

Isle of Anglesey County Council - Equality Impact Assessment Template

Revision history:		
Version	Date	Summary of changes
1	February 2020	First version
2	October 2020	Amended dates

Step 1: Background	
1 - What are you assessing?	The future of the Llangefni Golf Course.
2 - Is this a new or existing proposal?	Existing proposal – building on agreement in principle that the Executive decided in May 2018.
3 - What are the aims and purpose of this proposal?	The proposal is to close the Llangefni Golf Course and sell the land on the open market as a small-holding. The driving range, practice area and shop have been leased separately and will remain open.
4 - Who is responsible for the proposal you are assessing?	Officers from the Regulation & Economic Development Service Development.
5 - Who is the Lead Officer for this assessment?	Tudur H. Jones – Economic Development
6 - Who else is involved in undertaking this assessment?	Assistance from various Services across the County Council.

Step 1: Background	
7 - Is the proposal related to other areas of work? For example, are there other proposals of policies that should be taken into consideration as part of this assessment?	No.
8 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?	Individuals wishing to play a game of 9-hole golf in Llangefni.

9 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010?	Yes	No
The elimination of discrimination and harassment	X	
The advancement of equality of opportunity	X	
The fostering of good relations	X	
The protection and promotion of human rights	X	
Note: As a general rule, any policy that affects people is likely to be relevant across all protected groups		

Step 2: Information Gathering	
10 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?	Yes
11 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?	No
12 – Will this area of work proactively offer services in Welsh for users?	<p>Not relevant in relation to the selling of land.</p> <p>The driving range, practice areas and shop will remain open to the public and the service will be required to provide a proactive language offer to service users</p> <p>New enhanced provision at our leisure facilities are required to provide a proactive language offer to service users.</p>
13 – Is this proposal likely to protect and promote the Welsh language within communities?	<p>The proposal has the potential to have a positive impact on Welsh in communities.</p> <ol style="list-style-type: none"> 1. Welsh speaking players will look to utilise the other golf courses on the Island therefore strengthening their position and ensuring their future viability. 2. Players will build relationships at these other golf courses. <p>Any capital receipts secured from the sale will be ring-fenced to improve and enhance our leisure facilities which offer a fully bilingual service and will be much more inclusive and cater for all the community and will not discriminate on age, income or ability.</p>
<p>Appendix 1 to the Impact Assessment Guidance lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. The purpose of these questions is to make you think about the wider impact or contribution and these questions could be used as a prompt when responding to questions 10 – 13 above.</p> <p>However, when assessing how the Council's main policies and strategies impact on the Welsh language, it is recommended that these questions are considered in more detail so that comprehensive assessment is undertaken – a separate template is available with these papers on MonITor, for you to complete, if appropriate.</p>	

<p>14 - Are there any Human Rights issues? If so, what are they? (For example, could this proposal result in the failure to safeguard the right to privacy?)</p> <p>(The 16 basic rights are listed at Appendix 1).</p>	Not relevant	
<p>15 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015?</p> <p>(Descriptions of the wellbeing goals are listed at Appendix 2)</p>	A prosperous Wales	X
	A resilient Wales	X
	A healthier Wales	X
	A more equal Wales	X
	A Wales of cohesive communities	X
	A Wales of vibrant culture and thriving Welsh language	X
	A globally responsible Wales	X
<p>16 - What has been done to date in terms of involvement and consultation with regard to this proposal?</p>	<p>This issue has been on-going since 2015. The Llangefni Social Enterprise had been running the facility on our behalf from 2015 until 2018 and have engaged and consulted with the public continuously as they ran the golf course. The County Council has also been discussing its future both internally (other Services, Elected Members) and externally (other golf courses).</p>	
<p>17 – Have you used any other information that is relevant to the proposal to inform your assessment? If so, please detail:</p>	<ul style="list-style-type: none"> • Information detailed by the Llangefni Social Enterprise • Information held by the County Council • Various stats and figures available on-line (sourced accordingly) 	
<p>18 - Are there any gaps in the information collected to date? If so, how will these be addressed?</p>	<p>This consultation will enable the County Council to secure valuable input from the public on the future of the golf course.</p>	

Step 3: Considering the potential impact and identifying mitigating action

19 — Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. *For determining potential impact, please choose from the following: **Negative / Positive / No impact**

