Comisiwn Democratiaeth a Ffiniau Cymru

Democracy and Boundary Commission Cymru

Equality Impact Assessment – Part 1

Policy title	Review of the Electoral Arrangements of the County of Carmarthenshire
Policy purpose (brief outline)	To recommend electoral arrangements for the County of Carmarthenshire which provide for effective and convenient local government, in accordance with the Democracy and Boundary Commission Cymru etc. Act 2013.
Name of official	Cher Cooke
Date	23/01/2026
Signature	C Cooke

1. Please provide a brief description of the policy/decision.

Recommendations for electoral arrangements for the County of Carmarthenshire which provide for effective and convenient local government, in accordance with Democracy and Boundary Commission Cymru etc. Act 2013 (the 2013 Act).

The Act prescribes the factors the Commission must consider in recommending arrangements.

2. Is this policy based on a Welsh Government (or other Government Department) policy? If so, to what extent? Does an EIA exist for this policy?

The Commission's reviews are conducted in accordance with the 2013 Act.

The Commission utilises its ERP 2025 Policy and Practice and Council Size Policy in undertaking this review. A separate Equality Impact Assessment has been carried out for those polices at the start of the review cycle.

3. What steps have you taken to engage with stakeholders, both internally and externally?

The Commission's reviews are conducted in accordance with the 2013 Act.
Sections 34 – 36 sets out the procedure for consultation and the mandatory consultees. The Commission's initial public consultation started on 29 May 2025 and ended on 09 July 2025. The consultation on the draft proposals commenced on 02 October 2025 and ended on 12 November 2025.

4. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?

The Commission's reviews are a requirement of the 2013 Act. As part of the review process the Commission seeks the views of all those who may be affected by the review. Any evidence that is received in this respect is balanced against the Commission's obligation to provide for improved electoral parity, which makes a positive contribution to democratic health..

The Commission uses electoral data from the Principal Council and considers the consultation responses it receives from the Principal Council, elected members, electors and other stakeholders.

During the process of this review, the Commission received no evidence that the Commission's proposals would have a negative impact on individuals or groups with protected characteristics

The Commission's obligation in terms of democratic health means that any recommendations made by the Commission for improved

electoral arrangements will have a positive impact in terms of equality for all of those groups who are eligible to vote.

It is important to note any opportunities you have identified that could advance or promote equality.

Impact

Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people (*Children and young people, up to 18*)	✓			For all of those within this group who are residents, the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
People 18- 50	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Older people (50+)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Hearing impairment	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Physically disabled	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Learning disability	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Mental health problem	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Other impairments issues	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be

				positive in that they achieve a measurable improvement in respect of democratic health.

4.3 Because of their gender (man or woman)?

Sex	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Female	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.4 Because they are transgender?

Gender reassignment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

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4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Civil Partnership	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Maternity (the period after birth)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
National Origin (e.g. Welsh, English)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Asylum Seeker and Refugees	✓			For all of those within this group who are registered electors the impact of the

				Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Gypsies and Travellers	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Migrants	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Others	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Belief e.g. Humanists	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Non-belief	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

Lesbians	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.
Bi-sexual	✓			For all of those within this group who are registered electors the impact of the Commission's recommendations will be positive in that they achieve a measurable improvement in respect of democratic health.

4.10 Do you think that this policy will have a positive or negative impact on people's human rights? (For further information see Annex B of the EIA Guidance)

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions	✓			The principle of democratic health supports Article 3 of the Human Rights Act that promotes free and fair elections.

If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.

Only if there are no or negligible positive or negative impacts should you go straight to the Declaration at the end of Part 2 and sign off the EIA.

Equality Impact Assessment – Part 2

1. Building on the evidence you gathered and considered in Part 1, please consider the following:

1.1 How could, or does, the policy help advance / promote equality of opportunity? For example, positive measures designed to address disadvantage and reach different communities or protected groups?
The principle of democratic health inherent in this policy provides for equality of opportunity for all those in protected groups who are registered electors to vote for a candidate of their choice.
1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?
The principle of democratic health inherent in this policy provides for equality of opportunity for residents to access the support and facilities required to eliminate unlawful discrimination, harassment or victimisation.
1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?
This policy has where possible retained community ties and as a result promotes good relations and wider community cohesion

2. Strengthening the policy

2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this? **What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**
No adverse effect has been identified.

2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why. **(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**
No adverse effect has been identified.

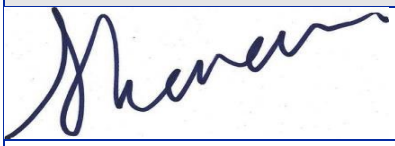
3. Monitoring, evaluating and reviewing

How will you monitor the impact and effectiveness of the policy? List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).
Under the 2013 Act the Commission has a general duty to monitor arrangements for local government across Wales. Consideration is given to the effectiveness and impact of the recommendations during the review process.

4. Declaration

***Please delete as appropriate:**

The policy does not have a significant impact upon equality issues

Official completing the EIA
Name:
Cher Cooke
Department:
Democracy and Boundary Commission Cymru.
Date:
26/01/2026
Signature:
C Cooke
Chief Executive (Sign-off)
Name:
Shereen Williams
Date:
28/01/2026
Signature:

Review Date: 28/01/2036