

## 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 fourth Equality Impact Assessment undertaken on the council's Medium Term Financial Strategy. Additionally, a detailed consultation exercise is undertaken annually 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>Age</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 individual proposals will be better understood following the relevant consultation exercises with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.</p>
<b>Disability</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 relevant consultation exercise with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.</p>
<b>Gender reassignment</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>

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<b><i>Pregnancy and maternity</i></b>			X	<p>The potential impact of the proposed budget reductions on pregnancy and maternity is currently unknown. The council’s libraries and life centres are 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.</p>
<b><i>Race</i></b>			X	<p>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 relevant consultation exercise to be undertaken with the public. Feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.</p>
<b><i>Religion/belief</i></b>			X	<p>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:</p> <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> <p>The full impact of the budget restrictions is currently unknown however we</p>

				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 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 relevant 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>			<b>X</b>	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 relevant 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>		<b>X</b>		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. The provision of new capital investment in Welsh medium primary provision in the west of Bridgend through Band B of the 21<sup>st</sup> Century Schools Programme will have a positive impact 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 Consultation, Engagement and Equalities Officer.

**Date:** 8 December 2017

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

## Full Equality Impact Assessment

<b>Name of project, policy, function, service or proposal being assessed:</b>	Medium Term Financial Strategy 2018-19 to 2019-20
<b>Date assessment completed</b>	08 December 2017

### 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 2018-19 and outline proposals for 2019-20 to 2021-22;
- The capital programme for 2018-19 to 2027-28, 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 2018-19 Revenue Settlement;
- Council tax proposals, and
- The Welsh Government Capital Settlement.

### The Council's budget since 2014-15

Since 2014-15 the council's aggregate budget reductions have been £35.828 million:

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2014-15	£11,274,000
2015-16	£11,225,000
2016-17	£7,477,000
2017-18	£5,852,000
	<b>£35,828,000</b>

Directorate budgets have been reduced as follows, with the overall impact against the previous year's budget and the total reductions against the 2013-14 budget shown as percentages. The annual budgets include any transfers into the settlement, and unavoidable pay and price and other pressures in these years:

	<u>2013-14</u> <u>Budget</u>	<u>2014-15</u> <u>Reductions</u>	<u>% of</u> <u>2013-14</u> <u>Budget</u>	<u>2014-15</u> <u>Budget</u>	<u>2015-16</u> <u>Reductions</u>	<u>% of</u> <u>2014-15</u> <u>Budget</u>	<u>2015-16</u> <u>Budget</u>	<u>2016-17</u> <u>Reductions</u>	<u>% of</u> <u>2015-16</u> <u>Budget</u>	<u>2016-17</u> <u>Budget</u>	<u>2017-18</u> <u>Reductions</u>	<u>% of</u> <u>2016-17</u> <u>Budget</u>	<u>Total</u>	<u>% of</u> <u>2013-14</u> <u>Budget</u>
	£000	£000	%	£000	£000	%	£000	£000	%	£000	£000	%	£000	%
Education and Family Support	23,993	2,878	12.0%	23,216	2,429	10.5%	21,654	976	4.5%	21,165	577	2.7%	6,860	28.6%
Schools	85,863	116	0.1%	84,452	170	0.2%	85,171	0	0.0%	87,073	869	1.0%	1,155	1.3%
Social Services and Wellbeing	62,598	3,799	6.1%	61,641	3,675	6.0%	61,057	3,007	4.9%	61,383	2,304	3.8%	12,785	20.4%
Communities	29,080	1,895	6.5%	26,941	2,621	9.7%	25,561	1,354	5.3%	24,871	746	3.0%	6,616	22.8%
Operational and Partnership Services	16,263	1,080	6.6%	16,379	899	5.5%	15,648	985	6.3%	14,951	535	3.6%	3,499	21.5%
Chief Executive's	4,380	471	10.8%	4,335	386	8.9%	4,071	217	5.3%	4,269	414	9.7%	1,488	34.0%
Corporate / Council Wide	33,690	1,035	3.1%	38,167	1,045	2.7%	39,039	938	2.4%	41,179	407	1.0%	3,425	10.2%
	<b>255,867</b>	<b>11,274</b>	<b>4.4%</b>	<b>255,131</b>	<b>11,225</b>	<b>4.4%</b>	<b>252,201</b>	<b>7,477</b>	<b>3.0%</b>	<b>254,891</b>	<b>5,852</b>	<b>2.3%</b>	<b>35,828</b>	<b>14.0%</b>

