

## 21-DAY REVIEWS OF MEASURES TO MANAGE COVID-19 IN WALES 18 JUNE REVIEW: EQUALITY IMPACT ASSESSMENT

### Legislative background

1. Following the enactment of the UK Coronavirus Act 2020 on 25 March, the Welsh Government acted to implement the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020, which came into force on 26 March (referred to as the Principal Regulations hereafter). These Principal Regulations were further amended by The Health Protection (Coronavirus Restrictions) (Wales) (Amendment) Regulations 2020, which came into force on 7 April 2020. The Principal Regulations impose temporary restrictions on gatherings and the movement of people, and stipulate requirements and restrictions on the operation of businesses, including closures, in Wales. These measures have been necessary to minimise the extent to which people leave their homes to help reduce and control the spread of severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).
2. The Principal Regulations require Welsh Ministers to review the need for restrictions and requirements under the Principal Regulations every 21 days. As a consequence the Principal Regulations have subsequently been amended (in addition to 7 April) on 25 April, 11 May, 22 May and 1 June.
3. The Regulations expire on 26 September 2020, subject to prior approval of Senedd Cymru.

### Policy objectives

4. The Welsh Government published *Leading Wales out of the coronavirus pandemic: a framework for recovery* on 24 April and *Unlocking our society and economy: continuing the conversation* on 15 May. Together these documents set out the framework and principles against which we will assess whether the conditions are right to enable lockdown restrictions to be eased safely in Wales. Remaining steadfast to our distinct Welsh values and beliefs, our commitment to promoting equality is clear in both these documents which outline the approach we have, and will continue to take, to assess and balance the impacts of social, cultural, economic and environmental wellbeing for all in Wales, including the most vulnerable, and those hit hardest by the coronavirus pandemic in our communities.
5. A key principle adopted by the Welsh Government to evaluate any potential changes to the lockdown restrictions centres on whether the measure in question will have a '**high positive equality impact**'. In addition, throughout our developing and evolving response to the widespread impacts and 'harms' from coronavirus we have remained mindful of the need to mitigate against all four harms resulting from this pandemic, namely:

- **direct harm to individuals from SARS-CoV2 infection** and complications including for those who develop severe disease and in some cases sadly die as a result;
- **indirect harm caused to individuals** if services including the NHS became overwhelmed due to any sudden large spike in demand from patients with COVID-19 on hospitals, critical care facilities and other key services;
- **harms from non-COVID illness**, for example if individuals do not seek medical attention for their illness early and their condition worsens, or more broadly from the necessary changes in NHS service delivery made during the pandemic in Wales to pause non-essential activity; and
- **socioeconomic and other societal harms** such as the economic impact on certain socioeconomic groups of not being able to work, impacts on businesses of being closed or facing falling customer demand, psychological harms to the public of social distancing and many others.  
*Leading Wales out of the coronavirus pandemic: a framework for recovery, April 2020*

6. In amending the Principal Regulations and responding to the coronavirus crisis at incredible pace, the Welsh Government has already taken a range of steps to identify and mitigate any disproportionate impact on different groups in society. This includes accommodating rough sleepers, and relaxing restrictions on social gatherings outdoors between two households subject to maintaining social distancing. In reviewing whether current conditions enable further lockdown restrictions to be eased, we remain committed to preventing further deaths from coronavirus and mindful of the need to respond to this devastating health pandemic by safeguarding our economy and wider social, cultural and environmental wellbeing from sustained, longer-term harm. With this in mind, the following changes have been prioritised for implementation.

### **Measures proposed for implementation following 18 June review**

#### *Reopening non-essential retail and the housing market from 22 June*

7. It is proposed that *non-essential retail should be facilitated to reopen* by removing related restrictions on those premises, which will remain subject to social distancing measures. It is anticipated a natural phased opening of non-essential retail will take place as businesses will not all reopen on 22 June and demand will be constrained by the 'stay local' provisions and people's fear of contracting the coronavirus. However, retailers are asked to consider staggered opening times to minimise the pressure on public transport.
8. Although estate agents are not classed as non-essential retail, steps are also proposed to support the *first stage of reopening the housing market*. Here, restrictions will be eased to specifically enable principal home moves where

properties are untenanted or unoccupied and for the completion of sales already agreed, but currently postponed because of the restrictions.

#### *Reopening childcare facilities*

9. Legislative changes are not required to *reopen childcare facilities* but it is recognised that childcare is an important enabler for those returning to work as businesses begin to reopen. This is particularly important given the inability to rely on informal childcare given restrictions on households mixing. Therefore, childcare facilities will be supported to reopen under new guidelines and protocols. It is anticipated that the provision of clear guidance for operating with small groups and a gradual building up of capacity will help mitigate risks.

#### *Reopening schools from 29 June*

10. The Welsh Government announced the intention to restart more activity in schools from 29 June. On 3 June the Minister for Education set out proposals to enable *all students to be offered some contact time in schools* under new guidance and protocols with schools no more than 30% full at any time. The summer term is to be extended by one week to 27 July to enable all children to have opportunities to check-in, catch-up and prepare for return to education in September, which is likely to involve a degree of online learning. Parents who choose not to send their child/children to school will not be penalised. Travel by public transport continues to be discouraged where it is not essential, so limited capacity can be maintained for those that have no other alternative.

#### *Relaxing further measures on outdoor activity*

11. This group of measures includes:
  - The *removal of restrictions on access to outdoor sports courts* but as outdoor sports remain subject to the rules around large gatherings and social distancing, restrictions remain in place on team and contact sports.
  - The *first phase in facilitating a return to training for non-professional elite athletes*. This measure allows 40-50 Olympic and Paralympic hopefuls to resume training at specific sites by allowing exceptions to restrictions on movement and gatherings and for them to access closed training facilities.
  - *Allowing travel outside the local area in specific circumstances: specifically on compassionate grounds and to vote in international elections*. Travel outside the local area on compassionate grounds will allow visits to dying relatives, outdoor areas of care homes, and young offender institutions. This measure recognises those people in institutions are unable to travel, that they are likely to be outside the 'local area' and may be time sensitive. The exception to enable extended travel to vote in international elections where it is not possible to vote by post and not already covered by a legal obligation allows participation in elections planned in the near future. This will enable travel outside the 'local area' to designated voting places (e.g. embassies).

### *Reopening places of worship for private prayer*

12. It is agreed that private prayer in places of worship should be facilitated from 22 June, under existing restrictions on gatherings, social distancing and movement of people. This measure takes into account discussions with faith leaders who have been involved in agreeing a phased approach to reopening places of worship, including developing related guidance. Faith leaders are positive about reopening for private worship, although they will not all be ready to open immediately, but can do so gradually over the next few weeks.

