

## Full Equality Impact Assessment

<b>Name of project, policy, function, service or proposal being assessed</b>	<b>Strategic Equality Plan (SEP) 2012 – 2016 and accompanying Action Plan</b>
<b>Date assessment completed</b>	<b>5<sup>th</sup> September 2012</b>

At this stage you will need to re-visit your screening template to inform your discussions on consultation.

### 1. Consultation

		<b>Action Points</b>
<b>Who do you need to consult with (which equality groups)?</b>	All of the protected characteristic groups will be impacted by the SEP so consultation is needed with all groups.	Please see appendix 1 – Strategic Equality Plan – Action Plan
<b>How will you ensure your consultation is inclusive?</b>	A consultation and engagement exercise was undertaken in January and February 2012 involving an online consultation process, hard copies being made available in leisure centres, customer facing council buildings and libraries, equalities officers briefing representative groups, notices in local press and a consultation exercise with the Bridgend Equality Forum (BEF). Attendance at BEF is representative (though not fully) of all protected characteristics. Consultation also took place with Bridgend People First, Bridgend Coalition of Disabled People,	Please see appendix 1 – Strategic Equality Plan – Action Plan

	Bridgend Visually Impaired Society, British Deaf Association and the Community Transport Association. We also reflected on the Health Needs Assessment 2010.	
<b>What consultation was carried out?</b> <b>Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</b>	As above.	Please see appendix 1 – Strategic Equality Plan – Action Plan

## Record of consultation with people from equality groups

<b>Group or persons consulted</b>	<b>Date, venue and number of people</b>	<b>Feedback, areas of concern raised</b>	<b>Action Points</b>
British Deaf Association	7 <sup>th</sup> February 2012 at Bridgend Deaf Club  35 people in attendance.	Discussed proposed equality objectives with Deaf Club members (via an interpreter). Issues raised by those attending included accessible public transport including awareness training for drivers, providing an interpreter at council run events and (where appropriate) meetings, access to council information and to the council's customer contact centre.	Actions included in the SEP Action Plan relating to D/deaf and hard of hearing citizens and customers include: <ul style="list-style-type: none"> <li>▪ Provision of BSL videos on BCBC Website</li> <li>▪ Awareness training for bus drivers</li> <li>▪ Interpreters to be provided at council run meetings and events such as those at Bryngarw</li> <li>▪ Interpreters provided at other meetings such as G.P. Referral Scheme assessments</li> <li>▪ BSL Training for frontline employees</li> </ul>

<p>Bridgend Visually Impaired Society</p>	<p>21<sup>st</sup> February 2012, Civic Offices. 8 people in attendance</p>	<p>Discussed proposed equality objectives with Bridge Vis members. Issues raised by those attending included accessible public transport including awareness training for drivers and provision of easily accessible council information.</p>	<p>Actions included in the SEP Action Plan relating to blind/visually impaired citizens and customers include:</p> <ul style="list-style-type: none"> <li>▪ Awareness training for bus drivers</li> <li>▪ Training for frontline council employees</li> <li>▪ Provision of accessible council information to customers with a visual impairment or blind</li> <li>▪ Improved community transport provision</li> <li>▪ “on bus” audio visual information to be considered</li> </ul>
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<p>Bridgend Coalition of Disabled People</p>	<p>6<sup>th</sup> February 2012, Nolton Church Hall. 6 people in attendance.</p>	<p>Discussed proposed equality objectives with BCDP members. Issues raised by those attending mirrored those shared by Bridgend Deaf Club and Bridgend Visually Impaired Society and additionally included an identified need for a public awareness campaign to raise awareness of issues facing disabled people and benefits entitlement.</p>	<p>Actions included in the SEP Action Plan relating to disabled citizens and customers include:</p> <ul style="list-style-type: none"> <li>▪ Awareness training for bus drivers</li> <li>▪ Training for frontline council employees</li> <li>▪ Provision of accessible council information to customers with a visual impairment, blind or deaf</li> <li>▪ Improved community transport provision</li> <li>▪ “on bus” audio visual information to be considered</li> <li>▪ Improved provision of wheelchair accessible taxis</li> <li>▪ An awareness raising campaign relating to the issues facing disabled people</li> </ul>
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Bridgend Equality Forum	16 <sup>th</sup> January 2012, Innovation Centre. 25 people in attendance	Discussed proposed equality objectives with BEF members and encouraged them, as representative of their groups, to encourage their own membership to respond to the consultation exercise.	
Consultation and Engagement exercise	On line and hard copy format also available in Welsh made available to all Bridgend County Borough citizens and publicised via website and local press. 224 responses were received – 17 from representative organisations and 97 from individuals.		Please see appendix 1 – Strategic Equality Plan – Action Plan for full details of the actions and themes.

## 2. Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). If you do identify any adverse impact you must:

- a) Liaise with the Equalities Team who may advise that a legal opinion is required as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and
- b) Identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.

Include any examples of how the policy helps to promote equality.

<b>Gender</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact on women, men and transgender people.	By its very nature, the focus of the SEP is to promote equality and eliminate discrimination. The council has a legal obligation to set equality objectives for all of the protected characteristic groups. The council's equality objectives are evidence based and are focussed on achieving positive outcomes for people who share a protected characteristic and those who do not.	Work is ongoing to ensure that the Bridgend Equality Forum is fully representative of each of the protected characteristics by widening its membership. The strategic equality objectives and the associated actions have been aligned with service unit business plans and progress will be reported at the quarterly Council Performance Assessment reviews. Further consultation and engagement will take place during the lifetime of the plan to establish the level of progress being made.
<b>Disability</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	“	“

<b>Race</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.	“	“
<b>Religion and belief</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on people of different religious and faith groups.	“	“
<b>Sexual Orientation</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	“	“
<b>Age</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on older people and younger people.	“	“

<b>Pregnancy &amp; Maternity</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
	“	“
<b>Transgender</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
	“	“

**It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Thematic Service Development Plan.**

### **3. Action Plan**

**Please see appendix 1 - Strategic Equality Plan - Action Plan**

<b>Action</b>	<b>Lead Person</b>	<b>Target for completion</b>	<b>Resources needed</b>	<b>Service Development plan for this action</b>

**Please outline the name of the independent person (someone other the person undertaking the EIA) reviewing the process below:**

Sarah Kingsbury, Head of Human Resources and Organisational Development

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

This EIA will be monitored annually in line with the annual report on the council's Strategic Equality Plan.

**Signed:**

**Date:**

#### **4. Publication of your results 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.

Please send completed EIA form to the [Equalities Team](#)