The **proposed budget reductions** / savings for 2018-19 have been distributed accordingly:

	<u>2017-18</u> <u>Budget</u>	<u>2018-19</u> <u>Proposed</u> <u>Reductions</u>	<u>% of</u> <u>2017-18</u> <u>Budget</u>
	£000	£000	%
Education and Family Support	21,159	630	3.0%
Schools	87,209	0	0.0%
Social Services and Wellbeing	64,809	350	0.5%

	<u>2017-18</u> <u>Budget</u>	<u>2018-19</u> <u>Proposed</u> <u>Reductions</u>	<u>% of</u> <u>2017-18</u> <u>Budget</u>
	£000	£000	%
Communities	23,795	1,454	6.1%
Operational and Partnership Services	15,358	848	5.5%
Chief Executive's	3,921	231	5.9%
Corporate / Council Wide	41,842	2,610	6.2%
	<b>258,093</b>	<b>6,123</b>	<b>2.4%</b>

These further proposed savings bring the total budget reductions made by Bridgend County Borough Council since 2014-15 to £41,951,000.

The above figures demonstrate the impact the council's budget reductions are having on the delivery of 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 reductions 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 proposed budget reductions up to 2021-22 was undertaken from 11 October 2017 to 3 December 2017. The consultation received 2619 interactions from a combination of the consultation survey, 9 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 9 community engagement events or, alternatively they could be sent directly to residents upon request in English or Welsh.

Twenty three 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 eleven 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. Increase in council tax
2. Which services to protect and cut
3. A removal of protected schools and social services budgets
4. Investment ambitions and improvements
5. Commercial opportunities
6. Willing and unwilling to accept higher charges for regulatory services
7. Back office administration
8. Leisure and Cultural services
9. Social services for adults and children
10. Education

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

Details of the consultation were sent to:

- Bridgend business forum and business directory;
- Elected members;
- Town and Community Councils;
- Community groups – Men's Sheds and Bridgend Shout
- Workshops at Bridgend, Ogmere Vale life centres and Porthcawl Y centre.
- The Youth council
- Bridgend Equality Forum (BEF);
- all secondary and primary school head teachers and admin teams and

- local media outlets.

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

### **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 9,450 followers on its corporate Twitter account and 9,073 'fans' on its Facebook page and 316 on Instagram. 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' 117 times, and posted on Instagram three times and posted to Facebook eight times about the consultation. This content was seen 82,981, 779 times and 106,649 times respectively. A live Twitter and Facebook Question & Answer session was held with the Chief Executive and Deputy Leader on 22 November. This event was promoted to generate awareness and interest and to encourage debate. The sessions invited questions which were themed around the consultation review. The Twitter account's tweets were seen 40,237 times on the day of the debate, an increase of 30.3 per cent from 30,880 last year. The Facebook session was seen 16,525 times, up by 46.2 per cent from 11,304 last year.

A digital and print advertising package was also run via Wales Online. This included four half page adverts in the Glamorgan Gazette – (19 October, 2, 16 and 30 November).

The digital promotion included four 'In Your Area' (Bridgend) takeover adverts on Wales Online website, which were run on alternate weeks to the print adverts in order to maintain the momentum. Additionally, 25,000 mobile overlays (digital adverts geo-targeted to Bridgend County Borough) were run from the 1 November to the 3 December. 6,252 of the 15,129 views of the consultation webpage were as a direct result of this promotion.

