

## Full Equality Impact Assessment

<b>Name of project, policy, function, service or proposal being assessed</b>	<b>Bridgend County Borough Council Corporate Plan 2013-17</b>
<b>Date assessment completed</b>	<b>18/3/2013</b>

### 1. Consultation

<b>Question</b>	<b>Response</b>	<b>Action Points</b>
<b>Who do you need to consult with (which equality groups)?</b>	<p>We are required by the Local Government (Measure) to ensure that citizens' views are taken into consideration when setting improvement objectives and to specifically consult citizens on the councils' improvement objectives.</p> <p>We have undertaken consultations in the past 12 months for the Strategic Equality Plan, the Citizens Voice consultation for the development of the Single Integrated Partnership Plan, and the consultation held on the improvement objectives for 12/13. It would be unnecessary and wasteful therefore to duplicate these consultations and the Measure recognises that where good consultation arrangements are in place, these can be used in the development of improvement objectives.</p> <p>We have brought all these views together in the process of identifying the improvement priorities (which are the council's improvement objectives under the Measure. We have recognised, however, that we need to check with citizens that our improvement priorities are clearly defined and reflect citizens' views fully and confirm the improvement priorities with citizens, partners and stakeholders in line with the Measure.</p> <p>Under the Local Government Measure 2009, we need to consult</p> <ul style="list-style-type: none"> <li>• citizens and stakeholders;</li> <li>• local businesses and, where appropriate, potential businesses;</li> </ul>	None required

	<ul style="list-style-type: none"> <li>• its statutory and other community planning partners;</li> <li>• other authorities (especially where any proposed improvement objectives may have an impact upon them); and</li> <li>• other bodies with whom collaborative working is taking place or is being planned</li> </ul> <p>Our invited sample for the citizens' focus group sought to be as broadly representative of the population of the county borough as possible to get a suitable mix of perspectives. Access requirements were tailored to the individual participants. In particular, the venue was chosen as it was easily accessible for those using public transport, and with mobility problems.</p>	
<b>How will you ensure your consultation is inclusive?</b>	<p>As noted above, the corporate plan was developed drawing on the results of wider consultations that were designed to collect a comprehensive and representative range of views from citizens and equality groups. In particular we drew from consultation on and priorities of the Single Equality Plan that went through a separate EIA.</p> <p>The consultation on the corporate plan was then designed to test that we had applied those views in a clear and appropriate way. For this purpose we used a focus group drawn from our citizens' panel and facilitated by an independent consultant.</p> <p>In addition a notice of an online consultation was published in the gazette newspaper (the main local paper for the county borough.) inviting views via email, telephone, postal or through our online consultation</p> <p>In the corporate plan we identify some key partners that we must work closely with. In confirming our analysis we contacted those groups and partners. Of particular relevance to the EIA is the Bridgend Equality Forum. The draft plan was shared with members and they were asked to provide feedback using a range of methods including online, email telephone, postal. Forum Members were invited to request other formats if they needed them.</p>	None required
<b>What consultation was carried out? (Consider any consultation activity already</b>	<p>The following consultation methods were used for the corporate plan</p> <ul style="list-style-type: none"> <li>• Online consultation publicised through an advertisement in the local Gazette</li> </ul>	None required

<p><b>carried out, which may not have been specifically about equality but may have information you can use)</b></p>	<p>newspaper.</p> <ul style="list-style-type: none"> <li>• Citizens - two focus groups of citizens were used to review the improvement priorities and to discuss their clarity and appropriateness. This was facilitated independently.</li> <li>• Statutory and Community Planning Partners –the consultation documents was considered by the LSB, including representatives of key local partner organisations, the business community, the voluntary sector.</li> <li>• Other Authorities - the consultation document was sent to neighbouring local authorities, including those where we have collaborative arrangements through the South Wales section of the Wales Improvement Network</li> <li>• Local Businesses –the consultation document was sent to Bridgend Business Forum members and the wider Business network of over 500 members</li> <li>• The consultation document was sent to the Bridgend Equality Forum comprising key local groups reflecting people who share protected characteristics.</li> <li>• the consultation document was also sent to             <ul style="list-style-type: none"> <li>• Schools (schools were also prompted to return the consultation at the School Budget Forum meeting on 4.1.13)</li> <li>• The Youth Council</li> <li>• Town and community councillors</li> <li>• County borough councillors</li> </ul> </li> <li>• A corporate improvement officer attended the carers’ forum on 22<sup>nd</sup> January and highlighted particular areas to the members and received feedback at the meeting.</li> </ul> <p>Key points arising from the consultation were considered when the plan was finalised. A report on the feedback and our responses will be published shortly.</p>	
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## Record of consultation with people from equality groups

