

Full Equality Impact Assessment (EIA) form

Appendix 2

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also ensures consideration of the [Welsh Language Standards](#). [Click here to access more information and guidance to help you complete this EIA.](#)

- This assessment should be carried out **before your policy or proposal commences but after your engagement or consultation activities**.
- Your EIA screening form should have informed your consultation or engagement activities.
- If you are undertaking a full public consultation as part of your policy or proposal this form should be completed after the consultation has concluded.
- The results of your consultation and engagement activities will have helped you to gain a better understanding of the needs of those who may be impacted by the policy or proposal.
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’.**

Name of project, policy, function, service or proposal being assessed:	Public Services Board Well-being Plan
Brief description and aim of policy or proposal:	The well-being plan is a strategic plan for the Cwm Taf Morgannwg area for the Public Services Board made up of key local partners including local authorities, Cwm Taf Morgannwg Health Board, Natural Resources Wales, South Wales Fire and Rescue and other invited partners.
Who is responsible for delivery of the policy or proposal?	Cwm Taf Morgannwg Public Services Board
Date EIA screening completed:	270223

Evidence

Record of other consultation/engagement with people from equality groups, people who represent these groups, staff who work with groups, including any sessions run as part of a public consultation.

Group or persons consulted	Date/venue and number of people	Feedback/areas of concern raised	Action Points
Online consultation	The online survey had a total of 238 responses. It was held for 12 weeks closing on 10 th February 2023.	Where there were comments made in addition to the set questions, these related mainly to the whole population. A few comments related to age and disability. They noted that older people were more likely to feel fear of crime and also feel isolated and lonely. Older people would	These points are reflected in the well-being plan and have informed how the PSB see the interrelatedness of the objectives. The full findings in the engagement report will be published and also used to inform the development of the delivery plans.

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	<p>Respondent by equality group</p> <p>Disability - 10.13% informed that they are disabled. 13.22% preferred not to disclose their disability status</p> <p>Nationality - over half the respondents identifying as Welsh (52.19%). The next highest category is British with 26.75%. All other nationalities had a less than 10% response rate; English (6.58%), Scottish (0.44%), Northern Irish (0.44%), Other (3.07%). A total of 24 people (10.53%) chose not to disclose their nationality.</p> <p>Religion - Within the survey responses the majority of people had no religion (46.46%), and just over a third of respondents were Christian (34.96%). A total of 4.41% of people that responded were followers of other religions such as; Buddhist (0.88%), Hindu (0.44%), Muslim (0.88%), Other (2.21%). Both Jewish</p>	<p>like to see more seats and resting places in outdoor spaces and recognise that upgraded outdoor spaces provide opportunities for all ages to enjoy. People with a mental health condition needed more opportunities to reduce isolation and join in with activities locally. It was noted that in responding to access requirements for disabled people that consideration be given to 'hidden' disabilities. Opportunities for play for children was felt to be important and that improved and upgrade facilities would encourage more physical activity.</p> <p>A few respondents also stated that a stronger sense of belonging and community needs to be created to help them feel safe and happier.</p>	

Group or persons consulted	Date/venue and number of people	Feedback/areas of concern raised	Action Points
	<p>and Sikh categories had zero respondents. 14.16% chose not to disclose whether they had a religion or Belief that they follow and 12 people chose to skip the question.</p> <p>Gender - Of the 229 people that chose to answer the diversity question on gender, 51.97% were female, and 38.43% were male. This shows a 13.54% difference in male and female representation. 0.87% of respondents selected that they would describe their gender in another way, such as Nonbinary and 8.73% preferred not to say.</p> <p>Sexual Orientation - Over three quarters of respondents selected their sexual orientation as Heterosexual/straight (77.73%). 1.75% were gay men, 0.44% were gay women, 1.75% were Bisexual and 2.18% selected the 'Other'</p>		