All 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).

**Local press**

A total of three media releases were issued to coincide with the start, middle and end of the consultation to raise awareness and encourage participation.

These were featured in the Glamorgan Gazette and at the Wales Online website on 19/21 October, 16 November and 30 November.

The coverage of 19 October incorporated a front page lead story and an internal feature in the Glamorgan Gazette, and the coverage of 21 October incorporated an online feature at the Wales Online news website.

The media releases were included at the media centre of the council's website and were promoted as the lead news story on its home page.

Information was also included in elected member's columns in local publications and included in Council announcements.

A digital and print advertising package was also run via Wales Online. This included four half page adverts in the Glamorgan Gazette – (19 October, 2, 16 and 30 November).

**Members' budget workshops**

37 councillors attended one of the two Members' budget workshops which were designed for councillors to participate in the budget survey. Councillors were then asked to discuss the most disputed outcomes 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 and options buttons to allow respondents to alter each budget. There were many qualitative sections within the survey which allowed respondents to suggest how the council can save money and create income in different areas.

### **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 twenty one 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.

### **Community engagement workshops**

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

- Bridgend Life Centre
- Porthcawl Y Centre
- Ogmore Vale Life Centre

Attendance was particular low, with a total of three attendees.

In addition, presentations were given to the following community groups, with comments recorded

- Maesteg Men's sheds
- Bridgend Shout
- Bridgend Business Forum Speed Networking



- Bridgend Equality Forum (BEF)
- Youth Council

In total there were 192 attendees from these community groups

### **Other promotional/communication activities**

- Posters promoting the budget survey were displayed in Civic Offices and distributed to libraries and life centres across the borough.
- Pull up banners were also displayed in the reception/waiting area of Civic Offices and business cards were handed out to customers with a link to the online survey. Paper copies of the survey were also available.
- Customers at the Civic Offices were also offered the opportunity to complete the survey with staff on an iPad.
- Details of the consultation were sent out to other contacts/databases including schools, Bridgend Business Forum members and the business directory, councillors and town and community councils.
- Adverts promoting the consultation were optional for staff to add to their email signatures files.

### **Response rate**

There were a total of 2,619 interactions with consultees (equating to 1.83% of the county borough population). The response rate has been separated into:

- Shaping Bridgend's Future survey responses = 1172 (95%) online responses (5% offline);
- Youth survey = 121 (100%) online responses;
- Citizens' Panel survey = 318 (62%) online responses and 188 (38%) offline responses;
- Community Engagement Events =
  - Bridgend Life Centre= 1 interaction (0.1%)
  - Porthcawl Y Centre= 1 interaction (0.1%);
  - Ogmore Valley Life Centre= 1 interactions (0.1%);

- Elected Members’ workshop = 37 interactions (4.3. %);
- Social media Questions and Answer sessions = 226 interactions (26.4%);
- Social Media = 593 consultation interactions (69%).

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.**

When looking at the age range of the respondents who answered the age category for the survey the results were below (not including accessibility survey due to the question not being asked):

Age	Shaping Bridgend’s Future survey	Citizens’ Panel	Youth survey	Total
<b>Under 18</b>	1	0	49	50
<b>18 - 24</b>	4	0	62	66
<b>25 - 34</b>	92	12	0	105
<b>35 - 44</b>	127	50	0	180
<b>45 - 54</b>	120	67	0	203
<b>55 - 64</b>	82	91	0	200
<b>65 - 74</b>	65	73	0	178
<b>75+</b>	17	19	0	80
<b>Prefer not to say</b>	6	3	10	25
<b>Grand Total</b>	<b>514</b>	<b>315</b>	<b>121</b>	<b>1087</b>

