

## Equality impact assessment (EIA) screening form

Please refer to the [guidance notes](#) when completing this form.

This form has been developed to help you to identify the need for EIA when developing a new policy, strategy, programme, activity, project, procedure, function or decision (hereafter all understood by the term policy). You must also complete this form when reviewing or revising existing policies. It will also help to prioritise existing policies that may need to undergo a full EIA.

Unless they are 'screened out' following this initial prioritisation process, policies **will** be required to undergo full EIA in priority order. Refer to the **above** guidance notes on when an equality screening should happen, and some initial principles to bear in mind when getting started.

**No new or revised policy should be approved unless an equality screening and, if required, a full EIA has taken place.**

The following sections must be completed for all new policies:

**Name of policy being screened:**

Medium Term Financial Strategy (MTFS)

**Brief description of the Policy:**

The council's MTFS outlines how the council plans to use its resources to support the achievement of corporate priorities and statutory duties including the management of financial pressures and risks over the next four years.

**Does this policy relate to any other policies?**

The council's MTFS relates to policies across the entire remit of the work of the council as budget reductions could, potentially impact on all council services.

**What is the aim or purpose of the policy?**

The MTFS helps the council to work more effectively with partners in other sectors and provides a strategy for the use of balances to meet changes in resources or demands year on year without impacting unduly on services or council tax payers.

**Who is affected by this policy (e.g. staff, residents, disabled people, women only?)**

Impacted by this policy potentially will be council staff, all residents of the county borough, visitors, service users and protected characteristic groups.

**Who is responsible for delivery of the policy?**

Responsibility for the delivery of the MTFS lies with the Corporate Management Board and Heads of Service

The following sections must be completed for all policies being reviewed or revised:

**Is this a review of an existing policy?**

Yes

**If this is a review or amendment of an existing policy, has anything changed since it was last reviewed?**

**Has an EIA previously been carried out on this policy?**

An Equality Impact Assessment is undertaken annually on the council's Medium Term Financial Strategy.

**If an EIA exists, what new data has been collected on equality groups since its completion?**

This is the third Equality Impact Assessment undertaken on the council's Medium Term Financial Strategy. Additionally, a detailed consultation exercise will be undertaken which will gather updated qualitative and quantitative data.

**Screening questions**

- 1. Is this policy an important or 'large scale' function, and/or is it likely the policy will impact upon a large number of staff, residents and/or contractors?**

Yes

- 2. Is it possible that any aspect of the policy will impact on people from different groups in different ways? (See guidance for list of 'protected characteristics' to consider)**

<b>Characteristic</b>	<b>Yes</b>	<b>No</b>	<b>Unknown</b>	<b>Explanation of impact</b>
<b><i>Age</i></b>	<b>X</b>			<p>The impact on age will differ and will depend on the nature of the service delivered and the service user. From the 2011 census the age breakdown of people living in Bridgend is:</p> <ul style="list-style-type: none"> <li>➤ 0 – 15 = 18.3% (25,572);</li> <li>➤ 16 – 64 = 63.2% (88,316);</li> <li>➤ 65+ = 18.5% (25,852).</li> </ul> <p>The budget proposals contain reductions that could potentially negatively impact older and younger people. The full impact of the proposals will be better understood following the consultation exercise with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.</p>
<b><i>Disability</i></b>	<b>X</b>			<p>From the 2011 census, there were 18,796 people (out of a county borough total of 139,740 people) who considered they had a physical, sensory or learning disability or long term illness. The full impact of the proposals will be better understood following the consultation exercise with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.</p>
<b><i>Gender reassignment</i></b>			<b>X</b>	<p>The potential impact of the budget reductions on this particular protected characteristic group is unknown as, although consultees are asked to share their personal and sensitive data with the council, this is not always disclosed. The full impact may not be known even following the consultation exercise to be undertaken with the public. Ongoing efforts are being made to encourage service users, customers, visitors and staff to disclose information regarding gender reassignment.</p>
<b><i>Pregnancy and maternity</i></b>			<b>X</b>	<p>The potential impact of the proposed budget reductions on pregnancy and maternity is currently unknown. The council's libraries and life centres are</p>

**APPENDIX I**

<b>Characteristic</b>	<b>Yes</b>	<b>No</b>	<b>Unknown</b>	<b>Explanation of impact</b>
				registered Breast Feeding Friendly venues. Some of the proposed reductions may influence the decisions of women to have (or not) children as it may no longer be economically and socially viable. Women could face the decision of either staying at home (which has shown to have a negative impact on their income, career prospects and their longer term income) or paying private nursery fees until their children reach the age of 4 – 5. The full impact of the proposals will be better understood following the consultation exercise to be undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.
<b><i>Race</i></b>			<b>X</b>	From the 2011 census there were approximately 2,000 Black, Minority and Ethnic (BME) people living in Bridgend comprising of 1.5% of the total population. The full impact of the budget restrictions is currently unknown however we will continue to monitor the impact and introduce mitigating actions where possible. The council provides information in languages other than Welsh, English and British Sign Language. The full impact may be better understood following the consultation exercise to be undertaken with the public. Feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.
<b><i>Religion/belief</i></b>			<b>X</b>	From the 2011 census there were approximately 2,000 BME people living in Bridgend comprising of 1.5% of the total population. In terms of religion and belief there were: <ul style="list-style-type: none"> <li>➤ 350 Buddhists;</li> <li>➤ 270 Hindus;</li> <li>➤ 500 Muslims;</li> <li>➤ 33 Jews;</li> <li>➤ 50 Sikhs.</li> </ul> The full impact of the budget restrictions is currently unknown however we will continue to monitor the impact and introduce mitigation where possible.
<b>Sex</b>	<b>X</b>			The impact on women and men may differ based on the demographics of

Characteristic	Yes	No	Unknown	Explanation of impact
				the county borough rather than service delivery/provision. However, the council recognises that the life expectancy of women in Bridgend is greater than that of men and, therefore, any reduction in social care provision may subsequently impact women more than men. The full impact will be better understood following the consultation exercise to be undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered and individual EIAs to be undertaken on specific budget proposals.
<b>Sexual orientation</b>			X	The potential impact of the budget reductions on this particular protected characteristic group is unknown as, although consultees are asked to share their personal and sensitive data with the council, this is not always disclosed. The full impact may be better understood following the consultation exercise to be undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered. Ongoing efforts are being made to encourage service users, customers, visitors and staff to disclose information regarding their sexual orientation.
<b>Civil Partnerships and Marriage</b>		X		The potential impact of the budget reductions on this particular protected characteristic group is unknown however there is not expected to be an impact either positive or negative.

Yes

***Please expand on your answer:***

The council's Medium Term Financial Strategy outlines proposed budget reductions and further proposals on how the council will need to prioritise its services within the current financial environment. It is likely, therefore, that some protected characteristic groups will be negatively impacted by one/some of these proposals. However, the possible impact on some other protected characteristic groups is currently unclear. A full consultation exercise will be undertaken on the MTFS which it is hoped will help clarify the impact on these other groups in order that the council may consider any options in terms of mitigation.

**3. What is the risk that any aspect of the policy could in fact lead to discrimination or adverse effects against any group of people? (See guidance for list of protected characteristics?)**

This risk is currently unknown

**What action has been taken to mitigate this risk?**

[Guidance](#)

A full consultation exercise will be undertaken to establish the risks in further detail.

Please expand on your answer:

**4. Could any aspect of the policy help BCBC to meet the main public sector duties? Bear in mind that the duty covers 9 protected characteristics. [Guidance](#)**

Duty	YES	NO	Unknown
Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act	X		
Advance equality of opportunity between persons who a relevant protected characteristic and persons who do not share it	X		
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it	X		

**Please set out fully your reasoning for the answers given to question 4 including an awareness of how your decisions are justified.**

The council’s Medium Term Financial Strategy outlines how the council will have to prioritise its service delivery based on the financial resources available. There may be a public perception that certain sectors of our local communities are benefitting from council services more than others however the council will undertake a community based consultation exercise which will seek to allay these concerns and forge / maintain strong community relations. This consultation will need to maximise its reach into its communities and use innovative methods such as social media.

**5. Could any aspect of this “policy” assist Bridgend County Borough Council with its compliance with the Welsh Language Standards and the Welsh Language (Wales) Measure 2011 which are as follows:-**

- a. consider whether this new/revised policy has a positive or negative effect on:–
  - opportunities for people to use Welsh and
  - treating Welsh and English equally.
- b. consider how this policy could be reviewed so that any decision would have a positive (or a more positive) effect on:-
  - opportunities for people to use Welsh and
  - treating Welsh and English equally.
- c. consider how the policy could be reviewed so that any decision would not have adverse effects (or decreased adverse effects) on:-
  - opportunities for people to use Welsh and
  - Treating Welsh and English equally.

The proposed budget reductions within the MTFs will impact service delivery and will require the council to, in some situations, reprioritise its services. However, the current service level in terms of Welsh language will be maintained as far as possible. There is not expected to be a positive or negative effect on the Welsh language. In terms of the delivery of social care the council will maintain its policy of adopting the active offer.