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	<p>category which totals the LGBTQI+ community representation as 6.12%. 16.16% of respondents preferred not to say.</p> <p>Marital Status - Within the survey over half of the respondents were married (51.09%), 11.79% were partnered, 10.48% were single, 6.55% were divorced, 0.44% were in a civil partnership, and 5.24% were widowed. Of the 229 respondents, 14.41% preferred to not disclose their marital status.</p> <p>Welsh Language - Respondents of the survey were also asked about their Welsh language capabilities, of the 238 people, 15 chose to skip the questions on speaking, reading and writing Welsh. 40.36% of the respondents could not write in Welsh, 45.87% could not read Welsh and 57.99% could not speak any Welsh. Only % could speak and write</p>		

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	<p>Welsh fluently, with 3.7% able to read fluently in Welsh. However, just under half, 45.5%, could speak a little Welsh.</p>		
<p>Bridgend Community Cohesion and Equality Forum</p>	<p>Discussions at the meeting 6th December 2022 on the well-being assessment and well-being plan development and an exercise using a 'Jamboard' to capture thoughts on the elements of the draft plan. 10 people were at the meeting and the consultation draft and link to the online survey was shared to all members.</p>	<p>Discussions highlighted the importance of feeling safe in communities and in local spaces.</p>	<p>The objective 'Health local Neighbourhoods' includes taking action in communities to address safety issues and work with people to help them to feel safe in their local area.</p>
<p>Health Impact Assessment</p>	<p>Two meetings were held to assess the draft well-being plan against the wider determinants of health, with a particular focus on equality, and how people of different equality characteristics are affected differently.</p> <p>2nd February – Bryngarw County Park – focused on Sustainable and Resilient</p>	<p>Full reports on the key findings are available. Some of the findings are listed below:</p> <ul style="list-style-type: none"> • Reducing transport emissions and the impact this has on health (e.g. poor air quality) • There is strong motivation and engagement from the community on climate change e.g., volunteering • Community and voluntary groups provide key interventions 	<p>These findings are reflected in the well-being plan. The detail in the engagement report will inform the development of the delivery plans.</p>

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	<p>Local Neighbourhoods – 16 participants</p> <p>9th February – Focused on Healthy Local Neighbourhoods – 10 participants</p>	<p>/ support via social prescribing can have a positive impact on mental and physical health</p> <ul style="list-style-type: none"> • access to debt support can be integrated into other service delivery which will positively impact their stress levels and mental health • Through work settings, support can be given to parents, families • All PSB partners giving the same messages on health and wellbeing • Accessibility should consider more than just language, as there are many other factors such as geography, groups and disabilities. • People with no fixed abode fall further from access to support • In relation to safety in the area it was identified that females do not feel safe in both natural and built environments. • Increasing knowledge and bringing in different perceptions of safety could help with addressing fear of crime. • Also another item to consider is whether the anti-social behavior can be resolved or lessened through providing a sense of 	

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		<p>belonging in communities and in school, and should include things for diverse students also.</p> <ul style="list-style-type: none"> • The health literacy and service information should be accessible to all across numerous platforms to allow it to reach as many members of the community as possible 	
Members workshop	<p>A hybrid members session was held on 30th January 2023, that all CTM PSB members were invited to attend to give their feedback and pose any queries with the draft well-being plan. There were 21 members in attendance for the meeting, two in person and the rest via teams.</p>	<p>Overall the comments were positive and members felt that the objectives were the right ones to focus on. Comments mainly related to the whole population. Having services in the local neighbourhood is important to access for disabled people and enables active travel. Centralising of services goes against this.</p>	
Consultation tables	<p>A series of consultation opportunities were held jointly with the community safety partnership at the following locations</p> <ul style="list-style-type: none"> • Bridgend Bus Station • Bridgend College • Pyle Life Centre • Noddfa Community Centre • Sarn Library 	<p>Results fed into the online survey</p>	