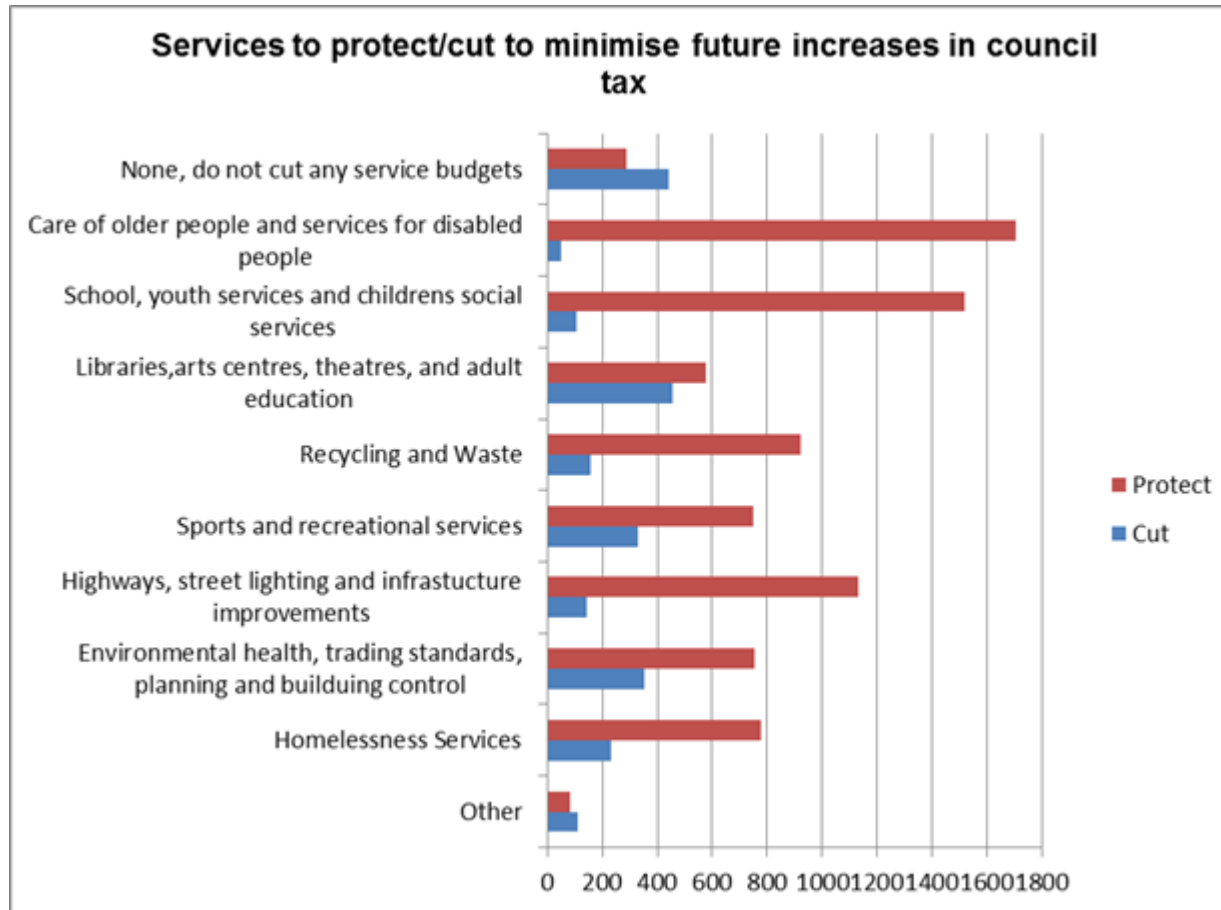
The data collection methods which include the various online surveys, paper surveys and a community engagement participation form were all developed using plain English to increase understanding.