### *Enabling marriage and civil partnership ceremonies to take place*

13. The Regulations are also amended to allow marriage and civil partnership ceremonies to take place in places of worship or registry offices from 22 June. Article 12 of the European Convention on Human Rights provides a right for women and men of marriageable age to marry and establish a family. Given the assessment of harms outlined above, it is no longer considered proportionate to prevent marriages and civil partnerships taking place. This does not mean wedding parties can take place, but it removes the current legal barriers to enable solemnisation ceremonies to be performed. Such ceremonies will be subject to social distancing. As 'marriage and civil partnership' is itself a consideration for the assessment of the equality impacts of other measures, we have not carried out a separate assessment of the impact of this change.

### **Equality impact assessment of the measures**

14. The Welsh Government is committed to addressing inequality and therefore, has a rigorous framework in place for undertaking impact assessments on policy proposals across a range of different areas which go beyond our statutory duties to have 'due regard' to the need *'to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not'* (section 149, Equality Act 2010).
15. Under normal circumstances equality impact assessments (alongside our sustainable development principles and wellbeing goals) would inform the development of our policy proposals. However, the devastating pace and impact of the coronavirus pandemic has not provided the space for this to happen. Welsh Ministers have had to take action and agree policy decisions at incredible pace on the basis of evolving evidence and growing knowledge in order to first and foremost, save lives. However, the commitment to promoting equality remains strong and is embedded in the approach Ministers have taken to implement the wider policy response to the coronavirus in Wales, as reflected in both *Leading Wales out of the coronavirus pandemic: a framework for recovery* on 24 April and *Unlocking our society and economy: continuing the conversation* on 15 May.

16. As we become accustomed to the new pace and different working practices and structures, it is right that we again begin to evidence our approach to assessing the impacts of our proposals on different groups in society in more consistent manner. Therefore, at Annexes A to E, we have provided a summary of the equality impact assessments across the protected characteristics covered by the equality duty, of the proposed measures recommended for implementation or easement following the 18 June review of the lockdown restrictions.

<b>Annex A</b>	Equality impact assessment – reopening non-essential retail
<b>Annex B</b>	Equality impact assessment – reopening childcare facilities
<b>Annex C</b>	Equality impact assessment – reopening schools
<b>Annex D</b>	Equality impact assessment – relaxing further measures on outdoor activity
<b>Annex E</b>	Equality impact assessment – reopening places of worship for private prayer

## **Wider considerations and other impact assessments**

### *Wellbeing of Future Generations*

17. The coronavirus pandemic has clearly shown the relevance of our seven wellbeing goals and the need to now more than ever remain steadfast to them in developing and implementing our response to the crisis. This is essential to come out of the coronavirus crisis with a Wales which is resilient; healthy; more equal; prosperous; comprises cohesive communities; culturally vibrant with a thriving Welsh Language; and is globally responsible.
18. The approach we adopt in undertaking our equality impact assessment supports us to make progress in delivering our wellbeing goals and ensures compliance with the Well-being of Future Generations Act requirements. As explained above, under normal circumstances our approach would also embody the Wellbeing of Future Generations sustainable development principles, in particular those relating to collaboration and involvement. The need to respond swiftly and decisively to counteract the impacts and halt the spread of the coronavirus has not always allowed for this, which has had implications for our abilities to undertake fully informed impact assessments across each of the protected characteristics. However, we remain committed to improving our engagement and interaction with the full range of stakeholder groups to deepen our knowledge and better inform policy responses and any mitigating actions necessary going forward.

### *European Convention on Human Rights*

19. Our approach to undertaking equality impact assessments also works to fulfil our obligation to assess whether our activities could adversely affect a person's human rights as contained in the European Convention on Human Rights (ECHR). Human rights are about ensuring fairness, respect, equality, dignity and *autonomy* for everyone. The necessary response to managing the coronavirus

outbreak has inevitably had an impact on people’s human rights, as a consequence of needing to restrict people’s freedom of movement. However, in reviewing compatibility with specific ECHR articles, implications are identified in respect of the following.

<b>Article 2</b>	The right to life
<b>Article 5</b>	The right to liberty and security
<b>Article 8</b>	The right to respect for private and family life and correspondence
<b>Article 9</b>	Freedom of thought, belief and religion
<b>Article 10</b>	Freedom of expression
<b>Article 11</b>	Freedom of assembly and association
<b>Article 12</b>	The right to marry and found a family
<b>Article 14</b>	Prohibition of Discrimination in respect of these rights and freedoms
<b>Protocol 1, Article 2</b>	The right to education

20. Interference with these human rights is identified as a consequence of taking action to restrict people’s freedom of movement and therefore, their rights in respect of liberty and security and the rights as contained in Articles 8, 9, 10, 11, 12, 14 and Protocol 1, Article 2 – the right to education. However, in infringing these rights temporarily, Welsh Ministers took swift action to preserve and uphold the ‘right to life’ (Article 2) for all. As it was only by infringing on a temporary basis on the other human rights that we have been able to effectively slow and work towards eliminating the spread of coronavirus.
21. As we begin to slow the rate of transmission of coronavirus, Welsh Ministers have taken steps to ease lockdown restrictions and enable further relaxation of the rules around freedom of movement, which has served to reverse the infringements on the above human rights. Our Principal Regulations require that restrictions are lifted once they are deemed no longer necessary or proportionate to tackling the spread of the coronavirus. Consequently, with every progress made to slow the rate of transmission of coronavirus, Welsh Ministers have taken steps to ease lockdown restrictions and enable further relaxation of the rules around freedom of movement, which has served to start the process of reversing the infringements on the above human rights.

*Economic impacts and considerations*

22. As outlined above, in evaluating whether conditions allow lockdown restrictions to be eased, the Welsh Government has prioritised promoting equality and mitigating the impacts of the four harms attributed to the coronavirus. An initial assessment of the four harms indicates that action to address the first three harms has had the desired mitigating impacts but there is now increasing impetus to address the fourth, which captures those indirect harms linked to economic and wider social conditions such as not being able to work and the psychological impact of social distancing. These fourth harms are increasing in their risk and significance, the longer the current lockdown restrictions are in place. This would suggest a need to place an increasing emphasis on mitigating

the long-term (fourth) harms, subject to not placing undue risk on the first three harms.

