

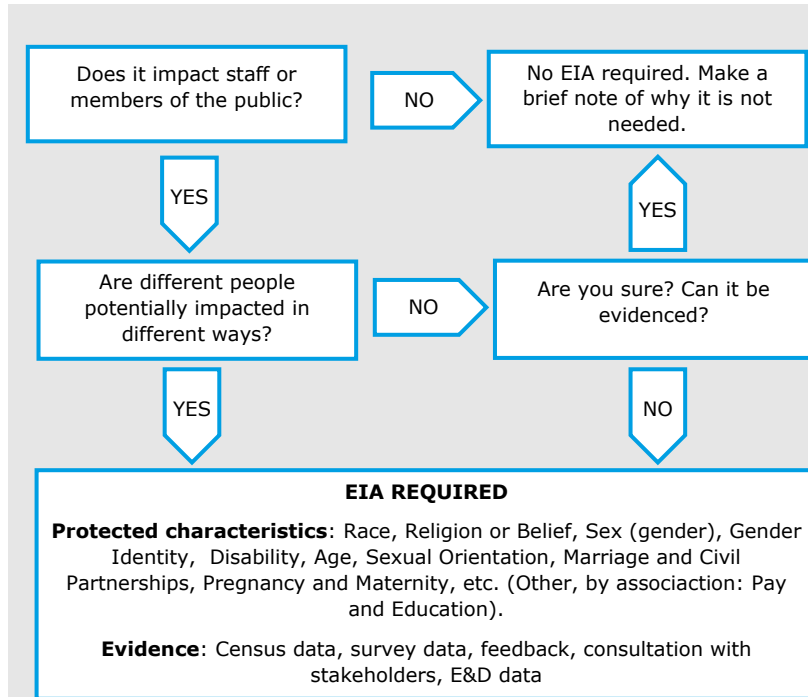


Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.

Equality Impact Assessment Template (EIA)

Please consider the below flowchart before starting your assessment. All public bodies must pay ‘due regard’ to the Protected Characteristics detailed within the Equality Act 2010.



Name of the policy, procedure or business area:	Community Engagement
Name of the person carrying out the Equality Impact Assessment:	Emily Wheeler
Role of the person carrying out the Equality Impact Assessment:	Engagement Advisor Office for the Police and Crime Commissioner

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 engagement activities as a whole during 2026-27.</p> <p>The PCC’s duty is to be the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action.</p> <p>The PCC regularly engages with local communities on a number of policing-related matters throughout the year</p>
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	on Community Engagement Days across the Dyfed Powys Police force area.
1.2 What are the motivators or driving forces in the development of this policy, procedure or activity?	Engagement activities will ensure that the communities of the Dyfed-Powys area have a voice in local policing matters. We must ensure that everyone has the opportunity to have their say if they so wish.

2. Assessment

To assess the impact that the policy, procedure or activity has or is likely to have on a person, it is important to look at all the data and information available to you. It may be necessary to obtain further information through consultation, which should also be included.

You are looking for bias that can occur when there are significant differences between groups of people in the way the policy, procedure or activity impacts them, in respect of Protected Characteristics (age, sex, disability, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief).

In carrying out this assessment, it is suggested that you consider:

- **Data in relation to the personal diversity data** which is relevant to the policy. E.g., if the policy relates to service delivery, then you may need to look at CENSUS data, and any personal diversity data we hold in relation to people accessing those services.
- **Grievance data** – it may identify issues which may need addressing through the equality impact assessment e.g., complaints relating to accessibility for wheelchair users in custody, will need to be addressed through the equality impact assessment when reviewing the custody procedure document.
- **Any research available in relation to inequality surrounding the policy matter** – this may include HMIC reports, Equality and Human Right Commission reports etc. E.g., there are several reports which highlight inequality around stop and search, and the diversity of police officers which could be taken into consideration in drafting relevant equality impact assessments.
- **Consultation with diverse groups including our diversity champions, IAG members and staff support networks** - this would provide external challenge to the equality impact assessment and ensure that the opinions of our diverse communities are considered.
- **Any survey data which exists relating to this matter.**
- **Any other individuals/groups that you think could assist you** – with a direct link to the matter.

A selection of data which may be useful to you can be found on the [Equality and Diversity intranet page](#). Should you require advice as to what information/data you need to consider in completing this EIA then please do not hesitate to contact the Equality and Diversity Manager via Teams.