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
Age	Neutral	<p>Anglesey has an ageing population and maintaining health and wellbeing is a priority for the Council. There are no figures available that demonstrates the age profile of the golf course. However, the course lent itself towards being an “entry” to golf.</p> <p>It may be likely that some older people may find travelling or costs of alternatives a barrier. Conversely those without access to private transport e.g. under 17 years of age may also find transport an issue.</p>	<p>Because of alternative provision all ages would be able to continue playing golf at any of the other golf courses on the island.</p> <p>The driving range and practice area will remain open to the public.</p> <p>Concessionary travel schemes are available on Anglesey and further information can be found at https://www.anglesey.gov.uk/en/Residents/Parking-roads-and-travel/Public-transport/Travel-passes.aspx</p>
Disability	Neutral	<p>The golf course did not collect information pertaining to disability therefore the County Council is unable to determine the precise impact of any sale on people with this protected characteristic.</p> <p>The County Council does recognise that disabled people can experience higher levels of health inequality than the general population.</p>	<p>All the other golf courses on Anglesey remain open for the public to use which are accessible via public transport.</p> <p>The driving range and practice area will remain open to the public.</p>
Gender	n/a	<p>According to Statista, 80% of golfers in Wales are male (https://www.statista.com/statistics/899231/golf-participation-uk/) therefore based solely on these demographics it can be safely concluded that there will be a greater impact on males.</p>	<p>All the other golf courses on Anglesey remain open for the public to use which are accessible via public transport.</p> <p>The driving range and practice area will remain open to the public.</p>
Gender Reassignment	n/a	<p>The golf course did not collect information pertaining to gender reassignment therefore the County Council is unable to determine the precise impact of any sale on people with this protected</p>	

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>characteristic.</p> <p>The likelihood of there being a negative impact on people with this characteristic is considered very low to nil.</p>	
Pregnancy & Maternity	n/a	<p>The golf course did not collect information pertaining to pregnancy and maternity therefore the County Council is unable to determine the precise impact of any sale on people with this protected characteristic.</p> <p>The likelihood of there being a negative impact on people with this characteristic is considered very low to nil.</p>	
Race / Ethnicity / Nationality	n/a	<p>The golf course did not collect information pertaining to race, ethnicity or nationality of its users therefore the County Council is unable to determine the precise impact of any sale on people with this protected characteristic.</p> <p>The likelihood of there being a negative impact on people with this characteristic is considered very low to nil.</p>	
Religion or Belief	n/a	<p>The golf course did not collect information pertaining to users' religion or beliefs therefore the County Council is unable to determine the precise impact of any sale on people with this protected characteristic.</p> <p>The likelihood of there being a negative impact on people with this characteristic is considered very low to nil.</p>	
Sexual Orientation	n/a	<p>The golf course did not collect information pertaining to its user's sexual orientation therefore the County Council is unable to determine the precise impact of any sale on people with this protected characteristic.</p>	

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		The likelihood of there being a negative impact on people with this characteristic is considered very low to nil.	
Welsh language	Neutral	The potential loss of the golf course could have a negative impact as it can be argued it contributed towards the community, the use of the Welsh Language and lifestyle.	<p>The Authority believes sufficient provision exists elsewhere on Anglesey and that more people utilising fewer golf courses could be a positive impact.</p> <p>The driving range will remain open to the public and the former shop has changed its end use to be a more attractive destination attracting a more diverse customer.</p>
Human Rights	n/a	The likelihood of there being a negative impact on the human rights of individuals is considered very low to nil.	
Marriage or Civil Partnership	n/a	The likelihood of there being a negative impact on people's marriages or civil partnerships is considered nil.	
Any other relevant issue, eg poverty, access to services in rural areas	Neutral	The 'pay and play' facility would potentially be a barrier to beginners and golfers on low incomes or Llangefni residents without private transport.	<p>Some private golf courses offer reduced membership to new or returning golfers</p> <p>However, the driving range and practice area remain on the site to encourage beginners before they progress to 9 or 18-hole courses.</p>

Step 4: Outcome of the assessment	
20 - Note the impacts identified and how it is intended to mitigate any negative impact (ie a summary of the above table)	No "Negative" impact. The County Council acknowledges that closing the golf course could impact on players who find the private provision unaffordable. However, the driving range and practice area will remain open to the public and our evidence and consultation from the other golf courses demonstrates sufficient other provision exists on Anglesey.
21 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?	Not applicable.
22 - Describe any actions taken to maximise the opportunity to promote equality and/or the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability). (The seven well-being goals are listed in Appendix 2)	It has been agreed (in principle) that any capital receipt from the sale of the golf course land will be ring-fenced to enhance and improve the leisure facilities the County Council has. Having one, multi-sports centre that offers a plethora of healthy and active options to everyone is a stronger alternative to the community as the Centre will offer multiple health, well-being and keep fit options as opposed to only the game of golf.
23 – Is there a need to reconsider the proposal as a result of conducting this assessment? (Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).	No.
24 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?	The County Council's Executive will take the final decision.
25 - Are there monitoring arrangements in place? What are they?	There will be continued monitoring and reviewing of how successful the driving range is to ensure that it is positively reaching as many members of

the public who wish to access the game of golf as possible. Through discussions with the tenant this is already underway through linkages with other golf courses and local schools.
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Step 5: Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale
	Collating all comments and observations as a result of this consultation and into one comprehensive report.	THJ	December 2020 – January 2021
	Report the matter to the County Council's Executive for final decision on the future of the golf course.	THJ	December 2020 – January 2021

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

Appendix 2 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

Goal	Description of the goal
A prosperous Wales	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
A resilient Wales	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
A healthier Wales	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
A globally responsible Wales	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.