23. The Welsh Government remains committed to supporting growth in the Welsh economy, and through this tackling poverty. The steps being taken to restart the economy by reopening non-essential retail, enabling some activity in the housing market and reopening childcare facilities will be vital to mitigating against the fourth harms and addressing the disproportionate economic impacts on the most disadvantaged in society.
24. The entirety of the retail sector was estimated to have contributed £3.7 billion in Gross Value Added (GVA) in 2018, equivalent to 5.9% of total GVA. Its workforce tend to be disproportionately lower educated, younger, female, and command salaries significantly below the Welsh average (median) – many of these are groups that typically experience the worst persistent impacts on their health, earnings, and employment potential as a result of economic downturns.
25. Internal labour market analysis shows that in Wales, 15% of men are employed in sectors that have been shut down, compared with 22% of women. Only 11% of those with a qualification at level 4 and above work in shutdown sectors, compared to the equivalent proportions of those with level 3 (26%) or level 2 (26%) qualifications, and 22% of those with qualifications below level 2. Disabled people make up 15% of all employees in Wales, but account for almost 20% of employees in arts, entertainment and recreation, a sector which has been effectively shut down.
26. It is well-established that lack of employment, such as is a result of coronavirus in many cases, is associated with low levels of wellbeing and worsening health. There is also academic evidence that adverse labour market experiences in recession can have life-long effects on the economic, health, wellbeing and even life-expectancy of young people.<sup>1</sup> Survey data at UK level indicates that people earning under £10,000 per year have been most likely to lose employment due to the crisis, with people earning over £30,000 per year least likely. Younger people are also likely to be beneficiaries of opening up economic activity as wider evidence shows that this group suffers disproportionately when the labour market is under stress.
27. All of these findings point to the importance of reopening non-essential retail and supporting the wider economy to restart in order to mitigate against the worst of the differential impacts of the lockdown on the most vulnerable and disadvantaged groups. Potential economic benefits arising from relaxing lockdown restrictions in the ways described (compared to keeping the current restrictions in place) include:
  - a direct increase in economic activity, especially in those businesses whose operations have reduced or temporarily ceased as a result of the coronavirus crisis;
  - an increase in employment in several sectors of the economy;

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<sup>1</sup> See: <https://voxeu.org/article/impact-covid-19-chronic-health-uk>

- positive distributional effects from increased economic activity in sectors which employ larger proportions of (for example): low-paid and less skilled workers; younger age groups; women; or employees of BAME backgrounds.
- It is likely that increased economic activity will have the greatest economic benefits, compared to the other areas assessed in this review. The main beneficiaries of this measure would be people who are in employment in those sectors returning to activity, and on balance the distributional effects are likely to favour those on lower incomes and younger people. However, this may depend on the precise nature of the resultant increased economic activity.

28. Enabling house sales to complete should have a positive impact on the Land Transaction Tax (LTT) revenue received by Welsh Government. The number of land transactions reported to the Welsh Revenue Authority indicate that in April there was a reduction of around 60% in the number of residential and non-residential transactions compared to what would normally be expected (down to 500 per week compared to the long term average of 1,200). That position is likely to continue and to deteriorate more as we move further from the start of lockdown. In the event that restrictions are eased, LTT receipts should start to recover. Broadly, residential and non-residential buyers pay around £20m per month in land transaction tax. If the amount of tax received in April matches the drop in transaction levels then revenues 'lost' will amount to around £12m (and May is likely to suffer a greater fall). In the event that there is an early recovery to around 75% of previous revenues this should provide monthly revenues for the Welsh Government of around £15m per month (as opposed to what might otherwise soon be £nil).
29. If the current restrictions are not amended, there is a potential increased risk of a negative financial impact for the Welsh Government from any prolonged differences between Wales and England with regards to whether to allow housing market transactions to occur. The overall net effect on the Welsh Government's revenues will depend on the relative performance of SDLT through the block grant adjustment. Whilst some transactions in Wales may just be delayed, the longer the restrictions are applied in Wales, the higher the risk of some transactions not occurring altogether, which will have a negative effect on LTT relative to SDLT and therefore on the Welsh Government's overall resources.

#### *Wider wellbeing impacts and considerations*

30. The economic impacts of easing lockdown restrictions are indicated above but there are other wider benefits to beginning to ease lockdown restrictions where the headroom allows. Previous advice from SAGE and TAC also provides that lifting some restrictions can improve compliance with others.
31. There are high social and wellbeing costs associated with the lockdown restrictions that affect health more generally, which includes negative impacts on mental health stemming from isolation, which can affect some groups more than others. The requirement to stay local has meant people wanting to visit family



and friends outdoors, but outside their local area, has not been possible. This continues to have significant negative social and wellbeing effects for those whose loved ones are not 'local'.

32. There are several surveys taking place regularly which capture social and psychological wellbeing in Wales, and may allow us to track changes in wellbeing due to COVID-19, including the weekly Public Health Wales wellbeing survey. Analysis of data<sup>2</sup> from the Public Health Wales weekly wellbeing surveys (covering the period of 13 April – 10 May) has identified key demographic findings and has published the following data in a recent report:

During the coronavirus lockdown in Wales, people living in the most deprived areas of Wales are more likely to be:

- self-isolating (45% of the most deprived fifth of the population compared with 31% of the most affluent fifth of the population);
- very worried about their mental health (30% vs 17%);
- feeling very anxious (28% vs 20%); and
- feeling isolated (29% vs 18%).

33. Steps taken to relax restrictions enabling increased outdoor activity will have had a positive impact on wider wellbeing. Physical activity plays a part in reducing loneliness and isolation, supporting a healthy and active nation, and is an integral part of the wider preventative agenda across a range of cross-government portfolio areas. There is good scientific evidence that being physically active can help us lead healthier and happier lives. Regular physical activity can reduce the risk of many chronic conditions including coronary heart disease, stroke, Type 2 diabetes, dementia, some cancers, obesity, mental health problems and musculoskeletal conditions.

34. A survey by Public Health Wales covering the period 4 – 10 May 2020 examining health and wellbeing during the coronavirus identified that 29% of people left their home to exercise every day, up from 22% in the week before. However, 20% of people have not left their home at all in the last 7 days, up from 15% last week.<sup>3</sup>

35. A recent online survey of 1,000 Welsh adults from Savanta ComRes found that 62% of adults are exercising to help manage their mental health during the outbreak (women, younger adults and those from higher social economic grades are more likely to report saying this). Two in three (67%) adults are exercising to help manage their physical health during the outbreak. Older adults and those from lower socio-economic backgrounds are more likely to report that their regime has been impacted.