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	<p>A printed survey was completed and the results fed into the online survey.</p> <p>Leaflets promoting the online survey were also distributed at these locations.</p>		
<p>Mental Health Hackathon</p>	<p>A 'Hackathon' event took place on 14th October and a 'Well-being Walk' session on the 12th October.</p> <p>Attendees included:</p> <ul style="list-style-type: none"> • Substance misuse service involvement group • Mental health service users' group • Relevant professionals 	<p>Reports on key findings are available.</p> <ol style="list-style-type: none"> 1. Integration needs to be defined and understood. 2. Services need to work together to meet the needs of the whole person 3. Stigmas need to be challenged through improved education, understanding and acceptance 4. Equity of provision and improved accessibility for everyone (everyone is a service user at some point in their life) 5. Communities (of interest and place) play an important role in improving and supporting mental health. More work needs to be done to support and recognise the preventative role our communities play. <p>Responses need to include:</p> <ul style="list-style-type: none"> • Building up community connections and support. • We need to reframe the conversation around mental health - people, including professionals, 	<p>The plan recognises that having access to opportunities to socialise and come together in the community and in local spaces is important for maintaining good mental health and this is a part of the objective 'Health Local Neighbourhoods'.</p>

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		<p>need to have permission and time and space to look after their mental health before they reach crisis point</p> <ul style="list-style-type: none"> • More representation from female than males in the engagement (observation) • Mental health can impact anyone, particularly during anxious periods like the pandemic – there needs to be a variety of support options and services available to help people at any stage of their mental health journey • Integration to help the person rather than passing between services without receiving any support • Routes to access support: self – referral, GP 	
<p>Carers Hackathon</p>	<p>Hackathon event took place on the 18th November and a community engagement session on 23rd November.</p> <p>Involving</p> <ul style="list-style-type: none"> • Unpaid carers • Relevant professionals 	<p>Reports on key findings are available. Below are some of the issues raised:</p> <ul style="list-style-type: none"> • Better, more proactive identification with caring responsibilities, and knowing what is there to signpost them to services • Services need to be better coordinated, with the needs of the carer at the centre. • Need to improve communication and information sharing, people need to understand what they need to do for appointments or to access services. This includes ESL, sign language and easy read (videos). 	<p>The well-being plan recognises that not everyone feels connected and loneliness can affect anyone. This workshop reinforced that this is particularly an issue for carers and that they need to be involved in further work.</p>

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		<ul style="list-style-type: none"> • Improved wider community awareness, as the community can play a key role in supporting carers and cared for. • Being able to meet other carers via carer support groups was reported to be a lifeline for many, they described it as an escaped and thoroughly enjoyed attending the sessions. • More support needed for young people who have a caring role to ensure the done miss out on education and social opportunities. 	
Older People Hackathon	<p>Hackathon event took place 4th November. Community engagement tea dance took place 2nd November.</p> <p>Involving</p> <ul style="list-style-type: none"> • Older people • Unpaid carers • Relevant professionals 	<p>Report on key findings is available.</p> <ol style="list-style-type: none"> 1. Face to face support is very important 2. Accessible and inclusive support in the community that could be multi-generational is needed 3. Support to attend groups and build confidence is vital 4. Digital exclusion is a real barrier 5. The need for accessible housing to support independent living is really important 6. If there's help available take it – break down the stigma with asking for help 	<p>Opportunities to be involved in local community activities and access to local support in community locations is included in the objective 'Health Local Neighbourhoods'.</p>

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<p>Accessibility Hackathon</p>	<p>Event took place on the 11th November.</p> <p>The event included people with physical disabilities, including people living with hearing loss</p>	<p>Report on key finding is available.</p> <ol style="list-style-type: none"> 1. Accessibility of information is vital to break down barriers for people including ensuring online information is up to date and easy to understand 2. Transport /accessible parking remains a barrier for many to access their communities 3. Communications needs of individuals needs to be properly considered including accessibility and cultural considerations for BSL users 4. Services and organisations need to value coproduction and the use of the creative arts to engage with people bringing the community together. 5. Awareness raising, training and skills is needed at different levels to meet accessibility needs of different groups 6. Wherever possible people with lived experience should deliver training 7. People with lived experience should be involved at all stages of change rather than services being created by people who aren't living that experience 	<p>These key points will inform our delivery of the plan in relation to co-production and communication.</p>