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points/ Response
<b>Bridgend Equality Forum</b>	All members contacted and asked for feedback	No direct feedback from the forum.	None required.
<b>People with learning and other disabilities</b>	The carers forum meeting on 12 February at the innovation centre included 12 carers of children and adults with learning and other disabilities	Transport must be accessible.	<p>Noted (This is also a Strategic Equality Plan objective)</p> <p>The corporate plan says we will work with public transport providers and communities to improve transport links.</p> <p>In 2013 our commitment is to improve pedestrian and vehicle links to main rail and bus interchanges making a more accessible network.</p>
		Need clarity on how the supported housing options for people with learning disabilities and people with mental health problems will be achieved.	Detailed actions against this priority will be included in the supporting business plans rather than in the corporate plan. These business plans will be published on the council's website.
		No reference to disabled children.	<p>Whilst it is noted in the introduction that we will continue to provide services to support children with disabilities, it is not identified as one of the main 6 improvement priorities.</p> <p>However priority three, seeks to work with children and families to tackle problems early on which will apply to any child in need, including children with mental</p>

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			health, learning and other disabilities. Priority three includes a commitment to reduce the average number of days to deliver a Disabled Facilities Grant for children to quickly put in place the support families with disabled children need.
		No reference of the need to support parents of disabled children.	Priority three for 2017 is to work with parents and carers to ensure that children thrive. Support for all carers is a commitment under priority four.
		No reference to the needs of young carers	Support for carers is a commitment under priority four. It includes support for young carers.
	Focus groups of 16 people. Held on 22 <sup>nd</sup> January 2013 at the Civic Offices	Importance of early identification and support.	Supports priority three.
		Increase focus on early identification of mental health, learning disability problems	Flying start programme works with partners to identify and support families with young children, including those children who begin to demonstrate mental health and learning disability problems. We are seeking to extend the flying start programme.
		Need for funding to remain for advocacy services and transition workers, to assist vulnerable people with disabilities to live independently...	We are a partner in a regional procurement for advocacy in 2014 for children and young people up to the age of 25 who are engaged with social services.
		Carers for people with disabilities already provide a great contribution and need support in this challenging	To provide support to carers to enable them to continue in their caring role is included as a priority under priority four. A new section in the plan includes

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		<p>role and</p> <p>More people should be encouraged to volunteer to support people remaining independent</p>	<p>prompts to encourage people to volunteer in their communities and other ways they can help the achievement of the improvement priorities.</p>
		<p>Taking early action to help people remain independent was particularly crucial, especially for those with mental health needs and learning disabilities.</p>	<p>Noted support for priority three.</p>
		<p>Consult with service-users, carers and families themselves to understand the key priority areas.</p>	<p>Consultation is a key part of our planning for services and we seek to work with service users and carers and other partners in the design of services.</p>
	<p>Internal workshop with service managers on 18<sup>th</sup> December in the Civic Offices</p>	<p>Ensure priority three reflects the need to align services across all levels of need, i.e. from children who can access universal services, children with disabilities and to those that require specialist complex services, such as looked after children.....</p>	<p>Commitment under priority three now reads: ‘join up the different services so that everyone knows what support is being given and is working to the same ends’</p>
	<p>Online consultation receiving 23 responses</p>	<p>Absence of focus on children with disabilities</p>	<p>As above. It is emphasised in the introduction that we will continue to provide services to support children with disabilities.</p>
		<p>Lack of reference to those with MH issues, disabilities, ASD</p>	<p>Priority four focusses on support for vulnerable people that would include those with mental health issues,</p>