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<sup>2</sup> <https://phw.nhs.wales/news/public-health-survey-reveals-bigger-impacts-of-novel-coronavirus-covid-19-and-restriction-measures-on-wellbeing-of-those-in-poorer-communities/>

<sup>3</sup> <https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/staying-well-at-home/weekly-hayd-reports/week-5-report-how-are-we-doing-in-wales/>

### *Environmental impacts and considerations*

36. Work to assess the impact on air quality since the lockdown measures were imposed is underway, following widespread media reporting of apparently improved air quality. The results of the work underway will inform future policy with a view to maintaining sustained improvements in air quality in Wales as far as is possible. This approach is already widely supported by the 'stay local' message; and emphasis on promoting active travel; and increased use of outdoor space for exercise and social contact with others. Increased use of outdoor spaces could also have a positive impact in terms of peoples' attitudes and perceptions of environmental public goods. This could help reinforce the benefits of environmental protections as we move further out of lockdown in due course.
37. There is likely to be an impact on air quality associated with the range of proposed easements under this review as reopening non-essential retail; childcare facilities; schools and further relaxing measures for outdoor activity; and travel in specific circumstances will all lead to some increase in the use of transport. However, it is considered that emissions are still likely to be lower than their pre-pandemic levels.
38. In 2017, data from the National Atmospheric Emissions Inventory, suggested 4.3Mt CO<sub>2</sub>e were emitted in Wales from buildings but only 10% of these emissions were attributable to business premises (which includes office premises that would not be opened by relaxing restrictions on non-essential retail).<sup>4</sup> Emission levels from transport will almost certainly be lower than before the crisis, even with the reopening of non-essential retail, as more active forms of travel continue to be encouraged by Welsh Government and people refrain from travelling until they feel the virus is fully under control.<sup>5</sup>
39. Allowing more home moves could increase the volume of traffic due to those travelling for viewings, as well as surveyors, removal companies and other relevant businesses travelling. This could have a marginally negative impact on emissions and therefore, the environment. That said, there is likely to be an increase in 'virtual' as opposed to 'face to face' working in some of the businesses linked to home moves. This could lead to a long-term shift away from 'face to face' working which could marginally decrease traffic and therefore, emissions related to home moves.

### *Relaxing further measures from 6<sup>th</sup> & 9<sup>th</sup> July*

40. Ministers have decided to lift the requirement to stay local on 6 July, provided the conditions allow. With the requirement lifted, people will be able to travel to tourist attractions across Wales.

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<sup>4</sup> Welsh Government (2020) Framework for Regional Investment in Wales – Annex B: Socio-economic Analysis of Wales 2020

<sup>5</sup> In responses from PHW's *Public Engagement Survey on Health and Wellbeing during Coronavirus Measures* 47% said that they would prefer to stay in lockdown until there is no chance of catching the virus, for the period 1 to 7 June.

41. At the next review on 9 July, the Welsh Government will consider a range of specific options for opening:
- Self-contained holiday accommodation
  - Personal care services, such as hairdressing and beauty, by appointment.
  - Discussions will also be held with the hospitality sector about the potential phased reopening of pubs, cafes and restaurants while maintaining strict social distancing.

#### *Welsh language considerations*

42. *Cymraeg 2050* is our national strategy for increasing the number of Welsh speakers to a million by 2050. The Welsh Government is fully committed to the new strategy, with the target of a million speakers included in *Taking Wales Forward* our Programme for Government and *Prosperity for All: the national strategy*. A thriving Welsh language is also one of the seven well-being goals in the Well-being of Future Generations (Wales) Act 2015. However, lockdown restrictions imposed as a consequence of the coronavirus crisis will have inevitably had an impact on making progress towards delivering our *Cymraeg 2050* strategy.
43. In particular, the closure of schools will have had an impact on the language development of children in Welsh immersion schools, especially for those who come from non-Welsh speaking households. Similarly, where English-speaking parents have chosen to place their children in Welsh medium education settings, these learners are likely to have a differential learning experience during lockdown, which may also impact the pace at which they are able to develop Welsh language skills going forward. The decision to reopen schools from 29 June will go some way towards mitigating these impacts. Furthermore, there have also been opportunities to develop and in some circumstances to take up opportunities to participate in and undertake online Welsh language training courses.

#### **Monitoring and Review**

44. All measures contained in the Principal Regulations are time-limited and will expire at the end of the period of six months beginning with the day on which they come into force. Moreover, the Principal Regulations are subject to a requirement to keep restrictions or requirements under review and for those to be lifted as soon as they are no longer deemed necessary to prevent, protect against or control the incidence or the spread of coronavirus.
45. Future changes to the Principal Regulations would be subject to a new set of impact assessments.
46. There have been no additional implications for resources in undertaking this assessment of equality impact assessments to inform the 18 June review.