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Co-producing Co-production event	Event took place on 29 th September. Professionals People with live experience	Report on session available. The purpose was to agree a definition for a co-production charter to be implemented across the region. The definition agreed is: “Co-production positively transforms relationships between those who provide and receive services across Cwm Taf Morgannwg, by valuing lived experience and sharing power to influence and embed meaningful change.”	The event has developed a definition of co-production that will support the work of the PSB on that commitment.
Climate Slam	Event took place on 2 nd December with members of People First in Cwm Taf and Bridgend. Adults with learning disabilities	Report on event available. The groups were split into three groups and each group moved around the three activities planned for the session covering: <ul style="list-style-type: none"> • Small changes we could make against themes and making a pledge • Homes for the future • Improving understanding on environmental impact (good v bad) 	This was a good example of involving people with learning disabilities to explore all aspects of well-being. The messages will support the development of the delivery plans and further engagement on climate change.
Snakes and Ladders – the Other Pandemic – Young People Project	This is a National Lottery’s ‘Mind our Futures’ campaign in Merthyr Tydfil. The project is led by Safer Merthyr Tydfil and the Merthyr Tydfil Borough Wide Youth Forum (MTBWYF).	Full write up of event available. Key themes were: <ul style="list-style-type: none"> • Dim cymorth yn y cymuned (no support in the community) • Dim cymorth meddygwyl yn ysgol (no mental health support in school) 	The PSB has made a particular commitment to co-production and improving the way we engage. Working with children and young people is a particular priority as they are our future generations and further work is planned to bring the voices of children and young

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		<ul style="list-style-type: none"> • Ysgol a cyfryngau cymdeithasol (school and social media) • School / Ysgol • Exams • Bullying • Social media • “Fake friends” • Parental separation • Caring responsibilities • Family issues • ACEs • Self esteem • Trying to “fit in” • Body image • Not enough support and guidance for the future • Talking to new people • Worrying over older family members 	people through to the delivery of the well-being plan.
The Talking Shop	<p>A shop front space in Merthyr Tydfil town centre. In partnership with Omidaze Productions and The Democracy Box, this is a safe space where people can come to talk about democracy but also to talk about things that are important to them...and a free cup of tea!</p> <p>Attended 4 sessions over the month of December to chat</p>	<p>Full write up of sessions conversations available.</p> <p>Tenancy, suitable accommodation, and support to find permanent residence were recurring themes, alongside really negative experiences of private landlords. Not having these is undermining any sense of well-being and making it hard to see and plan for a future.</p>	This was a good model of engagement that can inform further work of the PSB to improve the way we involve increasingly diverse communities in a very open way.

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	and meet people and talk about their well-being and other issues.		
Cwm Taf Joint Overview and Scrutiny Committee	Committee made up of elected members from RCT and MT CBCs, lay members and other partner organisations	Broad support for the plan, members were happy with the objectives and overall statement in the Plan. A need for better collaboration between partners and impact of each objective and areas of work on the other was highlighted. Community involvement was also seen as a priority.	Community involvement and co-production are included as a specific commitment for the PSB

<p>If you undertook a full public consultation please enter the details and a summary of the findings here:</p>	<p>Statutory 12 week consultation was undertaken involving an online consultation and also discussions with stakeholders and members of the public through meetings and workshops and attending public events and awareness sessions.</p> <p>Engagement mechanisms included</p> <ul style="list-style-type: none"> • Online survey • Group workshops • Online presentation and ‘jamboard’ • Attending events, community spaces, forums and engagement opportunities • Statutory consultees and internal colleagues • Presentations and tools for partners to use • Health Impact Assessment workshops <p>The online consultation had 238 respondents</p> <ul style="list-style-type: none"> • 88% agreed – A fairer Cwm Taf Morgannwg as the overarching aim. • 86% agreed – PSB Commitments • <u>Objective One</u> <ul style="list-style-type: none"> • 86% agreed – Findings from the Well-being Assessment are accurate • 90% agreed – These are the right things to focus on • 85% agreed – This is the right aim • <u>Objective Two</u> <ul style="list-style-type: none"> • 83% agreed – Findings from the Well-being Assessment are accurate
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- 87% agreed – These are the right things to focus on
- 79% agreed – This is the right aim
- 121 people provided emails to be involved in future engagement with the PSB