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			disabilities including learning disabilities and autistic spectrum disorder.
	Summary points from the citizens voice survey 2010 involving over 1500 people.	<ul style="list-style-type: none"> <li>• More services for disabled people and those with mental health.</li> <li>• Support people to stay in their homes.</li> <li>• Increased services for people with a disability.</li> <li>• Increased services for people with a MH condition.</li> </ul>	Priority four focuses on working together to help vulnerable people stay independent.
<b>Age - Older People</b>	Focus groups of 16 people. Held on 22 <sup>nd</sup> January 2013 at the Civic Offices	Need for leisure facilities to be available and accessible for older people, to ensure they remain active and healthy.	<p>Noted.</p> <p>The commitments for 2013 include the expansion of the healthy older persons programme.</p> <p>The longer term priority to 2017 is to develop services and opportunities that encourage and promote life-long physical activity, working in partnership with HALO/GLL.</p>
		Care of the elderly and health should be a separate priority.	<p>Noted.</p> <p>Priority four focuses on vulnerable people that include elderly people. Priority five focusses on health for all people.</p>
		Many individuals are already currently involved in helping older and	Priority four includes the commitment to support carers and also encourages people to volunteer in the

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		<p>vulnerable people to remain independent, through adopting a carer role on behalf of friends or relatives.</p> <p>Should encourage more people to volunteer to help elderly people remain independent in their community.</p>	community to help vulnerable people, including elderly people, to remain independent.
		Respondents agreed that ‘helping vulnerable and older people to stay independent’ was important and should form one of the Council’s improvement priorities.	Support for priority four.
	The carers forum meeting 12/2/13 at the innovation centre included 12 carers of children and adults with learning and other disabilities.	Transport must be accessible.	<p>Noted</p> <p>2017 priority includes; ‘Work with public transport providers and communities to improve transport links’.</p> <p>2013 commitments include; ‘Improve pedestrian and vehicle links to main rail and bus interchanges’.</p>
	Summary points from the citizens voice survey 2011 involving over 1500 people.	Support people to stay in their homes.	Support for priority four.

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<b>Pregnancy and maternity</b>	Focus groups of 16 people. Held on 22 <sup>nd</sup> January 2013 at the Civic Offices	Need to support the continuation of the flying start programme and in particular the ability to provide free nursery places to support mothers back into work.	Support for priority three and the extension of the flying start programme.
		Focus on tackling alcohol and substance misuse problems.	A reduction in alcohol and substance misuse is included as success factors for priority three acknowledging their impact on children and families.
		It was felt that the Health Visitor service should be improved to ensure that staff are qualified and have sufficient time to identify problems.	Health Boards that provide the health visitor services are a partner in the multi-agency teams that work with families. Referrals are received into the service from health visitors. Through the flying start programme, additional support from health visitors is provided to families with children under 4 years.
		'Supporting children and families by helping them to deal with their problems as early as possible' was an important improvement priority area for the Council.	Support for priority three.
		Concern that families on low incomes would find healthy eating difficult. The council should offer support as appropriate when rolling out programmes.	Supporting the whole family with range of issues is the purpose of the new multi-agency teams. Advice and support with health eating is an element of that programme and is a particular element in the Flying Start programme offering advice and support on healthy eating for parents with young children.

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		Reducing unintended pregnancies is not an achievable priority for the Council.	Whilst this outcome is not entirely in the local authority gift, there are things that we can do that help. For example, priority two seeks to raise aspirations of children and young people and their families to look to a future career. Under priority five we will provide education, advice and information to young people.
		Suggestion that families with experience of dealing with MH and LD etc could volunteer to help schools and raise awareness.	Included in the plan under ‘ how you can help’
		Support for giving priority to early intervention and support for children with learning difficulties.	Support for priority three.
<b>All equality groups</b>	Online consultation receiving 23 responses	The plan should address community cohesion, tolerance and pride in the county borough.	The Community Cohesion Strategy is led by the Local Service Board with contributions from the local authority and other partners. The council’s contribution is set out in our Strategic Equality Plan.
		Whatever is important to some within the community is important to all. The plan misses out some people though. It is idealistic but discriminatory.	The plan contains our priorities for improvement. All citizens are service users to some extent, but we have focused in on some areas for priority action.