## ANNEX A

### Equality Impact Assessment: Reopening non-essential retail and specific housing market activity

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Age (think about different age groups)	<b>Positive impact</b> <i>Young people are expected to be disproportionately represented in the non-essential retail sector and would likely benefit from steps to restart sector to aid long-term recovery.</i>	Comprehensive data is not available to inform the impact on restrictions imposed on non-essential retail on different groups with protected characteristics. However, ONS data provides that half of all people employed in non-essential retail in Wales were under the age of 35, while in Wales this age group represented 35% of total employment. 18% were aged 55 or older, while in Wales this age group represented 22% of total employment.	Stakeholder engagement will be undertaken to address data gaps and understanding of impacts on different groups with protected characteristics. This will improve knowledge and understanding of any unforeseen differential impacts and therefore, inform appropriate mitigating action where necessary.
Disability (think about different types of disability)	<i>The specific restrictions considered are not known to have a different impact on this protected group.</i>  <b>Negative impact</b> <i>There may be negative impacts if adaptations made to support the sector do not consider specific needs of disabled people.</i>	Disabled people make up 15% of all employees in Wales, but account for almost 20% of employees in arts, entertainment and recreation, a sector which has been effectively shut down. 17% of people employed in non-essential retail were disabled. For Wales as a whole, 15% of all employees were classified as being disabled.	<i>The Welsh Government will endeavour to contact representative organisations to develop a better understanding of any differential impacts on this group.</i>
Gender Reassignment (the act of transitioning and Transgender people)	<i>The specific restrictions considered are not known to have a different impact on this protected group.</i>	<i>Unable to undertake a full assessment due to data limitations</i>	<i>The Welsh Government will endeavour to contact representative organisations to develop a better understanding of any differential impacts on this group.</i>
Pregnancy and maternity	<i>The specific restrictions considered are not known to have a different impact on this protected group.</i>	<i>Unable to undertake a full assessment due to data limitations. However, as women (and younger age cohorts) are</i>	<i>The Welsh Government will endeavour to develop knowledge and understanding of any</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
		<i>disproportionately represented in the non-essential retail sector some impact is likely but would need to be considered against any risks posed by coronavirus to this group and the opportunity to return to employment.</i>	<i>differential impact on this group going forward.</i>
Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)	<i>The specific restrictions considered are not known to have a different impact on this protected group.</i>  <b>Negative impact</b> <i>BAME workers are potentially at higher risk given recent evidence.</i>	5% of people employed in non-essential retail were BAME, roughly equivalent to the share of overall employment for this group in Wales	<i>The Welsh Government will endeavour to contact representative organisations for before the next 21-day review (9 July).</i>  <i>Guidance for employers to highlight the risk, set out legal requirements and need for risk assessment to take into account those risks and mitigate them.</i>
Religion, belief and non-belief	<i>Reopening on non-essential retail is not considered to have a different impact on this protected characteristic.</i>	<i>Reopening of non-essential retail is not considered to differentially impact individuals with different religious beliefs, belief and non-belief.</i>	<i>No mitigating action considered necessary at this time.</i>
Sex / Gender	<b>Positive impact</b> <i>Females are expected to be disproportionately represented in this sector and would likely benefit from steps to restart sector to aid long-term recovery.</i>  <b>Negative impact</b> <i>Childcare responsibilities usual fall disproportionately on women. Without pre-crisis forms of childcare (including via schooling) this group may face difficulties.</i>	In 2019, 59% of people employed in non-essential retail were female, compared to the 47% that females represent of all employees in Wales.	<i>Mitigations to childcare concerns will be addressed in additional easement assessment supporting the reopening of childcare facilities.</i>
Sexual orientation (Lesbian, Gay and Bisexual)	<i>The specific restrictions considered are not known to have a different impact on this protected group.</i>	<i>Unable to undertake a full assessment due to data limitations but recognise the ability to return to</i>	<i>The Welsh Government will endeavour to develop knowledge and understanding of any</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
		<i>work could provide a 'reprieve' and be positive for those in non-supportive domestic environments.</i>	<i>differential impact on this group going forward.</i>
Marriage and civil partnership	<i>The specific restrictions considered are not known to have a different impact on this protected group.</i>		<i>No engagement believed to be necessary.</i>
Children and young people up to the age of 18	<p><b>Positive impact</b> <i>Should measures have positive economic impact, children could benefit from increased household income (with families being brought back from furlough).</i></p> <p><b>Negative impact</b> <i>While home-schooling responsibilities are placed on families, children whose parents work within this sector may have reduced access to parents who can oversee studies.</i></p>	<i>The survey 'Coronavirus and Me' of approx. 23,000 in Wales provides some insight into the experiences of children and young people of parents either in work or not able to work, which highlights positive impacts of spending more time with parents and as family units as well as negative impacts where a parent eg. self-employed is unable to earn.</i>	<p><i>The Welsh Government will endeavour to contact representative organisations for before the next 21-day review (9 July).</i></p> <p><i>Understanding the impact on young people who work within non-essential retail is important to verify but the initial results of the survey 'Coronavirus and Me' of approx. 23,000 in Wales provides some insight into the experiences of children and young people of parents either in work or not able to work.</i></p>
Low-income households	<b>Positive impact</b> <i>Low income households are expected to be disproportionately represented in this sector and would likely benefit from steps to restart sector to aid long-term recovery.</i>	<p>Those who work in non-essential retail tend to earn significantly less than the average employee in Wales, and as such are likely to come from many of the most income deprived groups.</p> <p>In terms of hourly pay, the average median pay for retail trade was £8.85/hour, which £3.34 less than the Welsh median hourly rate of £12.19.</p> <p>Between 80-90% of people within the retail sector were estimated to earn less per hour than the Welsh median.</p>	<i>No mitigation identified</i>

## ANNEX B

### Equality Impact Assessment: Reopening childcare facilities

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Age (think about different age groups)	<p><i>There is likely to be a limited impact on the workforce as within the childcare sector, 80% of users and workers are under the age of 60 and therefore, risks of contracting coronavirus should be less than for those over the age of 70.</i></p> <p><b>Positive impact</b>  <i>For working age (non-critical worker) adults with children who rely on childcare facilities to enable them to work and also for those who have had no respite from childcare responsibilities during lockdown</i></p>	<p>More data is required on this characteristic to assess the impact of reopening childcare facilities on different age groups.</p>	<p>Stakeholder engagement will be undertaken to address data gaps and understanding of impacts on different groups with protected characteristics. This will improve knowledge and understanding of any unforeseen differential impacts and therefore, inform appropriate mitigating action where necessary.</p>
Disability (think about different types of disability)	<p><b>Positive impact</b>  <i>Where disabled children are able to re-access familiar support in familiar settings in which they can thrive</i></p> <p><b>Negative impact</b>  <i>With potential cost implications where the implementation of new protocols to secure compliance with social distancing will require childcare settings to take undertake adaptations and/or meet other needs. Additional space requirements could potentially reduce the number of children individual settings can accommodate further impacting economic viability.</i></p>	<p>As across.</p>	<p><i>The Welsh Government will endeavour to contact representative organisations to develop a better understanding of any differential impacts on this group.</i></p>
Gender Reassignment (the act of)	<p><i>The specific measures considered are not known</i></p>	<p><i>Unable to undertake a full assessment due to data limitations</i></p>	<p><i>The Welsh Government will endeavour to contact representative</i></p>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
transitioning and Transgender people)	<i>to have a different impact on this protected group.</i>		<i>organisations to develop a better understanding of any differential impacts on this group but no mitigating action considered necessary at this time.</i>
Pregnancy and maternity	<i>The specific measures considered are not known to have a different impact on this protected group.</i>	<i>Adjustments may be required to any new protocols to take account of the needs of pregnant or returning mums in designing new working practices.</i>	<i>No mitigating action considered necessary at this time.</i>
Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)	<b>Negative impact</b> <i>Emerging evidence indicates that there is a disproportionate impact from coronavirus on people with a BAME background which could make parents of BAME children reluctant to access childcare facilities and workers with BAME backgrounds reluctant to return to work. However, it is not clear what the risk of transmission of coronavirus is in childcare settings.</i>	<i>Where BAME workers choose not to return to work this will result in the loss of income and could further impact their social and mental wellbeing.</i>  <i>Children with BAME backgrounds who do not access childcare will have differential learning experiences. High quality early childhood education and care is critical to supporting child development, fostering the conditions necessary for children to reach their full potential.</i>	<i>The reasons for the disproportionate impact of coronavirus on people with a BAME background need to be better understood to inform mitigating actions. The Welsh Government's BAME Advisory Group will be reporting shortly and new guidelines and protocols will take into account good hygiene practices to halt the spread of the virus.</i>
Religion, belief and non-belief	<i>The specific measure is not known to have a different impact on individuals practising different religions, with other beliefs or non-believers.</i>	<i>Reopening childcare facilities is not considered to differentially impact individuals with different religious beliefs, belief and non-belief.</i>	<i>No mitigating action considered necessary at this time.</i>
Sex / Gender	<b>Positive impact</b> <i>Reopening childcare facilities is likely to impact women positively as the majority of employees in this sector are female and would likely benefit from steps to restart the sector.</i> <b>Negative impact</b> <i>Childcare responsibilities usual fall</i>	<i>The partial closure of this sector has affected women more than men from loss of employment and/or income. The wider burdens of childcare during lockdown are more likely to have fallen to women which could have further impacted on</i>	<i>Further mitigating actions will be informed from learning and experiences from reopening childcare settings from 22 June.</i>



Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
	<i>disproportionately on women. Without pre-crisis forms of informal childcare (including via schooling) this group may face further difficulties.</i>	abilities' to maintain employment.	
Sexual orientation (Lesbian, Gay and Bisexual)	<i>The specific measures considered are not known to have a different impact on this protected group.</i>	<i>Unable to undertake a full assessment due to data limitations but recognise the ability to return to work could provide a 'reprieve' and be positive for those in non-supportive domestic environments or who may not yet be out to their families.</i>	<i>The Welsh Government will endeavour to develop knowledge and understanding of any differential impact on this group going forward.</i>
Marriage and civil partnership	<b>Positive impact</b> <i>Enabling previous access to childcare facilities would allow both parents to return to work where applicable/appropriate.</i>	<i>The ability to return to a degree of pre-lockdown 'normality' could allow both parents to return to work where applicable and could have the added benefit of reducing strain from extended time together.</i>	<i>No mitigating action considered necessary</i>
Children and young people up to the age of 18	<b>Positive impact</b> <i>Reopening childcare facilities support compliance with a range of Articles under the UN Convention on the Rights of Child (UNCRC) both directly and indirectly; some including the ability for both parents to work are captured above.</i>	<i>Compliance with relevant UNCRC Articles promotes non-discrimination; promotes freedom of expression; right to leisure play and culture; right to education; protection from violence, abuse and neglect; and supports disabled children to live a full and decent life.</i>	<i>No mitigating action considered necessary at this time.</i>
Low-income households	<b>Positive impact</b> <i>Low income households are expected to be disproportionately represented in this sector and would likely benefit from steps to reopen childcare settings to aid long-term recovery.</i>	<i>More data is required to undertake an informed assessment of the impact of this measure. However, as significantly more women than men are employed in childcare settings, it is anticipated that this measure will positively impact on household income by enabling both parents to return to work.</i>	<i>No mitigation identified at this time.</i>

## ANNEX C

### Equality Impact Assessment: Reopening schools from 29 June

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Age (think about different age groups)	<b>Positive impact</b> <i>93% of parents of primary school aged children are under the age of 50 and therefore, alongside learners, people under the age 50 are more likely to benefit from schools reopening.</i>	<i>People aged 18-50 are more likely to be parents of school aged children and this group is likely to have been disproportionately impacted by the closure of schools and elderly grandparents potentially not being able to provide informal caring due to shielding reasons. It is anticipated that this group will have disproportionately had to manage caring and home-schooling responsibilities alongside work commitments or take paid or unpaid leave.</i>	No mitigating action identified.
Disability (think about different types of disability)	<b>Negative impact</b> <i>The closure and subsequent reopening of schools will cause learners with additional needs and/or disabilities with more disruption to their education and settled routines which can be challenging for the learners and their families.</i>	<i>Where the additional needs and/or disabilities require shielding the reopening of schools will have no positive impact on these learners as they will be required to stay at home and therefore, will not be able to experience familiar routines or settings.</i>	<i>Households who are shielding will need to continue to have food, medication and learning resources be delivered direct to their homes.</i>
Gender Reassignment (the act of transitioning and Transgender people)	<i>The specific measures considered are not known to have a different impact on this protected group.</i>	<i>Unable to undertake a full assessment due to data limitations</i>	<i>The Welsh Government will endeavour to contact representative organisations to develop a better understanding of any differential impacts on this group but no mitigating action considered necessary at this time.</i>
Pregnancy and maternity	<b>Negative impact</b> <i>Coronavirus is believed to pose a higher risk to pregnant females with underlying health</i>	<i>Given concerns associated with pregnancy and coronavirus, even where a pregnant woman has no underlying health</i>	<i>Schools and educational settings have been provided clear guidance to facilitate their safe reinstatement, which</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
	<i>conditions and therefore, this group should not attend school settings.</i>	<i>conditions making them more vulnerable to the virus, the worry would inevitably impact their emotional and psychological wellbeing.</i>	<i>recognises that those with greater susceptibility to contracting coronavirus should remain shielding. No mitigating action considered necessary at this time.</i>
Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)	<b>Negative impact</b> <i>Emerging evidence indicates that there is a disproportionate impact from coronavirus on people with a BAME background which could make parents of BAME children reluctant to access schools and workers with BAME backgrounds reluctant to return to work. However, it is not clear what the risk of transmission of coronavirus is in education settings. Learners from Gypsy, Roma and Traveller communities can already experience multiple types of deprivation including access to computers and parents less able to provide educational support. Therefore, reopening schools to enable access by these learners may have a positive impact. This may also be the case for minority ethnic learners for whom English or Welsh is not their first language.</i>	<i>Children with BAME backgrounds, including Gypsy, Roma and Traveller children who do not access school will have differential learning experiences.</i>	<i>The reasons for the disproportionate impact of coronavirus on people with a BAME background need to be better understood to inform mitigating actions. The Welsh Government's BAME Advisory Group will be reporting shortly and new guidelines and protocols will take into account good hygiene practices to halt the spread of the virus.</i>
Religion, belief and non-belief	<i>The specific measure is not known to have a different impact on individuals practising different religions, with other beliefs or non-believers.</i>	<i>Reopening schools is not considered to differentially impact individuals with different religious beliefs, of belief or non-belief.</i>	<i>No mitigating action considered necessary at this time.</i>
Sex / Gender	<b>Positive impact</b> <i>Reopening schools is likely to impact women more than men as the burden of</i>	<i>The wider burdens of childcare during lockdown are more likely to have fallen to women which</i>	<i>No mitigating action considered necessary at this time.</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
	<i>childcare responsibilities tends to fall on women, who may also be having to balance caring responsibilities and their commitments to employers.</i>	could have impacted on their abilities' to maintain employment. Schools reopening may also provide women with some opportunity to reclaim a degree of 'balance' in their lives.	
Sexual orientation (Lesbian, Gay and Bisexual)	<i>The decision to reopening schools is not known to have a different impact on this protected group.</i>	<i>Unable to undertake a full assessment due to data limitations but recognise the ability to return to school could be positive for those in non-supportive domestic environments or who may not yet be out to their families.</i>	<i>The Welsh Government will endeavour to develop knowledge and understanding of any differential impact on this group going forward.</i>
Marriage and civil partnership	<i>The decision to reopening schools is not considered to have a differential impact in terms of marriage and civil partnerships</i>	<i>The ability to return to a degree of pre-lockdown 'normality' could allow both parents to return to work where applicable and could have the added benefit of reducing strain from extended family time together.</i>	<i>No mitigating action considered necessary</i>
Children and young people up to the age of 18	<b>Positive impact</b> <i>Reopening schools and education settings support compliance with a range of Articles under the UN Convention on the Rights of Child (UNCRC) both directly and indirectly.</i>	<i>A full children's rights impact assessment has been undertaken to inform the reopening of schools. Compliance with relevant UNCRC Articles promotes non-discrimination; promotes freedom of expression; right to leisure play and culture; right to education; protection from violence, abuse and neglect; and supports disabled children to live a full and decent life.</i>	<i>The survey 'Coronavirus and Me' of approx. 23,000 children and young people in Wales provides some insight into their experiences of the coronavirus pandemic and their reactions, hopes and concerns for the future. The results of this survey will continue to inform how to increase operation in schools and take forward learning objectives throughout the pandemic.</i>
Low-income households	<b>Positive impact</b> <i>Reopening schools is necessary to mitigate the disproportionate impact school closures will have had on learners from</i>	<i>The importance of equity in learning opportunities, and the disproportionate effect of lockdown on the more disadvantaged, have been key factors in considerations on when</i>	<i>Further mitigating activity will be informed by learning from the experiences from reopening schools and other education settings.</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
	<i>disadvantaged backgrounds</i>	<i>and how to increase operations in schools, and will remain so as the process develops through the autumn.</i>	