Please list any data/consultation/research you have considered in undertaking this assessment:

Police and Crime Commissioner’s Police and Crime Plan
 Police and Crime Commissioner’s Business Plan
 OPCC’s existing EIAs linked to consultation and engagements

Detail the result of your assessment in the below graph:

You need to note any findings here. Has your research identified any negative or disproportionate impact on certain groups? Have we received complaints from certain groups of people in relation to the policy, procedure or activity? Have the IAG members raised any concerns? Detail any such findings in the below graph.

Could the policy, procedure or activity have a negative disproportionate impact on people who share this protected characteristic?	
2.1 Age (children, young people (17-25), older people or groups, e.g., over 55's)	No. Engagement opportunities are open to all sectors of society and age does not affect inclusion.
2.2 Disability (seen or unseen physical, cognitive, hearing/visual impairment, mental health issues or learning difficulties)	No. Engagement opportunities are open to all sectors of society and disability does not affect inclusion.
2.3 Gender Reassignment (Individuals, both staff and public, who are transitioning or have transitioned from their biological sex at birth, non- binary, or gender fluid)	No. Engagement opportunities are open to all sectors of society and Gender Reassignment does not affect inclusion.
2.4 Marriage and Civil Partnership (employment discrimination)	No. Engagement opportunities are open to all sectors of society and marriage and civil partnership does not affect inclusion.
2.5 Pregnancy and Maternity (pregnancy period and the time absent from work before and after the birth, including adoption, fostering and baby-loss)	No. Engagement opportunities are open to all sectors of society and pregnancy and maternity does not affect inclusion.
2.6 Race (people defined by their colour, nationality, including citizenship, ethnic or national origins)	No. Engagement opportunities are open to all sectors of society and race does not affect inclusion.
2.7 Religion or belief (any religion, including no religion, any belief – includes religious and philosophical beliefs, no beliefs)	No. Engagement opportunities are open to all sectors of society and religion or belief does not affect inclusion.

2.8 Sex (Consider Male, Female, Intersex – biological sex assigned at birth)	No. Engagement opportunities are open to all sectors of society and sex does not affect inclusion.
2.9 Sexual Orientation (a person's sexual or romantic attraction to other people, or lack thereof)	No. Engagement opportunities are open to all sectors of society and sexual orientation does not affect inclusion.

The Socio-Economic Duty states that: “An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.”

2.10 Pay (lower/higher pay within communities, employment status, being on benefits, unable to work)	No. Engagement opportunities are open to all sectors of society and pay does not affect inclusion.
2.11 Education (no education, low educational achievement, high educational achievement)	No. Engagement opportunities are open to all sectors of society and education does not affect inclusion.

In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:

2.12 Evidence your considerations on 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 n less favourably than the English language.	<p>We are working hard to engage with several different groups and organisations across the Dyfed Powys Police force area, including minority and protected characteristic groups. We acknowledge that not all groups want to engage with us in the same way, however the OPCC will always include these groups in any circulation e-mails for their attention and will always try to adapt our engagement method to suite the needs of our diverse communities, for example, by attending events they organise, as opposed to asking them to attend events that we organise.</p> <p>All information on engagement opportunities are uploaded to the OPCC’s website in both Welsh and English.</p>
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	<p>All press releases promoting engagement opportunities and Community Engagement Days are provided bilingually to media outlets.</p> <p>Social media posts providing information on live or upcoming engagement opportunities are posted bilingually.</p> <p>If involved in specific 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 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>2.13 Evidence your considerations on how the policy decision would NOT have adverse effects, or how 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 identified impact

Where a negative or disproportionate impact has been identified, then we need to be taking steps to reduce or eliminate this impact through making relevant changes to the policy, procedure or activity.

Where it is considered that the policy, procedure or activity causing the impact is justifiable, then the reasons for this conclusion must be explained clearly.

Identified impact:	None identified.
Action proposed: N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.	As above.
Completion date:	12/05/2026
Review date:	12/05/2027
EIA approved by:	
Date of Approval:	

**copy and paste the above table as many times as necessary, depending on the number of 'impacts' identified)

Please submit your completed EIA with your draft policy to the Policy Officer for review. Policies are subject to final approval via the force Governance structure for your business area prior to publication.