**6. Are you aware of any evidence that different groups have different needs, experiences, issues and/or priorities in relation to this policy?**

Yes

If ‘yes’, please expand:

The council delivers services to people from each protected characteristic group. It is clear, therefore, that all groups will have different needs, experiences, issues and priorities.

**7. Is this policy likely to impact on Community Cohesion?**

Yes. Community cohesion issues can become apparent when one group of people believe that another group is being treated differently to them and receiving better / increased services. This may be the case with the Council's MTFS as different groups of people will be treated differently because of the need for the council to prioritise its available budget and redirect resources to where they are most needed.

**Conclusions****8. What level of EIA priority would you give to this policy? [\(Guidance\)](#)**

**HIGH** - full EIA within 6 months, or before approval of policy

**Please explain fully the reasons for this judgement including an awareness of how your decisions are justified.**

The Medium Term Financial Strategy will potentially have an immediate impact (positive and/or negative) on all protected characteristic groups. Given the immediacy of this impact, a Full Equality Impact will be commenced during the public consultation exercise drawing on the qualitative and quantitative data provided. The final Full Equality Impact Assessment will be concluded prior to Cabinet / Council making any final decisions on proposals.

**9. Will the timescale for EIA be affected by any other influence e.g. Committee deadline, external deadline, part of a wider review process?**

The Medium Term Financial Strategy will require Cabinet / Council approval at a future date.

**10. Who will carry out the full EIA?**

Bridgend County Borough Council's Section 151 Officer (Head of Finance).

**EIA screening completed by:** Bridgend County Borough Council's Equality Officer.

**Date:** 30 September 2016

**When complete, this initial screening form and, if appropriate, the full EIA form must be sent to [Paul Williams](#).**



## Full Equality Impact Assessment

<b>Name of project, policy, function, service or proposal being assessed:</b>	Medium Term Financial Strategy 2017/18 to 2020/21
<b>Date assessment completed</b>	30 December 2016

### 1. Introduction

The Council's MTFS (Medium Term Financial Strategy) is set within the context of UK economic and public expenditure plans, Welsh Government's priorities and its legislative programme. The MTFS outlines how the council proposes to use its resources to support the achievement of corporate priorities and its statutory duties which include managing financial pressures and risks over the next four years. The MTFS also helps the council work more effectively with its partners in other sectors and provides a strategy for the use of balances to meet changes in resources or demands from year to year without impacting unduly on services or council tax payers.

The Medium Term Financial Strategy includes:

- The principles that will govern the strategy and a four year financial forecast comprising detailed proposals for 2017/18 and outline proposals for 2018/19 to 2020/21;
- The capital programme for 2016/17 to 2026/27, linked to priority areas for capital investment and Capital Financing Strategy;
- The Treasury Management Strategy and Corporate Risk Register.

It also links to the following:

- The Welsh Government's Final Local Government Settlement;
- Grant transfers in and out of the 2016/17 Revenue Settlement;
- The Regional Collaboration Fund (RCF);
- Intermediate Care Fund (ICF);
- Council tax and
- The Welsh Government Capital Settlement.

## The Council's budget since 2011/12

Since 2011/12 the council's aggregate budget reductions have been:

2011/12	£7,386,000
2012/13	£4,796,000
2013/14	£3,706,000
2014/15	£11,274,000
2015/16	£11,225,000
2016/17	£7,477,000

The total reductions over this period were £45,864,000.

As part of a management restructure, the service area of Safeguarding & Family Support transferred from the then Childrens' Directorate to the Directorate of Social Services and Wellbeing in April 2015. For the purpose of expressing budget reductions, Family Support has been included within the Childrens' Directorate in the table below for 2014-15 and 2015-16.

Service area budgets have been subject to the following budget reduction totals:

	Savings 2011-12 £'000	Savings 2012-13 £'000	Savings 2013-14 £'000	Savings 2014-15 £'000	Savings 2015-16 £'000	Savings 2016-17 £'000	TOTAL SAVINGS £'000
<b>Service Budgets</b>							
Childrens *	-1,176	-801	-655	-2,932	-2,751	-1,467	-9,782
Schools	-1,350	-200	0	-116	-170	0	-1,836
Adult Social Care	-925	-600	-685	-3,099	-2,787	-1,837	-9,933
Sport, Play & Active Wellbeing	-580	-325	-315	-516	-277	-296	-2,309
Communities	-1,614	-1,021	-1,191	-1,728	-2,488	-1,336	-9,378
Resources	-1,006	-628	-410	-1,399	-1,153	-1,205	-5,801
Legal & Regulatory Services	-335	-106	-150	-449	-554	-398	-1,992
Corporate Budgets	-400	-1,115	-300	-1,035	-1,045	-938	-4,833
<b>Total</b>	<b>-7,386</b>	<b>-4,796</b>	<b>-3,706</b>	<b>-11,274</b>	<b>-11,225</b>	<b>-7,477</b>	<b>-45,864</b>

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In April 2016 following the deletion of the Corporate Director - Resources post, the functions and portfolio of services of the council's Corporate Management Board were amended. The **proposed budget reductions** / savings for 2017/18 have therefore been distributed accordingly:

	Revised Budget 2016- 17 £'000	Proposed Savings 2017-18 £'000
<b>Service Budgets **</b>		
Education and family Support	21,308	-577
Schools	86,901	-869
Social Services & Wellbeing	60,534	-2,244
Communities	24,820	-806
Operational & Partnership Services	14,990	-535
Chief Executives /Finance	4,331	-414
Corporate Budgets	42,067	-407
<b>Net Budget Requirement</b>	<b>254,951</b>	<b>-5,852</b>

The impact on individual service areas as a result of the budget reductions from 2011/12 to 2016/17 are as follows:

Service	2011/12 reduction	2012/13 reduction	2013/14 reduction	2014/15 reduction	2015/16 reduction	2016/17 reduction	Reduction 11/12 – 16/17
Childrens	£1,176,000 (3.2%)	£801,000 (2.1%)	£655,000 (1.7%)	£2,932,000 (7.1%)	£2,751,000 (6.8%)	£1,467,000 (3.8%)	£9,782,000
Schools	£1,350,000 (1.7%)	£200,000 (0.3%)	0 (0%)	£116,000 (0.1%)	£170,000 (0.2%)	0	£1,836,000
Adult Social Care	£925,000 (2.7%)	£600,000 (1.7%)	£685,000 (1.9%)	£3,099,000 (7.5%)	£2,787,000 (6.9%)	£1,837,000 (4.5%)	£9,933,000
Sport, Play, Active Wellbeing	£580,000 (7.3%)	£325,000 (4.7%)	£315,000 (4.7%)	£516,000 (7.5%)	£277,000 (9.3%)	£296,000 (10.8%)	£2,309,000
Communities	£1,614,000 (6.2%)	£1,021,000 (4.1%)	£1,191,000 (5.0%)	£1,728,000 (7.3%)	£2,488,000 (9.4%)	£1,336,000 (5.3%)	£9,378,000
Resources	£1,006,000 (5.7%)	£628,000 (3.7%)	£410,000 (2.4%)	£1,399,000 (8.2%)	£1,153,000 (7.8%)	£1,205,000 (8.4%)	£5,801,000
Legal/Regulatory services	£335,000 (5.9%)	£106,000 (1.9%)	£150,000 (2.6%)	£449,000 (7.7%)	£554,000 (8.5%)	£398,000 (6.6%)	£1,992,000
Corporate Budgets	£400,000 (1.6%)	£1,115,000 (4.3%)	£300,000 (1.2%)	£1,035,000 (3.0%)	£1,045,000 (2.7%)	£938,000 (2.4%)	£4,833,000
<b>Net reduction</b>	<b>£7,386,000(3.2%)</b>	<b>£4,796,000 (2.1%)</b>	<b>£3,706,000 (1.6%)</b>	<b>£11,274,000 (4.4%)</b>	<b>£11,225,000 (4.4%)</b>	<b>£7,477,000 (3.0%)</b>	<b>£45,864,000</b>

These further proposed savings bring the total budget reductions made by Bridgend County Borough Council to £51,716,000.

The above figures demonstrate the scale of the council's budget reductions are having on services to customers but particularly with regard to social care for children, young people, older/elderly people, disabled people and people with mental health and/or substance misuse issues. These people are amongst the most vulnerable in Bridgend County Borough's communities. It is inevitable that such a high percentage of budget reduction will negatively impact those people who use our services. The impact of these budget reductions is described in further detail in section 5, Assessment of Impact.

### **2. Consultation overview**

A public consultation reviewing the council's corporate principles and proposed budget reductions up to 2020/21 was undertaken over an eight week period from 6 October 2016 to 1 December 2016. The consultation received 2,533 responses from a combination of the consultation survey, 15 engagement events held across the county borough, social media interactions and from the Citizens' Panel.

The consultation survey was available for completion online through a link on the consultations page of the council's website. Paper copies of the consultation survey were made available at local libraries, the 15 community engagement events (including one question and answer session held by BAVO) or, alternatively they could be sent directly to residents upon request in English or Welsh.

Seven budget reduction questions requiring replies from respondents were asked, all other questions in the survey were optional and all offered the option of anonymity. The council's standard set of equalities monitoring questions was included in the survey (recommended good practice) and comments regarding the consultation were invited via letter, email and phone call.