Please list any existing documents, reports, evidence from previous engagement, previous EIAs, service user information etc. which have been used to inform this assessment.

The evidence base for the well-being plan is from the PSBs Wellbeing Assessment, previous annual reports,

If you have identified any data gaps then you **MUST** undertake more consultation/engagement/research.

Assessment of Impact

It is important that you record the mitigating actions you will take when developing your final policy or proposal. Record here what measures or changes you will introduce to the policy or proposal in the final draft which could:

- Reduce or remove any unlawful or negative impact or disadvantage;
- Improve equality of opportunity;
- Introduce positive change;
- Reduce inequalities of outcome resulting from socio-economic disadvantage;
- Provide opportunities for people to use the Welsh Language;
- Ensure that the Welsh Language is treated no less favourably than the English Language.

Protected characteristics

Based on the data you have analysed, and the results of consultation or engagement, consider what the potential impact will be upon people with protected characteristics (negative or positive). Include any examples of how the policy or proposal helps to promote equality. If you do identify any adverse impact you **must seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

	What are the impacts of your policy or proposal?			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Considerations to mitigate negative impact(s) and/or secure positive impact(s)
	Please place an X in the relevant box				
	Positive impact(s)	Negative impact(s)	No impact		

Gender	x			<p>The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups. The well-being assessment noted an increase in domestic violence and wants to work to ensure people feel safe.</p>	<p>In engagement and through monitoring and evaluation the PSB will continue to judge its impact on people with protected characteristics.</p>
Disability	x			<p>The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups The plan notes that disabled people can feel excluded from community activities and young people can feel disconnected from their community. The plan wants to ensure that everyone feels connected to their community. The assessment noted that hate crime has increased and will act to ensure everyone feels safe. The regional partnership board area plan will specifically address issues related to health and social care services for their priority groups including people with a disability and continue to explore through joint engagement events.</p>	<p>As above</p>
Race	x			<p>The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups. The assessment noted that hate</p>	<p>As above</p>

				crime has increased and will act to ensure everyone feels safe.	
Religion and belief	x			The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups. The assessment noted that hate crime has increased and will act to ensure everyone feels safe.	As above
Sexual Orientation	x			The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups. The assessment noted that hate crime has increased and will act to ensure everyone feels safe.	As above
Age	x			The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups. Young people told us they can feel disconnected from their community and the plan wants to work so that everyone feels connected.	As above
Pregnancy & Maternity	x			The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups. The plan notes the importance of play for children.	As above
Transgender	x			The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups.	As above

				The assessment noted that hate crime has increased and will act to ensure everyone feels safe.	
Marriage and Civil partnership	x			The well-being plan has an overarching aim for A more Equal Cwm Taf Morgannwg. This applies to all equality groups.	As above

Socio-economic impact

Does the evidence gathered suggest that your policy or proposal will have a disproportionate impact on people living in socio-economic disadvantage? This could include communities of place or communities of interest (i.e., where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live).