## ANNEX D

### Equality Impact Assessment: Relaxing further measures on outdoor activity

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Age (think about different age groups)	<p><b>Positive impact</b></p> <p><i>The impact of facilitating more outdoor activity is likely to impact different age cohorts differently. Providing more specific opportunities to facilitate social contact outdoors for all age groups whilst maintaining social distancing is likely to help mitigate effects of loneliness and isolation promote wider wellbeing.</i></p>	<p><i>Older people are more vulnerable to coronavirus and therefore, more likely to isolate or limit non-specific outdoor activity (where they are not shielding). Younger people aged 18-29 are more likely to report being worried about their mental health. Providing more specific opportunities to facilitate social contact outdoors for all age groups (eg. playing tennis, bowls) whilst maintaining social distancing is likely to help mitigate effects of loneliness and isolation promote wider wellbeing.</i></p>	<p>Operators were provided notice and guidance to prepare for the safe reopening of outdoor facilities in May. No further mitigating action is identified at this time.</p>
Disability (think about different types of disability)	<p><b>Positive impact</b></p> <p><i>The design and amendment of restrictions to date has sought to take account of the different needs of disabled people, including the need to drive to accessible places to exercise. Enabling travel on compassionate grounds could impact positively on disabled people who reside in care homes outside their families' local area is likely to impact positively as greater social contact will mitigate against feelings of loneliness and isolation.</i></p>	<p><i>The impact of facilitating more outdoor activity does not in of itself raise issues for disabled people but adaptations to allow physical distancing could have impacts and will need to be kept under review. Risks assessments and plans for reopening outdoor courts should take into account the different needs of different groups to ensure accessibility to all.</i></p>	<p>No mitigating action identified.</p>
Gender Reassignment (the act of transitioning and	<p><i>The specific measures to relax further outdoor activity are not known to have a different impact on people undergoing gender</i></p>	<p><i>The wellbeing benefits of increased social contact should apply widely to help address any issues associated with isolation</i></p>	<p>No mitigating action identified/considered necessary.</p>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Transgender people)	<i>reassignment compared to others.</i>		
Pregnancy and maternity	<i>The specific measures to relax further outdoor activity are not known to have a different impact on this group compared to others.</i>	<i>The wellbeing benefits of increased social contact should apply widely to help address any issues associated with isolation</i>	<i>No mitigating action identified/considered necessary.</i>
Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)	<i>The specific measures to relax further outdoor activity are not known to have a different impact on the basis of race compared to others.</i> <b>Positive impact</b> <i>Enabling travel to participate in foreign elections will benefit different groups as appropriate by increasing feelings of social and democratic engagement but may also serve to increase compliance with lockdown restrictions elsewhere.</i>	<i>The wellbeing benefits of increased social contact should apply widely to help address any issues associated with isolation.</i>  <i>Participation in foreign elections may increase wider social wellbeing amongst relevant groups by generating feelings of civic and democratic accountability and connectedness to other people in their wider communities who are having to isolate and/or maintain social distancing.</i>	<i>No mitigating action identified/considered necessary.</i>
Religion, belief and non-belief	<i>The specific measures to relax further outdoor activity are not known to have a different impact on different practicing religions or beliefs.</i>	<i>The wellbeing benefits of increased social contact should apply widely to help address any issues associated with isolation and do not discriminate on the basis of religion or belief</i>	<i>No mitigating action identified/considered necessary at this time.</i>
Sex / Gender	<b>Positive impact</b> <i>Restrictions on movement and social gatherings is considered to have impacted women and men differently with more women reporting feelings of isolation, anxiety and poor mental health. Women are also spending more time outdoors than they normally would and therefore, further opportunities to increase social contact outdoors may help to further</i>	As across.	<i>No mitigating action considered necessary at this time.</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
	<i>mitigate the effects of the lockdown on this group.</i>		
Sexual orientation (Lesbian, Gay and Bisexual)	<i>The specific measures considered are not considered to have a differential impact on any sexual orientation compared to others</i>	<i>The wellbeing benefits of increased social contact should apply widely to help address any issues associated with isolation and do not discriminate on the basis of sexual orientation</i>	<i>No mitigating action identified/considered necessary</i>
Marriage and civil partnership	<i>The specific measures considered are not considered to have a differential impact on marriage or civil partnerships</i> <b>Positive impact</b> <i>The decision to enable travel outside the local area on compassionate grounds will help increase contact where one partner may be residing in a care home or other facility thereby mitigating feelings of loneliness and isolation</i>	<i>The wellbeing benefits of increased social contact should apply widely to help address any issues associated with isolation and do not discriminate on the basis of marriage or civil partnership</i>	<i>No mitigating action identified/considered necessary</i>
Children and young people up to the age of 18	<b>Positive impact</b> <i>The specific measures considered here support compliance with a range of Articles under the UN Convention on the Rights of Child (UNCRC) both directly and indirectly. Although social distancing measures will need to be maintained the specific measures considered here will enable children and young people more opportunities for contact with friends and undertake other activities they may have engaged in pre-lockdown</i>	<i>Relaxing further measures for outdoor activity increase opportunities for children to meet, relax, play and participate in a range of activities. Compliance with relevant UNCRC Articles promotes non-discrimination; promotes freedom of expression; right to leisure play and culture; right to education; protection from violence, abuse and neglect; and supports disabled children to live a full and decent life. The survey 'Coronavirus and Me' of approx. 23,000 children and young people in Wales has provided the means through which children and young people can inform the easing of</i>	<i>The survey 'Coronavirus and Me' of approx. 23,000 children and young people in Wales provides some insight into their experiences of the coronavirus pandemic and their reactions, hopes and concerns for the future. The results of the 'Coronavirus and Me' survey will continue to inform how to ease further restrictions which are disproportionately impact this group going forward.</i>



Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
		<i>restrictions going forward (Article 12).</i>	
Low-income households	<b>Negative impact</b> <i>The specific measures considered could have a differential impact on low-income households where partaking in sporting activities in outdoor courts require the cost of hiring 'court' time, which may limit or prohibit the take-up by some.</i>	<i>Any additional costs associated with the need to hire outdoor courts may restrict those in low-income households where individuals may be furloughed or lost their form of income from accessing opportunities from the easement of this restriction.</i>	<i>No mitigating action identified at this time</i>

## ANNEX E

### Equality Impact Assessment: Reopening places of worship for private prayer

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Age (think about different age groups)	<p><b>Positive impact</b> Attendance at places of worship tends to be stronger amongst older demographics and therefore, this group is likely to benefit from the specific measure to reopen places of worship for private prayer. Evidence indicates that there are higher proportions of older people practising certain religions and the benefits may therefore be greater amongst these faiths.</p> <p><b>Negative impact</b> Older people are more susceptible to the virus but may feel obliged to return to places of worship. Some venues depend on older people as wardens or volunteers.</p>	<p>Older people are more vulnerable to coronavirus and therefore, more likely to isolate or limit 'unnecessary' contact. Reopening places of worship for private prayer whilst maintaining social distancing may help mitigate effects of loneliness and isolation and promote wider wellbeing.</p> <p>This easement is supported by faith leaders who have taken the necessary precautions to enable safe access to places of worship.</p>	To be reflected in guidance.
Disability (think about different types of disability)	Overall, the specific measure to enable private prayer in places of worship is considered to have a positive impact on people with disabilities.	The wellbeing benefits of practising one's faith should apply widely to help address any issues associated with isolation. Accessibility will need to be considered.	To be reflected in guidance.
Gender Reassignment (the act of transitioning and Transgender people)	Overall, the specific measure to enable private prayer in places of worship is considered to have a positive impact on people undergoing gender reassignment.	The wellbeing benefits of practising one's faith should apply widely to help address any issues associated with isolation or worry from coronavirus.	No mitigating action identified/considered necessary.
Pregnancy and maternity	The specific measure to enable private prayer in places of worship is not known to have a different impact on this group compared to others.	As above	No mitigating action identified/considered necessary.

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)	<i>The demographic profiles for different religions vary considerably and certain religions place greater emphasis on communal worship than others. The specific measure to reopen places of worship is therefore likely to have a greater impact on people practising certain faiths.</i>	<i>Coronavirus is known to have affected people of certain races more than others. The wellbeing and support benefits of practising one's faith may therefore be more significant for people from affected groups.</i>	<i>No mitigating action identified/considered necessary at this time.</i>
Religion, belief and non-belief	<i>Overall, the specific measure to reopen places of worship for private prayer is considered to have a positive impact. The impact will vary depending on how the religion is usually practised, eg. the importance of communal worship.</i>	<i>The wellbeing benefits of practising one's faith should apply widely to help address any issues associated with isolation or worry from coronavirus.</i>	<i>No mitigating action identified/considered necessary at this time.</i>
Sex / Gender	<i>The specific measure could have different impacts on males and females depending on religious observance. For example in Christianity, women generally tend to access church facilities more than men. However, in Islam, mosques are more often frequented by men.</i>	<i>Reopening places of worship for private prayer is likely to improve wellbeing benefits for all those who have not had the ability to access their normal places of worship. This may help to counteract feelings of loneliness and isolation and even strengthen resolve to continue observing restrictions in other areas of life.</i>	<i>To be reflected in guidance.</i>
Sexual orientation (Lesbian, Gay and Bisexual)	<i>The specific measure is not considered to have a differential impact on any sexual orientation compared to others.</i>	<i>The wellbeing benefits of practising one's faith should apply widely to help address any issues associated with isolation or worry from coronavirus and does not discriminate on the basis of sexual orientation</i>	<i>No mitigating action identified/considered necessary</i>
Marriage and civil partnership	<i>The specific measure is not considered to have a differential impact on marriage or civil partnerships.</i>	<i>The wellbeing benefits of practising one's faith should apply widely to help address any issues</i>	<i>No mitigating action identified/considered necessary</i>

Protected characteristic or group	Assessment of impact: positive or negative	Summary of assessment	(Proposed) mitigating action
		<i>associated with isolation or worry from coronavirus.</i>	
Children and young people up to the age of 18	<b>Positive impact</b> <i>The specific measures considered here support compliance specifically with Article 14 under the UN Convention on the Rights of the Child (UNCRC) – ‘freedom of thought belief and religion’. Reopening places of worship for private prayer will enable children and young people who previously attended places of worship to access these again to support their practise of their religion.</i>	<i>The wellbeing benefits of practising one’s faith should apply widely to help address any issues associated with isolation or worry from coronavirus.</i>  <i>The survey ‘Coronavirus and Me’ of approx. 23,000 children and young people in Wales has provided the means through which children and young people can inform the easing of restrictions going forward (Article 12).</i>	<i>The survey ‘Coronavirus and Me’ of approx. 23,000 children and young people in Wales provides some insight into their experiences of the coronavirus pandemic and their reactions, hopes and concerns for the future. The results of the ‘Coronavirus and Me’ survey will continue to inform how to ease further restrictions which may disproportionately impact this group going forward.</i>
Low-income households	<i>The specific measure is not considered to have a differential impact on low-income households compared to other groups</i>	<i>The wellbeing benefits of practising one’s faith should apply widely to help address any issues associated with isolation or worry from coronavirus.</i>	<i>No mitigating action identified at this time</i>