The consultation focussed on ten main questions full details of which including response numbers and those in support of or against the proposals are included in the consultation report. The twelve questions were on:

1. the council's corporate priorities;
2. highway repairs;
3. current level of service funding;
4. working with our partners;

5. subsidies;
6. the removal of protected school budgets;
7. a review of cleaning in the community;
8. investment in property;
9. the community action fund;
10. saving money and making money.

### **Promotional tools and engagement methods**

Details of the consultation were sent to:

- Bridgend business forum and business directory;
- Elected members;
- Town and Community Councils;
- members of the Local Service Board (LSB);
- the Youth Service Cabinet (YSC);
- Bridgend Equality Forum (BEF);
- all secondary school head teachers and admin teams and
- local media outlets.

People who attended the Medium Term Financial Strategy engagement events in 2015 were emailed directly to encourage further interaction regarding the “Shaping Bridgend’s Future” consultation during 2016.

A replication of the questions asked in the consultation was sent to all 1,248 Citizens’ Panel members. Facebook and Twitter were widely used to promote the consultation, which included sharing a collection of short videos and holding two social media Q&A sessions.

### **Trade Unions**

Trade unions were also invited to take part in the consultation exercise however the invitation was declined in favour of the council engaging with trade union colleagues on specific proposals / consultations.

**Social Media**

Information was posted to the council's corporate Facebook and Twitter channels throughout the consultation period to raise awareness of the consultation and to encourage citizens to share their views on the proposals. The council currently has 8,075 followers on its corporate Twitter account and 6,386 'fans' on its Facebook page. While content is most likely to be seen by these users, it is also displayed to users who are not connected to the accounts. During the consultation period, the authority 'tweeted' 150 times and posted to Facebook eight times about the consultation. This content was seen 85,179 times and 178,750 times respectively. Live Twitter and Facebook Question & Answer sessions were held with the Chief Executive on 19 October and 9 November respectively. These events were promoted to generate awareness and interest and to encourage debate. The Chief Executive opened the sessions by inviting questions which were themed around the consultation review. The Twitter account's tweets were seen 30,880 times on the day of the debate, a decrease of 18.8 per cent from 38,011 last year. The Facebook session was seen 11,304 times, up by 4.2 per cent from 10,842 last year.

**Social media videos**

Five videos were produced to promote the consultation and its key issues, to improve citizens' understanding of the situation and what the consultation exercise was designed to achieve. The videos comprised one general four-minute video which was embedded on the "Shaping Bridgend's Future" web page and shown at community engagement events, and four shorter videos focussing on key issues and proposals within the consultation which were promoted via social media. The videos received a total of 13,017 views during the consultation period with the duration of over 30% of these views being 10 seconds or longer.

**Local press**

The consultation featured in the Glamorgan Gazette newspaper and in elected members' columns in local publications. A three week campaign was undertaken on Bridge FM to raise awareness of the budget consultation and encourage the public to participate via the online survey and/or attend a community engagement event. Bridge FM also placed a link to the budget consultation document on its website and promoted the day and evening events throughout the campaign. Information was also made available on the Bridgend County Borough Council website via the consultation webpages or by visiting [www.bridgend.gov.uk/future](http://www.bridgend.gov.uk/future).

### **Members' budget workshop**

A number of councillors attended the Members' budget workshop which was designed for councillors to experience using the budget survey and responsecards. Councillors were then asked to discuss the most disputed outcomes from the presentation and share their collective opinions on how the council could save money and create income.

### **Online budget survey**

The online survey included an interactive tool designed to give respondents the ability to allocate the council's budget in relation to the specific budget reductions proposed. The tool used sliders to allow respondents to alter each budget, which triggered positive and negative consequences designed to increase understanding of the impact of making changes to the council budget overall. A qualitative section within the survey allowed respondents to suggest how the council can save money and create income.

### **Youth survey**

A bespoke youth survey using a largely image based (easy read) design was created in order to attract a younger audience. Questions were asked from the standard online budget survey that a younger audience would understand and could be impacted by. There were fifteen budget questions in total which were written in a more basic format and all questions were optional. All Head Teacher and school administration accounts were contacted on two occasions. Head Teachers were reminded of the consultation at a budget meeting and were written to by the council's Head of Finance. The third sector (front line youth support services provided via the voluntary sector) was also contacted as was the Youth Council. The survey link was tweeted to thirty six active school twitter accounts and ten youth groups for additional promotion and a Facebook advert targeting young people in the county borough was also used to promote the youth survey.

### **Community engagement workshops**

Three community engagement workshops were held across the county borough at:

- Caerau Community Centre;
- Brynteg Comprehensive School in Bridgend town and

- Porthcawl Rugby Club.

The events were held with the support of community groups to encourage a higher attendance than in previous years. Attendees answered questions during a presentation using response cards which were accompanied by a participant worksheet to collate personal and qualitative data. The engagement events followed the pattern of the qualitative section of the online budget survey allowing individuals to add to their presentation responses or suggest alternatives.

### **Community engagement stands**

Ten community engagement stands were held at five locations in Bridgend County Borough:

- Sainsbury's (Sarn);
- Tesco Extra (Bridgend town);
- John Street (Porthcawl);
- Maesteg Market and
- Bridgend Market.

Passers-by were asked to take part in a small straw poll coin-game and to support or reject three service reductions. Comment cards, event sign up forms, paper surveys and business cards directing recipients to the online survey were also made available at the stands.

### **Posters**

Posters promoting the engagement events and the budget survey were circulated to:

- the twelve local libraries;
- PACT coordinators;
- Elected Members;
- University of the Third Age;
- Caerau Community Centre;
- Bridgend Equality Forum;



- Bridgend Business Forum and
- Bridgend Youth Council.

**Response rate**

There was a total of 2,533 separate interactions with consultees (equating to 1.8% of the county borough population). The response rate has been separated into:

- Shaping Bridgend's Future survey responses = 666 (26.3%) online responses (none offline);
- Youth survey = 46 (1.8%) online responses;
- Citizens' Panel survey = 498 (19.7%) responses and 334 (13.2%) offline responses;
- Community Engagement Events =
  - Caerau Community Centre = 10 interactions (0.4%);
  - Brynteg Comprehensive School = 14 interactions (0.6%);
  - Porthcawl Rugby Club = 52 interactions (2.1%);
  - Elected Members' workshop = 10 interactions (0.4%);
- Engagement stands = 262 interactions (10.3%) from ten engagement stands;
- Social media Questions and Answer sessions = 123 interactions (4.9%);
- Social Media = 518 interactions (20.5%).

The consultation process was fully accessible in terms of font size, language and online/hard copy completions.

**3. Using the consultation data to understand the impact on protected characteristic groups.**

98% (1,464) of the 1,496 respondents to the consultation stated they were resident within the County Borough which represents a good cross section of the county borough's population. 38% of the 1,380 respondents to the "do you have caring responsibilities" question stated they had caring responsibilities for a child. The age breakdown of respondents to the survey was as follows:

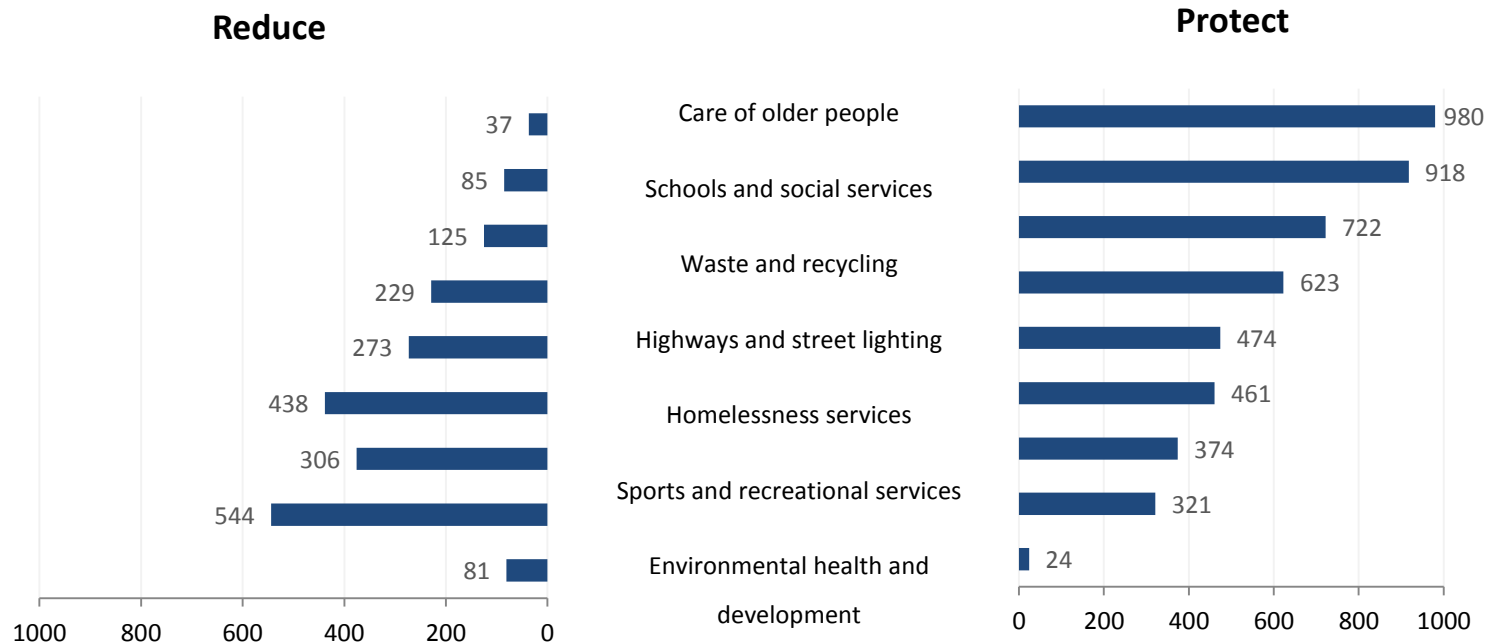
Age	Shaping Bridgend's Future survey	Citizens' Panel	Youth survey	Total
<b>Under 18</b>	5	0	26	31
<b>18 - 24</b>	18	3	0	21
<b>25 - 34</b>	146	37	0	183
<b>35 - 44</b>	153	74	0	227
<b>45 - 54</b>	181	113	0	294
<b>55 - 64</b>	122	180	0	302
<b>65 - 74</b>	42	157	0	199
<b>75+</b>	7	107	0	114
<b>Prefer not to say</b>	7	8	3	18
<b>Grand Total</b>	<b>681</b>	<b>679</b>	<b>29</b>	<b>1,389</b>