	What are the impacts of your policy or proposal? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Considerations to mitigate negative impact(s) and/or secure positive impact(s)
	Positive impact(s)	Negative impact(s)	No impact		
Socio-economic disadvantage	x			The wellbeing assessment on which the plan is based highlights the communities within our area that are more deprived. The plan highlights challenges to the cost of transport and proposes more access to services and opportunities through active travel and more locally. It recognises the importance of have low cost or no cost social opportunities. Having access to affordable healthy food locally is also an aspect of the plan. In the longer term the impact of climate	The plan commits PSB members to work together on these objectives to add value to the contributions of individual organisations. The plan includes some outcomes against each objective and will develop delivery plans that will set out specific actions, timetable and resources to ensure the plan is delivered. In engagement and through monitoring and evaluation the PSB will continue to judge its impact on people with socio-economic disadvantage.

change is anticipated to have a greater impact on more deprived communities where there is lower community resilience to the impact such as flooding or extreme weather. This plan includes a focus on understanding and adapting to the impact of climate change so that the effect on communities is reduced.

The use of green spaces in a local area offers a free opportunity to take more exercise. The plan includes promoting and improving access to these spaces.

The plan includes reducing anti-social behaviour, particularly in our town centres which make the more attractive and viable to maintain and extend employment opportunities there. The plan addresses the wider determinants of health and includes measure to promote healthy lifestyles including exercise, access to healthy food, social activity and access to natural spaces. These measures can reduce ill health such as diabetes, dementia, mental health and obesity which can impact on the ability to be in employment and maintain an income. He plan includes reducing energy use and

				<p>recycling and reuse of materials that can impact on cost of living.</p> <p>The plan also recognises that as Anchor organisations PSB members are big employers in the area and will act together to maximise our contribution to improving well-being in the area through our workforce.</p>	
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Welsh language

Consider how your policy or proposal ensures that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh Language is not treated less favourably than the English Language, and that every opportunity is taken to promote the Welsh Language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community.

	What are the impacts of your policy or proposal for persons to use the Welsh language and in treating the Welsh language less favourably than the English language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Record of mitigation in order to: secure positive or more positive effects avoid adverse effects or secure less adverse effects
	Positive impact(s)	Negative impact(s)	No impact		
Will the policy or proposal impact on opportunities for people to use the Welsh language	x			<p>The plan commits to people having access to a range of community activities in the language of their choice.</p> <p>The plan will use welsh language events and opportunities such as the Eisteddfod to involve Welsh speakers in all aspects of delivery of the plan so that language choice is considered in delivery.</p>	<p>In engagement and through monitoring and evaluation the PSB will continue to judge its impact on Welsh language.</p>

Will the policy or proposal treat the Welsh language no less favourably than the English language	x			The PSB is committed to adhering to good practice in the use of Welsh no less favourably than English. Ensuring we have Welsh speakers involved in our work and as part of our engagement will help to ensure we are taking language choice into consideration in the way the PSB works.	
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Wider impact

Cumulative impact

What is the cumulative impact of this policy or proposal on different protected groups when considering other key decisions affecting these groups made by the organisation? (You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups more adversely because of other decisions the organisation is making, eg, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, eg, disabled people, older people, single parents (who are mainly women), etc)

The Well-being of Future Generations Act directs PSBs to consider the Economic, Social, Environmental and Cultural Well-being of the area and develop a well-being plan to improve well-being. The cumulative impact is to improve well-being and work together across organisations and with communities to understand impacts on different groups and where there could be unintended consequences.

Public Sector Equality Duty

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

How does this policy or proposal demonstrate you have given due regard to the general equality duty?

The overarching aim of the plan is to have a more Equal Cwm Taf Morgannwg. I includes measures to have more cohesive communities, promote safety and reduce anti-social behaviour and reduce crime and disorder, including hate crime so that our communities are safe places for everyone. In the development of the plan we have worked with a range of different people with different equality groups to understand what well-being means to them, so that this can influence the objectives in the plan and how it is delivered. We know from our assessment that some people, such as disabled people and young people do not always feel connected to their communities and the plan includes measures to reduce loneliness and foster a sense of belonging in communities. Through the delivery of the commitments in the Plan we intend to improve opportunities for inclusion overall, through our evaluation methods (sense checking against the Equality Duty), our work with the RPB and their focus on groups with protected characteristics, and through our engagement networks

Procurement and partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

Will this policy or proposal be carried out wholly or partly by contractors or partners?