## 2. Assessment of Impact

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	This plan is neutral and universal.	None required.
Disability	Impact or potential impact	Actions to mitigate
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).	<p>Priority one notes the need to ensure that public and other community transport links are joined up and accessible, reflecting the priority given to transport in the single equality plan. Priority two includes support for children with additional learning needs, which includes children with a disability.</p> <p>Priority three focuses on supporting families with children so that problems can be identified early and support put in place. This is particularly relevant to the early identification of children with mental health and learning disability through the flying start programme and integrated family support teams.</p> <p>Priority four focusses on supporting vulnerable people, including those with any kind of disability where support is required. The plan is designed to make a positive impact on disabled people.</p>	<p>This is a strategic plan. Specific policies, projects and programmes to be designed to deliver these priorities will set out specific actions to mitigate any negative impact, and where appropriate will be the subject of separate EIAs.</p> <p>We need to be able to ensure that the corporate plan is accessible to citizens. The plan will be provided in English and Welsh and where alternative versions are required. We will liaise with the engagement team to make suitable arrangements should alternative versions be requested.</p>

<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.	All services will be neutral and universal.	No actions needed.
<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.	All aspects of the plan apply equality to citizens regardless of religion or belief.	None required.
<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.	No specific impact. All actions are will impact universally.	None required.
<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.	<p>The corporate plan places a specific focus with priority four on supporting older people to remain independent and lead a full life.</p> <p>Priority five has targeted healthy living programmes that include older people specifically to help them to live a healthy lifestyle.</p>	<p>This is a strategic plan. Specific policies, projects and programmes to be designed to deliver these priorities will set out specific actions to mitigate any negative impact, and where appropriate will be the subject of separate EIAs.</p> <p>We need to be able to ensure that the corporate plan is accessible to citizens. The plan will be provided in English and</p>

		Welsh and where alternative versions are required. We will liaise with the engagement team to make suitable arrangements should alternative versions be requested.
<b>Pregnancy &amp; Maternity</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on pregnancy and maternity (including infants up to 26 weeks)	The Flying start programme and the family support teams included under priority three support families with infants to give those children the best possible start in life.	<p>This is a strategic plan. Specific policies, projects and programmes to be designed to deliver these priorities will set out specific actions to mitigate any negative impact, and where appropriate will be the subject of separate EIAs.</p> <p>We need to be able to ensure that the corporate plan is accessible to citizens. The plan will be provided in English and Welsh and where alternative versions are required. We will liaise with the engagement team to make suitable arrangements should alternative versions be requested.</p>
<b>Transgender</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on transgender people	All actions are neutral and universal.	None required.

### 3. Action Plan

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
Ensure that the corporate plan is accessible to all citizens by providing alternative formats where requested.	Yuan Shen	When alternative format is requested.	Existing resources. Liaise with Engagement Team to determine approach.	The plan will be provided in English and Welsh and where alternative versions are required. We will liaise with the engagement team to make suitable arrangements.
Separate EIA's will be conducted as needed when developing specific policies, projects and programmes to deliver the Council's 2013-14 commitments in the Corporate Plan	All relevant service managers	Ongoing	Existing resources.	Ongoing when key projects/programmes are designed and delivered.

This EIA will be monitored by the corporate Improvement Team, and will be reviewed annually.

**Signed: Yuan Shen**

**Date: 18 March 2013**

## List of Evidence

1. Draft Corporate Plan 2013-17
2. Draft Consultation Plan
3. Corporate Plan Focus Group Research Report, January 2012, by BMG Research
4. Bridgend Local Service Board “Citizen Voice” Consultation report, April 2012, prepared by Cardiff Research
5. Bridgend County Borough Council Improvement Objectives 2012-13: Focus Group Report by Opinion Research Services, March 2012
6. Bridgend County Borough Council Strategic Equality Plan 2012-16
7. CIT outgoing emails regarding consultation
8. Feedback from Consultation
9. Report on consultation Feedback