p>
<b>2.7 Religion or belief</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and religion / belief does not affect inclusion.</p>
<b>2.8 Gender</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and gender does not affect inclusion.</p>
<b>2.9 Sexual Orientation</b>	<p>No.</p> <p>Consultation and engagement opportunities are open to all sectors of society and sexual orientation does not affect inclusion.</p>

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>All information on consultation and engagement opportunities are uploaded to the OPCC’s website in both Welsh and English.</p> <p>All press releases promoting consultation and engagement opportunities are provided bilingually to media outlets.</p> <p>Social media posts providing information on live or upcoming consultation and engagement opportunities are posted bilingually.</p> <p>If involved in specific consultation or engagement activities, an individual will be asked for their language preference and all resulting correspondence will be sent in their preferred language.</p> <p>The majority of staff undertaking consultation and engagement opportunities will be able to speak both Welsh and English. Where this is not the case, steps will be taken to ensure the individual is re-contacted by a staff member who can speak their preferred language.</p> <p>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 Welsh language no less favourably than the English language.</p>	<p>As above</p>

### 3. Action plan to reduce impact identified

<b>Impact identified:</b>	<p>For all characteristics: Due to the ongoing pandemic, the majority of the PCC's engagement has to be undertaken using online platforms and not face-to-face. This could have a negative impact on some individuals and groups.</p>
<b>Action proposed :</b> <b>N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.</b>	<p>We will continue to communicate consultation and engagement opportunities publically using traditional platforms alongside online platforms, such as local newspapers and Papurau Bro, where possible.</p> <p>We will also continue to advise individuals of the options of completing engagement activities over the telephone or through the provision of printed copies of documents through the post.</p>
<b>Completion date:</b>	<p>21/06/2021</p>
<b>Review date:</b>	<p>21/06/2022</p>