	Please place an X in the relevant box:
Yes	The Public Service board is a partnership of which the local authority is a partner alongside other public bodies such as the local health board, fire and rescue services and Natural Resources Wales.

If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

	Steps taken to ensure compliance:
General Equality Duty	Public sector members on the board are subject to these duties and the PSB is committed to working in line with these duties also. Undertaking an Equality Impact Assessment on the well-being plan is part of that commitment and the well-being assessment considered the well-being of people with protected characteristics.

Welsh Language legislation	Public sector members on the board are subject to these duties and the PSB is committed to working in line with these duties also. Publication by the PSB will be bilingual and language choice considered as part of public engagement.
Socio-economic duty	Public sector members on the board are subject to these duties and the PSB is committed to working in line with these duties also. Improving community involvement and our approach to co-production will help to ensure that issues affecting less affluent communities are brought into our understanding of well-being in our communities.

Record of recommendation and decision

What is the recommendation for the policy or proposal based on assessment of impact on protected characteristics, Welsh Language and socio-economic impact?

If you chose to continue with the policy or proposal in its current form even though negative impacts have been identified a full justification should be provided and actions should be identified with the aim to reduce negative impacts.

	Please place an X in the relevant box	Please explain fully the reasons for this judgement.
Continue with the policy or proposal in its current form as no negative impacts have been identified	x	The well-being plan has been developed to have a positive impact on well-being for everyone. Our engagement and evaluation will ensure that in delivery equality is a primary driving principle.
Continue with the policy or proposal in its current form even though negative impacts have been identified		
Do not continue with this policy or proposal as it is not possible to address the negative impacts.		

Monitoring action plan and review

Equality Impact assessment Action Plan

It is essential that you now complete the action plan. Include any considerations you have identified to mitigate negative impact(s) and/or secure positive impact(s) on protected characteristics, socio-economic impact and Welsh Language. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Service Development Plan.

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action

<i>E.G. Information about the service to be available in BSL video on the website</i>	<i>Service manager</i>	<i>End of financial year</i>	<i>£XX Staff time/resource</i>	<i>X Service Plan</i>
Publications will be bilingual	PSB Officer	All publications through the life of the plan	From Welsh Government engagement funding.	In the PSB Terms of Reference
Evaluation and monitoring of the plan will take into consideration the impact on protected groups and on Welsh language	PSB Officer	As part of the annual reporting cycle and through the well-being assessment.	From within existing resources.	Annual Report
The PSB will seek to involve our diverse communities, Welsh speakers and protected groups in its work	PSB Officer	Through the life of the plan	Welsh Government engagement funding	Engagement plans and reports and through evaluation methods and in collaboration with Regional Partnership Board priority groups.

Please outline how and when this EIA will be monitored in the future and when a review will take place:

Monitoring arrangements:	Date of Review:
Performance against the well-being plan is reported annually in an annual report published bilingually.	annual
Performance management arrangements will be developed across the new regional PSB structure.	Annual
Through our ongoing engagement we will have feedback from people from protected groups and across our communities to help us to judge the impact we are having.	Ongoing
The well-being plan is developed on a 5 year cycle and the existing plan will be reviewed and aligned with a refreshed well-being assessment.	5 year cycle

Approval

Date Full EIA completed:	28/03/2023
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Name of the person completing the Full EIA:	Helen Hammond, Lisa Toghill, Stephanie Davies
Position of the person completing the Full EIA:	PSB Officer, Bridgend County Borough Council

Approved by (Head of Service or Corporate Director):	Martin Morgans
Date Full EIA approved:	31/03/23

Publication of EIA and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

When complete, this form must be signed off and retained by the service and a copy should also be sent to equalities@bridgend.gov.uk

Where a full EIA has been completed this should be included as an appendix with the relevant cabinet report and therefore will become available publically on the website.

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or equalities@bridgend.gov.uk