Approaching 70% of respondents were either fairly aware or very aware of the council's current financial position whilst 19% stated they were not aware of this.

77% (three in four) respondents believed that certain services should be protected over others. These services were:

- Care for older people (86%);
- Schools and social services (81%) and
- Waste and recycling (64%).

Respondents selecting "yes" to protecting certain services over others were then asked which specific areas should be protected and which should be reduced. This is summarised below.



There is a clear indication that the responses favour protecting Caring for Older People, Schools and Social Services and Waste and Recycling.

Respondents were also asked for their views on subsidies. 54% of respondents supported increasing the school meal subsidy and 58% supported increasing the costs of using playing fields. The significant difference between the demographics of these answers is that the playing fields proposal is more supported by people without children than with children.

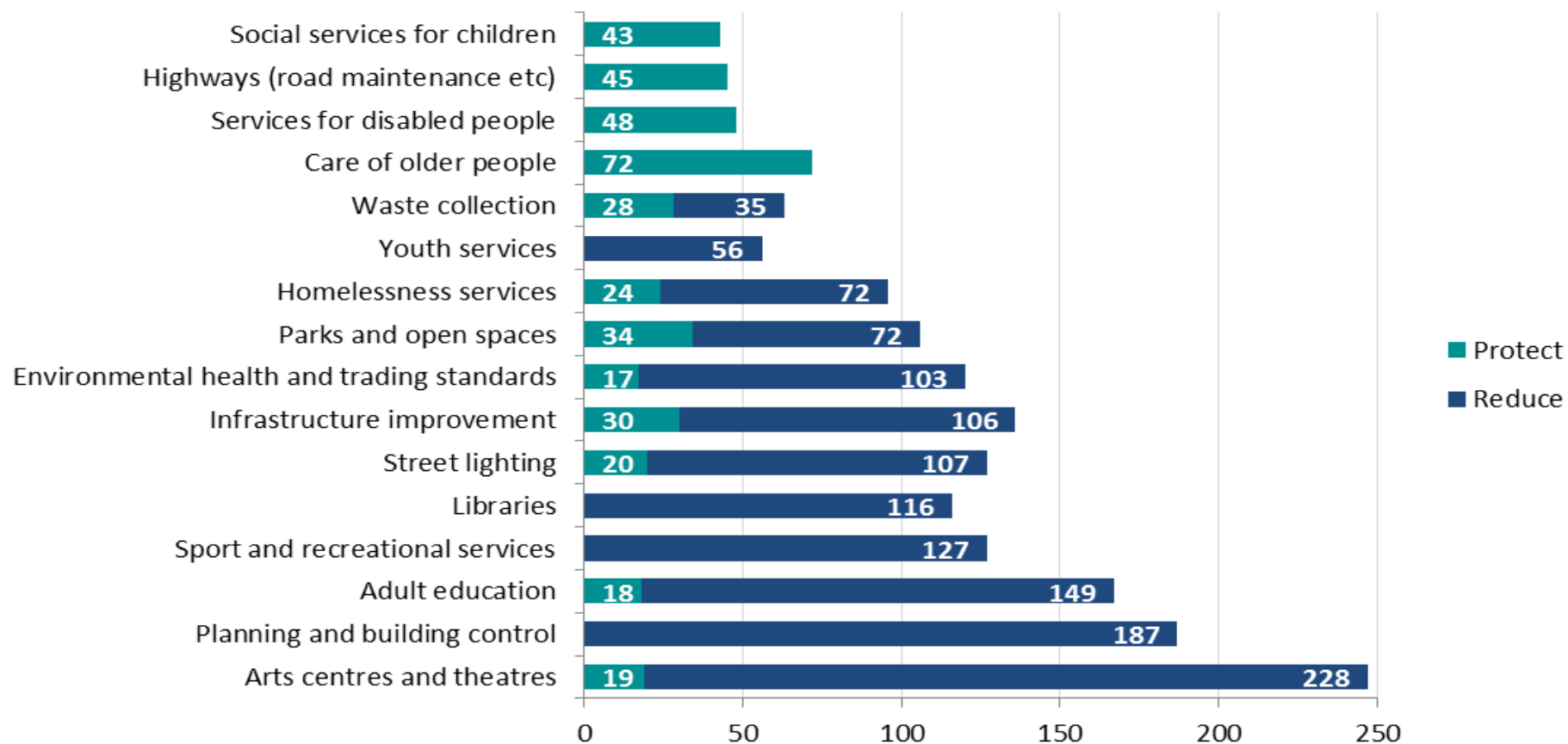
## **Budget reductions**

### **School Budgets**

In terms of the removal of the protection of school budgets, the proposed reduction of £3,476,000 was supported by 38% of respondents, 21% suggested making the cuts in other services and 26% supported introducing a reduction in the current provision but at a lower rate than that proposed. 18% of respondents suggested reducing the funding by more than that proposed.

Support for the proposal was more likely to come from respondents aged 45 with support steadily increasing from 58% for 45 – 54 year olds to 69% for those aged 75+. In total 44% of parents supported the proposal against 61% of respondents without a caring responsibility for children.

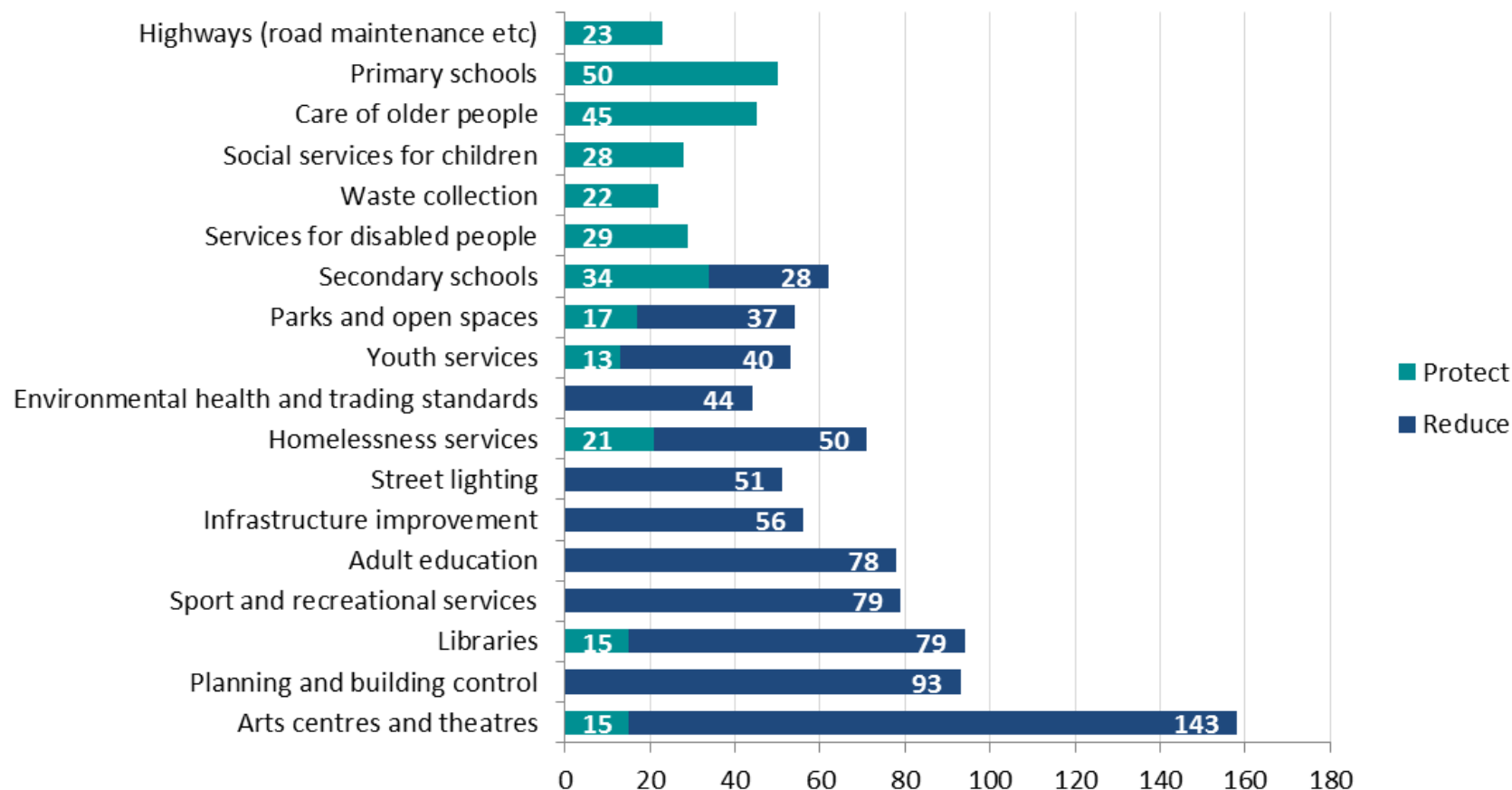
Respondents selecting “yes” to protecting services with the savings from the school budget reductions were asked which specific areas should be protected and which should be reduced. This is summarised below.



398 individual areas were selected by 142 respondents with Care for older people being the priority supported by 50.7% of respondents. Social Services for Children, Highways and Services for Disabled people were also popular suggestions.

### Cleaning in the community

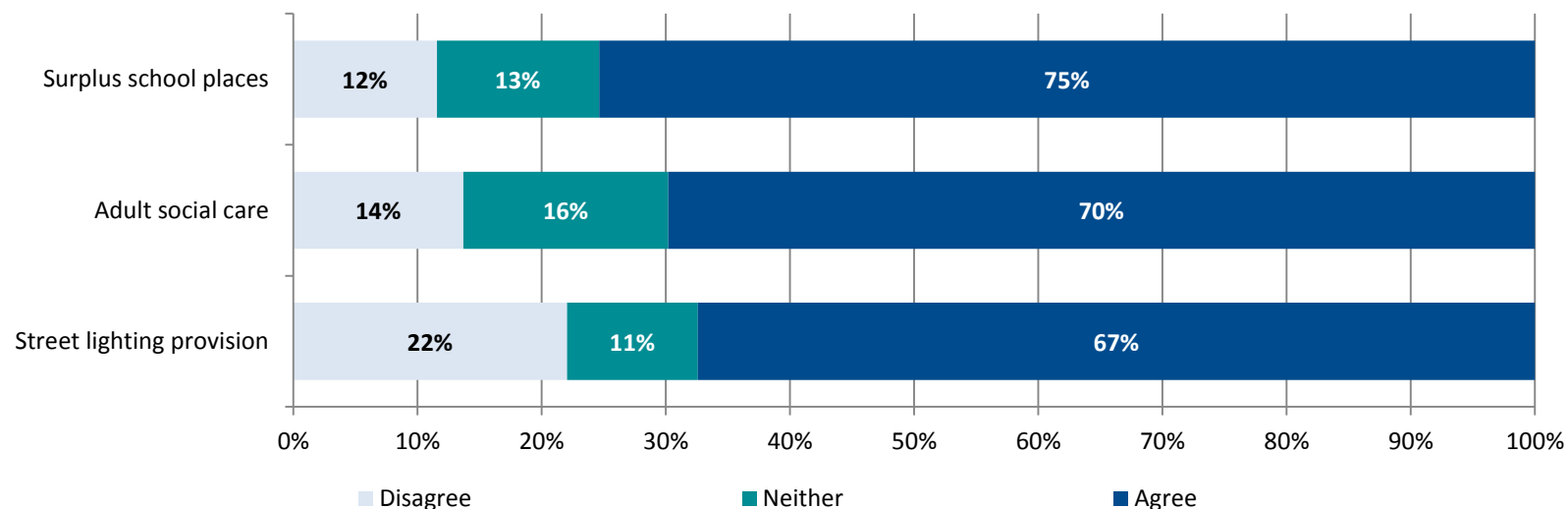
Respondents selecting “yes” to protecting services by reducing the Cleaning in the Community budget were asked which specific areas should be protected and which should be reduced. This is summarised below.



Primary schools were regarded as the most popular selection with 50 (39%) individual responses. Care for older people 45 (35%) and secondary schools 34 (26%) completed the top three areas to spend the saving generated from the proposal.

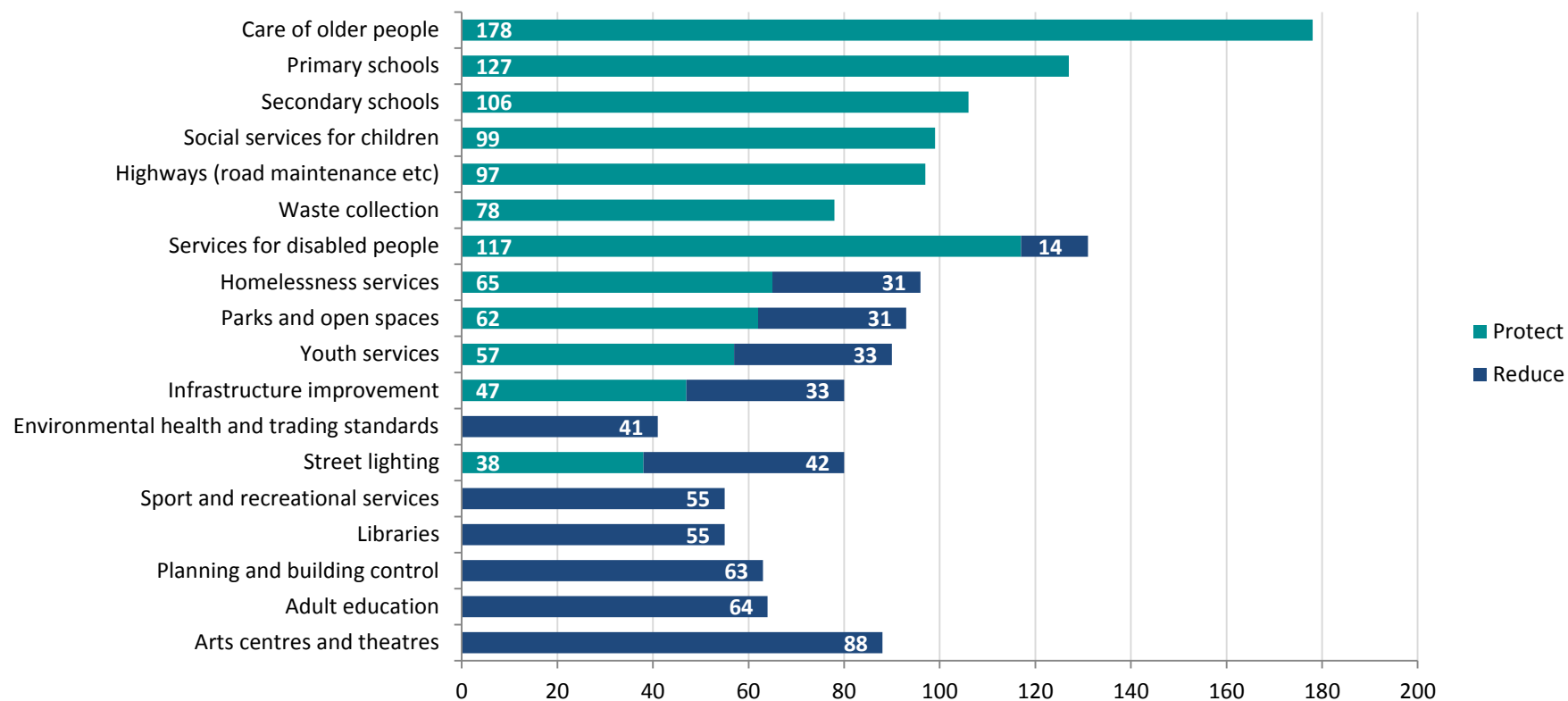
### General proposed reductions

Respondents were then asked to comment (strongly disagree or strongly agree) to three proposals which were supported by the majority of respondents. Three in four (75%) respondents supported reviewing school surplus places. 70% of respondents agreed that Adult social care was important whilst street lighting was the least supported of the three with 67 per cent of respondents accepting a proposal to save up to £500,000 by reducing street lighting where it is safe to do so. 75% of parents supported the review of surplus school places.



**Investing in property**

Respondents were then asked to comment on the investment in property proposal. Those respondents who had suggested increasing the level of income generated from property investment were asked where they would spend this saving. This is summarised as follows:

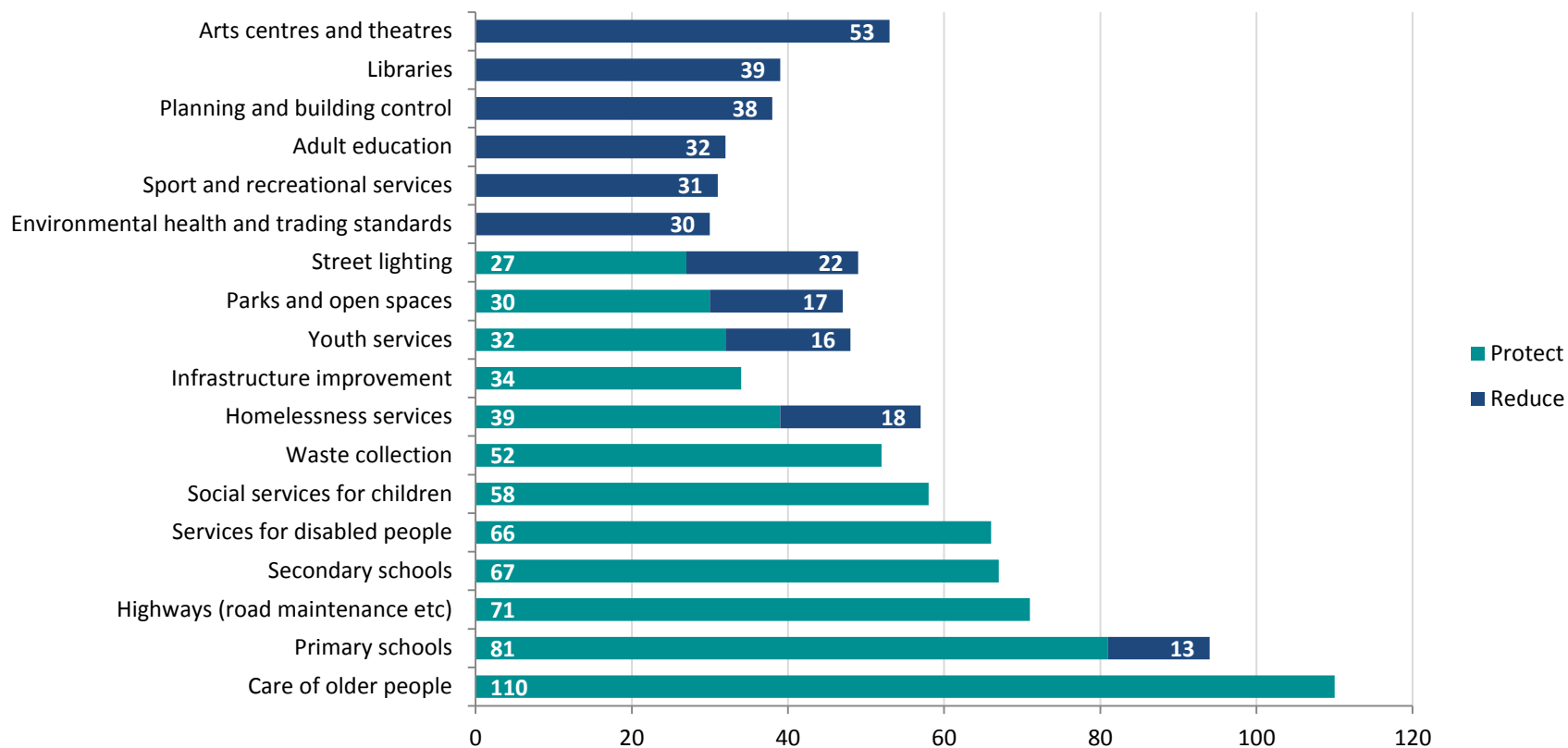


Care for older people was regarded as the most popular selection with 178 (49%) individual responses. Primary schools 127 (35%), and services for disabled people 177 (34%), completed the three most selected areas for additional investment.

### Community Action Fund

Respondents who had suggested decreasing the level of investment in the community action fund were asked where they would reallocate this saving. This is summarised below:





Care for older people was regarded as the most popular selection with 110 (49%) individual responses. Primary schools 81 (36%), and highway maintenance 71 (32%), completed the three most selected areas for investment.

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

## 4. Consultation

		<b>Action Points</b>
<b>Who do you need to consult with (which equality groups)?</b>	The council was mindful that the full impact of the proposed budget reductions detailed in the Medium Term Financial Strategy will potentially be high level, negative and may impact many customers, citizens, visitors and service users from all protected characteristic groups. The council was also mindful that, in order to maximise its reach into its communities and the people who use its services, it needed to consider further innovative engagement methods. The council, therefore used social media, local newspapers and radio, online consultation methods, distributed hard copies of consultation documents to libraries and public buildings, worked with the citizens' panel and arranged a series of community engagement workshops encouraging citizens to attend and give their views on the consultation. In addition, the Bridgend Equality Forum, comprising representatives from across all of the protected characteristic groups was also consulted on three occasions.	The approach adopted by the council is described in the paragraphs above.
<b>How will you ensure your consultation is inclusive?</b>	The council was mindful that different groups have different needs in terms of accessibility. The consultation was therefore carried out in as inclusive a	The consultation methods comprised of hard copy materials in various font sizes, online methods for customers and citizens who wished to feedback in a digital

		<b>Action Points</b>
	manner as possible.	environment, face to face focus groups, and community workshops enabling people to feedback verbally to council representatives and the Bridgend Equality Forum who engaged with their individual groups on the council's behalf.
<p><b>What consultation was carried out? Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</b></p>	<p>The council's MTFS consultation continued from 6 October 2016 to 1 December 2016. The Bridgend Equality Forum, which meets on a bimonthly basis with representative groups, also holds their own individual meetings:</p> <ul style="list-style-type: none"> <li>➤ Bridgend Visually Impaired Society;</li> <li>➤ Bridgend Deaf Club;</li> <li>➤ Bridgend Coalition of Disabled People;</li> <li>➤ Stroke Association;</li> <li>➤ Bridgend People First;</li> <li>➤ Mental Health Matters Wales;</li> <li>➤ Race Equality First;</li> <li>➤ Bridgend LGBT+ Forum;</li> <li>➤ Calan DVS;</li> <li>➤ Stand Against Bullying and</li> <li>➤ Bridgend Shout.</li> </ul> <p>Trade unions were also consulted.</p>	<p>Please see the Consultation Report for full details of questions asked and actions.</p>

## 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>
<b>Bridgend Equality Forum</b>	14 September 2016, Innovation Centre, Bridgend, 10 people in attendance	Feedback/areas of concern summarised in full consultation report.	Please see the full consultation report for all action points.
<b>Community event</b>	11 and 12 October 2016, Sainsbury's, Sarn, 54 people in attendance.	As above	As above
<b>Community event</b>	18 and 19 October 2016, Tesco Extra, Bridgend, 37 people in attendance	As above	As above
<b>Twitter Debate</b>	19 October 2016	As above	As above
<b>Community event</b>	1 and 2 November 2016, Bandstand, John Street, Porthcawl, 36 people in attendance	As above	As above
<b>Facebook Q &amp; A</b>	9 November 2016	As above	As above
<b>Community event</b>	10 and 11 November 2016, Maesteg Market, 30 people in attendance	As above	As above
<b>Community event</b>	14 and 15 November 2016, Bridgend Market, 11 people in attendance.	As above	As above
<b>Community event</b>	17 November 2016, Caerau Community Centre, 10 people in attendance	As above	As above
<b>Community event</b>	21 November 2016, Brynteg School, 14 people in attendance	As above	As above
<b>Bridgend Equality Forum</b>	23 November 2016, St Johns Day Centre, Bridgend, 10 people attending	As above	As above
<b>Community event</b>	24 November 2016, Porthcawl Rugby Club, 52 people in attendance	As above	As above
<b>Elected Members</b>	30 November 2016, Civic Offices, 10 members in attendance.	As above	As above

**5. 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 Engagement Team who may seek legal advice 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.

Data from the consultation and the 2011 census has been compared at section 6 below.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the impact on women and men may differ based on the demographics of the county borough rather than service delivery/provision. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.” From the 2011	There will be an impact on women and men as a result of some of the proposed budget reductions although, potentially, the impact may differ depending on the service being delivered / reviewed. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a

	<p>census there were 139,740 people living in the county borough comprising of a gender split of 49.4% male (69,031) and 50.6% (70,709) Female. Many of the proposals will also impact carers, parents and children. The vast majority of caring and parenting responsibilities are undertaken by women, some proposals therefore regarding caring, children and nursery provision are likely to negatively impact women. Within the consultation, 1,114 people responded to the question regarding gender as follows:</p> <ul style="list-style-type: none"> <li>➤ Female – 549</li> <li>➤ Male – 568</li> <li>➤ Other – 1</li> <li>➤ Prefer not to say – 6</li> </ul> <p>Additionally, 207 people stated they had caring responsibilities, 8 women said they were pregnant and 7 had given birth in the last 28 weeks.</p>	<p>more focussed consultation and engagement exercise.</p>
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<b>Disability</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
<p>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>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “from the 2011 census, there were 18,796 people (out of a county borough total of 139,740 people) who considered they had a physical, sensory or learning disability or long term illness. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.” Of the 1,114 people responding to the consultation survey, 184 (16.4%) stated they had a disability or long term illness. Whilst the council is mindful of the potential impact of the budget proposals on disabled people, there are opportunities for us to work with our third sector partners to deliver an alternative form of service. The budget proposals will include reviews of services for disabled people (physical, learning and mental health disabilities).</p>	<p>There will be an impact on people with disabilities as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more focussed consultation and engagement exercise.</p>

Race	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “from the 2011 census there are 2000 BME people living in Bridgend comprising of 1.5% of the total population. The full impact of the budget restrictions is currently unknown however we will continue to monitor the impact and introduce mitigating actions where possible. The council currently provides information in languages other than Welsh, English and British Sign Language. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered. The responses to the consultation exercise were from:</p> <ul style="list-style-type: none"> <li>➤ Welsh – 685;</li> <li>➤ English – 72;</li> <li>➤ British – 339;</li> <li>➤ Scottish – 9;</li> <li>➤ Northern Irish – 3;</li> <li>➤ Prefer not to say – 9;</li> </ul>	<p>There may be an impact on race as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more focussed consultation and engagement exercise.</p>



	<ul style="list-style-type: none"> <li>➤ Other – 11.</li> </ul> <p>In terms of ethnicity, the following data was captured:</p> <ul style="list-style-type: none"> <li>➤ White – 1089;</li> <li>➤ Mixed – 8;</li> <li>➤ Asian – 1;</li> <li>➤ Black – 1;</li> <li>➤ Other – 2;</li> <li>➤ Prefer not to say – 18.</li> </ul> <p>We will continue to monitor the impact of our proposed budget reductions on this protected characteristic.</p>	
<p><b>Religion and belief</b></p>	<p><b>Impact or potential impact</b></p>	<p><b>Actions to mitigate</b></p>
<p>Identify the impact/potential impact of the service on people of different religious and faith groups.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “from the 2011 census there are 2,000 Black, Minority Ethnic (BME) people living in Bridgend comprising of 1.5% of the total population. In terms of religion and belief there were:</p> <ul style="list-style-type: none"> <li>➤ 350 Buddhists;</li> <li>➤ 270 Hindus;</li> <li>➤ 500 Muslims;</li> <li>➤ 33 Jews;</li> </ul>	<p>There may be an impact on religion and belief as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more</p>

	<ul style="list-style-type: none"> <li>➤ 50 Sikhs.</li> </ul> <p>From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> <li>➤ No religion - 456;</li> <li>➤ Christian – 596;</li> <li>➤ Buddhist – 4;</li> <li>➤ Hindu – 2;</li> <li>➤ Muslim – 1;</li> <li>➤ Other – 14;</li> <li>➤ Prefer not to say – 44.</li> </ul> <p>The full impact of the budget reductions is currently unknown however we will continue to monitor the impact and introduce mitigation where possible.</p>	<p>focussed consultation and engagement exercise.</p>
<p><b>Sexual Orientation</b></p>	<p><b>Impact or potential impact</b></p>	<p><b>Actions to mitigate</b></p>
<p>Identify the impact/potential impact of the service on gay, lesbian and bisexual people.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the potential impact of the budget reductions on this particular protected characteristic group is unknown as, although consultees are asked to share their personal and sensitive data with the council, this is not always disclosed. The full impact will be unknown until a consultation exercise has been undertaken with the public where</p>	<p>There is not expected to be an impact on sexual orientation as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a</p>

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	<p>feedback and concerns regarding the proposed budget reductions may be gathered and mitigation considered. Further efforts will be made to encourage service users, customers, visitors and staff to disclose information regarding sexual orientation.” From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> <li>➤ Straight – 1,014;</li> <li>➤ Gay man – 13;</li> <li>➤ Gay women/lesbian – 9;</li> <li>➤ Bisexual – 9;</li> <li>➤ Other – 3;</li> <li>➤ Prefer not to say - 59</li> </ul>	<p>more focussed consultation and engagement exercise.</p>
<p><b>Age</b></p>	<p><b>Impact or potential impact</b></p>	<p><b>Actions to mitigate</b></p>
<p>Identify the impact/potential impact of the service on older people and younger people.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the impact on age will differ and will depend on the nature of the service delivered and the service user. From the 2011 census the age breakdown of people living in Bridgend is:</p> <ul style="list-style-type: none"> <li>➤ 0 – 15 = 18.3% (25,572);</li> <li>➤ 16 – 64 = 63.2% (88,316);</li> <li>➤ 65+ = 18.5% (25,852).</li> </ul> <p>The budget proposals contain some</p>	<p>There may be an impact on people of varying ages as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more</p>

	<p>reductions that could potentially negatively impact older and younger people. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered". From the consultation exercise, the following data was gathered:</p> <ul style="list-style-type: none"><li>➤ Age under 18 = 31;</li><li>➤ Age 18 – 24 = 21;</li><li>➤ Age 25 – 34 = 183;</li><li>➤ Age 35 – 44 = 227;</li><li>➤ Age 45 – 54 = 294;</li><li>➤ Age 55 – 64 = 302;</li><li>➤ Age 65 – 74 = 199;</li><li>➤ Age 75+ = 114;</li><li>➤ Prefer not to say = 18.</li></ul> <p>Grand total – 1,389.</p> <p>Some of the proposals could impact childrens' social and educational development and household incomes.</p>	<p>focussed consultation and engagement exercise.</p>
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<b>Pregnancy &amp; Maternity</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
<p>Identify the impact/potential impact of the service on older people and younger people.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the potential impact of the proposed budget reductions on pregnancy and maternity is currently unknown. The council’s libraries and life centres are registered as Breast Feeding Friendly venues. Some of the proposed reductions may influence the decisions of women to have (or not) children as it may no longer be economically and socially viable. Women could face the decision of either staying at home (which has shown to have a negative impact on their income, career prospects and their longer term income) or paying private nursery fees until their children reach the age of 4 – 5. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.” From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> <li>➤ Pregnant – 8;</li> <li>➤ Given birth in the last 26 weeks - 7</li> </ul>	<p>There may be an impact on pregnancy and maternity as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more focussed consultation and engagement exercise.</p>

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<b>Transgender</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
<p>Identify the impact/potential impact of the service on people who identify as transgender.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the potential impact of the budget reductions on this particular protected characteristic group is unknown as, although consultees are asked to share their personal and sensitive data with the council, this is not always disclosed. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered. Further efforts will be made to encourage service users, customers, visitors and staff to disclose information regarding reassignment. From the consultation data, no respondents identified as transgender.</p>	<p>There is not expected to be an impact on transgender people as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more focussed consultation and engagement exercise.</p>
<b>Marriage and Civil Partnership</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
<p>Identify the impact/potential impact of the service on marriage and civil partnerships.</p>	<p>The Full Equality Impact Assessment reinforces the detail in the initial screening EIA which is that “the potential impact of the budget reductions on this particular protected characteristic group is unknown however there is not expected to be an impact either positive or negative.”</p>	<p>There is not expected to be an impact on marriage and civil partnership as a result of some of the proposed budget reductions. For each of the proposed budget reductions included in the Medium Term Financial Strategy a consultation</p>

		<p>exercise and an Equality Impact Assessment will be undertaken prior to the final approval (or not) of the proposal by Cabinet / Council. Members will then be in a position to make an informed decision based on a more focussed consultation and engagement exercise.</p>
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In summary, Bridgend County Borough Council has, since 2011/12, made budget reductions of £51,716,000 and will need to make additional budget reductions over the next four years. An historic budget reduction total of nearly £52 million comprises approximately 20% of the council’s net budget. Additionally, the council expects continued reductions will lead to further downsizing in terms of its corporate employee numbers. It is clear that the likelihood of a negative impact being experienced by one or more protected characteristic groups is high. This is particularly the case with age, gender and disability. The council is committed to targeting its resources to where they are most needed and, whilst under the circumstances mitigation may not be possible, it will do its utmost to ensure that any reallocation of resources is not discriminatory. The council is also confident that a response rate of 1,630 to the survey questions is robust and subject to a maximum standard error of ±2.03 per cent at the 95 per cent confidence level. This means that if the total population of Bridgend had taken part in the survey and a statistic of 50 per cent was observed, we can be 95 per cent confident that the actual figure lies between 47.97 per cent and 52.03 per cent. The response rate to the overall consultation was 2,533 which is a 26 per cent increase on last year’s response rate of 1,819.

**6. Comparing data from the consultation with the census 2011.**

The consultation data gathered compares to the data available from the 2011 census as follows:

**Gender**

Source	Total	Male No.	Male %	Female No.	Female %	Other no.	Other %	PNTS no.	PNTS %
<b>Census 2011</b>	139,740	69,031	49.4%	70,709	50.6%	N/A	N/A	N/A	N/A
<b>Consultation</b>	1,114	568	51%	549	49.3%	1	0.1%	6	0.5%

**Disability**

Source	Total	Disabled no.	Disabled %
Census 2011	139,740	18,796	13.5%
Consultation	1,114	184	16.4%

**Race**

Source	Total	White	Mixed	Asian	Black	Other	PNTS
Census 2011	2,000 (1.5%)	N/A	N/A	N/A	N/A	N/A	N/A
Consultation	1,119	1,089 (97%)	8 (0.7%)	1 (0.1%)	1 (0.1%)	2 (0.2%)	18 (1.6%)

**Religion / Belief**

Source	Total	Buddhist	Hindu	Muslim	Jewish	Sikh	Christian	No religion	Other / PNTS
Census 2011	2,000 (1.5%)	350 (17.5%)	270 (13.5%)	500 (25%)	33 (1.7%)	50 (2.5%)	N/A	N/A	N/A
Consultation	1,117	4 (0.4%)	2 (0.2%)	1 (0.1%)	0	0	596 (53.4%)	456 (41%)	58 (5.2%)

**Sexual orientation**

Source	Total	Straight	Gay Man	Gay Woman / Lesbian	Bisexual	Other	PNTS
Census 2011	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Consultation	1,107	1014 (91.6%)	13 (1.2%)	9 (0.8%)	9 (0.8%)	3 (0.3%)	59 (5.3%)



**Age (census data)**

Source	Total	0 - 15	16 – 64	65+
Census 2011	139,740	25,572 (18.3%)	88,316 (63.2)	25,852 (18.5%)

**Age (consultation data)**

Source	Total	Under 18	18 – 24	25 – 34	35 – 44	45 – 54	55 - 64	65 – 74	75+	PNTS
Consultation	1,389	31 (2.2%)	21 (1.5%)	183 (13.2%)	227 (16%)	294 (21.2%)	302 (21.7%)	199 (14.3%)	114 (8%)	18(1.3%)

**Pregnancy and maternity**

Source	Total	Pregnant	Given birth in last 26 weeks
Census 2011	N/A	N/A	N/A
Consultation	15	8	7

**Gender reassignment**

Source	Total	Transgender
Census 2011	N/A	N/A
Consultation	Nil	N/A

**Marriage and civil partnerships**

Source	Total	Breakdown
Census 2011	Nil	N/A
Consultation	495	Civil partnered: 5 Married: 294 Partnered: 74 Prefer not to say: 16 Other: 106

**7. Include examples below of how any aspect of this “policy” could assist Bridgend County Borough Council to comply with the Welsh Language Standards and the Welsh Language (Wales) Measure 2011 by:-**

**Considering whether this new/revised policy has a positive or negative effect on:-**

- opportunities for people to use Welsh and
- treating Welsh and English equally.

**Considering how this policy could be reviewed so that any decision would have a positive (or a more positive) effect on:-**

- opportunities for people to use Welsh and
- treating Welsh and English equally.

**Considering how the policy could be reviewed so that any decision would not have adverse effects (or decreased adverse effects) on:-**

- opportunities for people to use Welsh and
- treating Welsh and English equally.

<b>Welsh Language</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact on Bridgend County Borough Council, the Welsh Language, Welsh Culture, Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.	The Initial screening EIA describes the proposed budget reductions within the MTFS as potentially impacting service delivery and requiring the council to, in some situations, reprioritise its services. However, the current service level in terms of Welsh language will be maintained as far as possible. There is not expected to be a positive or negative effect on the Welsh language. From the consultation responses the following data	Respondents to the consultation survey were asked for their language of choice. 1,612 (98.9%) stated English and 18 (1.1%) stated Welsh.

Welsh Language	Impact or potential impact	Actions to mitigate
	<p>relating to fluency in the Welsh language has been captured:</p> <ul style="list-style-type: none"> <li>➤ Speak Welsh fluently = 41;</li> <li>➤ Read Welsh fluently = 43 and</li> <li>➤ Write Welsh fluently = 35.</li> </ul> <p>The application of and compliance with the Welsh language standards (other than those standards currently under appeal) is now business as usual within Bridgend County Borough Council and there is not expected to be an impact on the Welsh language.</p>	

**8. The following Section only applies where there is a potential impact (negative, positive or neutral) on children**

**United Nations Convention on the Rights of the Child (UNCRC)**

The UNCRC is an agreement between countries which sets out the basic rights all children should have. The United Kingdom signed the agreement in 1991. The UNCRC includes 42 rights given to all children and young people under the age of 18. The 4 principles are:

1. Non-discrimination
2. Survival and development
3. Best interests
4. Participation

This section of the Full EIA contains a summary of all 42 articles and some will be more relevant than others, depending on the policy being considered however, there is no expectation that the entire convention and its relevance to the policy under review is fully understood. The Engagement Team will review the relevant data included as part of its monitoring process. The EIA process already addresses two of the principle articles which are non-discrimination and participation. This section covers “Best interests” and “Survival and development”.

Some policies will have **no direct impact** on children such as a day centre for older people.

Some policies will **have a direct impact** on children where the policy refers to a childrens’ service such as a new playground or a school.

Some policies will **have an indirect impact** on children such as the closure of a library or a cultural venue, major road / infrastructure projects, a new building for community use or change of use and most planning decisions outside individual home applications.

### **What do we mean by “best interests”?**

The “Best interest” principle does not mean that any negative decision would automatically be overridden but it does require BCBC to examine how a decision has been justified and how the Council would mitigate against the impact (in the same way as any other protected group such as disabled people).

- The living wage initiative could be considered to be in the “Best interests”. The initiative could potentially lift families out of poverty. Poverty can seriously limit the life chances of children.
- The closure of a library or cultural building would not be in the ”Best interests” of children as it could limit their access to play, culture and heritage (Article 31.)

Please detail below the assessment / judgement of the impact of this policy on children aged 0 – 18. Where there is an impact on “Best interests” and “Survival and development”, please outline mitigation and any further steps to be considered.

## APPENDIX I

Impact or potential impact on children aged 0 - 18	Actions to mitigate
<p><b>Article 12:</b> Children have the right to say what they think, when adults are making decisions that affect them, and to have their opinions taken into account.</p>	<p>From a childrens perspective (including children with disabilities), some of the budget proposals could negatively impact childrens' social and educational development, impact household incomes and influence child poverty and mortality rates. The full impact of the proposed budget reductions will be better understood following individual consultation exercises on specific approved budget reductions impacting children and young people. Such consultation will involve the general public, other stakeholders and stakeholders themselves. Subsequent mitigating actions will then be considered.</p>
<p><b>Article 20:</b> Children who cannot be looked after by their own family must be looked after properly, by people who respect their religion, culture and language.</p>	<p>Please see above</p>
<p><b>Article 21:</b> When children are adopted, the first concern must be what is best for them.</p>	<p>Please see above</p>
<p><b>Article 23:</b> Children who have any kind of disability should have special care and support so that they can lead full and independent lives.</p>	<p>Please see above</p>
<p><b>Article 25:</b> Children who are looked after by their local authority rather than their parents should have their situation reviewed regularly.</p>	<p>Please see above</p>

Impact or potential impact on children aged 0 - 18	Actions to mitigate
<b>Article 28:</b> Children have a right to an education. Discipline in schools should respect childrens' human dignity	Please see above
<b>Article 29:</b> Education should develop each child's personality and talents to the full.	Please see above
<b>Article 31:</b> All children have a right to relax and play and to join in a wide range of activities.	Please see above
<b>Article 33:</b> We should provide ways of protecting children from dangerous drugs.	Please see above
<b>Article 34:</b> We should protect children from sexual abuse.	Please see above
<b>Article 35:</b> We should make sure that children are not abducted or sold.	Please see above
<b>Article 39:</b> Children who have been neglected or abused should receive special help to restore their self-respect.	Please see above

**9. 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 Service Development Plan.**

Within the Medium Term Financial Strategy, the key proposed budget reductions will be subject to separate scrutiny by Cabinet and will require, where appropriate, further individual consultation and Equality Impact Assessment. All significant changes are the subject of periodic post implementation monitoring and review by Cabinet, relevant Overview and Scrutiny Committees and, in

some cases, by regulatory bodies. Directorates' Business Plans are aligned with the council's budget and performance against these (and the wider performance of council services) is monitored at quarterly Comprehensive Performance Assessment meetings. Budgets are monitored via quarterly reports to Cabinet and performance reports are produced for Overview and Scrutiny Committees on a half yearly basis. This Full Equality Impact Assessment outlines the possibility of high level negative impacts on protected characteristic groups. Separate Equality Impact Assessments will be undertaken on each proposed budget reduction in order that informed decisions can be made based on consultation, engagement, feedback and evidence that is as robust as possible on which to approve (or not) the proposed budget reductions.

<b>Action</b>	<b>Lead Person</b>	<b>Target for completion</b>	<b>Resources needed</b>	<b>Service Development plan for this action</b>
Undertake a consultation and engagement exercise and produce a meaningful and robust Equality Impact Assessment on each proposed Budget Reduction.	Relevant Corporate Director / Head of Service with support and advice from the Consultation and Engagement Team (consultation and equalities)	Prior to submission of reports to Cabinet and/or Council on Medium Terms Financial Strategy reductions.	Support and advice from the Consultation and Engagement Team (consultation and equalities).	Each relevant service area

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

Paul Williams, Equality Officer

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

A review of this Full EIA will take place on an annual basis and data that is subsequently made available following consultation and engagement on the individual proposed budget reductions will also be considered.

**Signed: Randal Hemmingway**

**Date:**

**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 [Paul Williams, Equality Officer](#)