Data validation measures have been undertaken to ensure that the same respondent could not submit more than one response by cross comparing the consultation response details with the Citizens' Panel respondent details. A sample of 1,858 is robust and is subject to a maximum standard error of  $\pm 2.26\%$  at the 95% confidence level on an observed statistic of 50%. Thus, we can be 95% confident that responses are representative of those that would be given by the total adult population, if a census had been conducted, to within  $\pm 2.26\%$  of the percentages reported. This means that if the total adult population of Bridgend had taken part in the survey and a statistic of 50% was observed, we can be 95% confident that the actual figure lies between 47.74% and 52.26%.

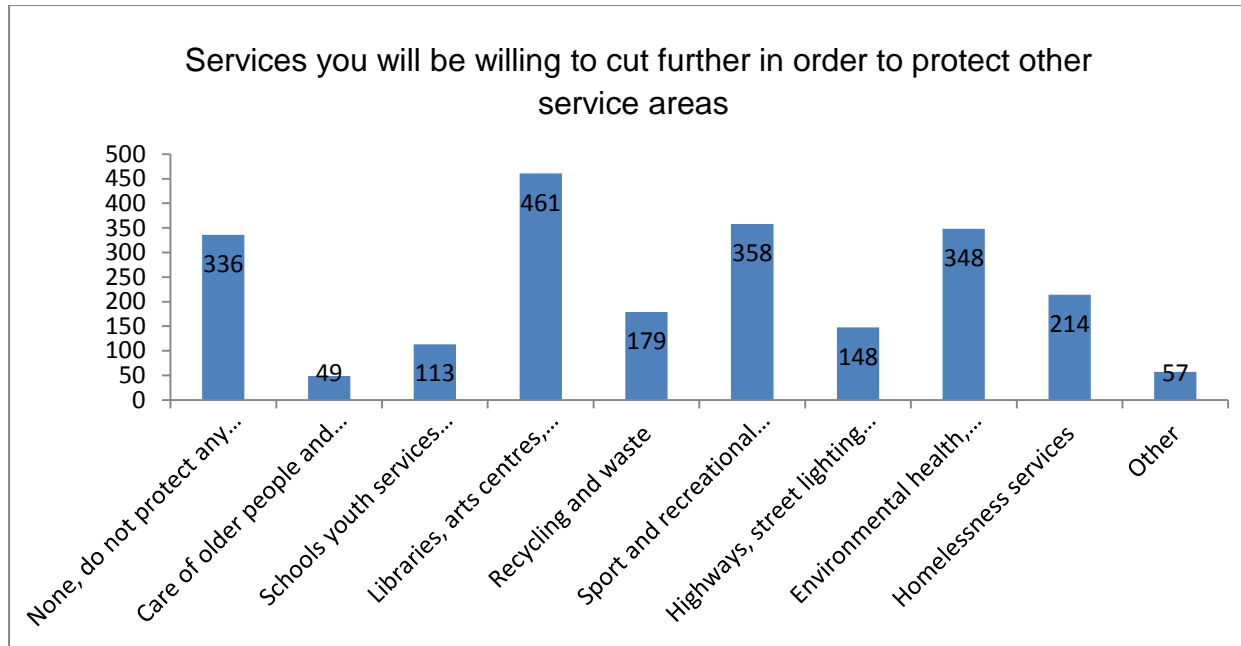
### **Services to cut and protect**

Comparing the responses between services respondents want to protect verses what they are most willing to cut, 19% of respondents chose to cut 'libraries, arts centres, theatres and adult education' with only 7% choosing to protect this service. 18% opted to protect 'schools, youth services and children's social services' while only 4% are willing to cut the service. 20% of respondents wish to protect 'care of older people and services for disabled people' while only 2% want to cut the service.

The top three services to protect were 'care of older people and services for disabled people', 'schools, youth services and children's social services' and 'highways, street lighting and infrastructure improvement'. On the opposite side of the scale respondents top three services they were most willing to cut were; 'none', don't protect any services through council tax', 'libraries, arts centres, theatres and adult education' and 'environmental health, trading standards, planning and building control'.



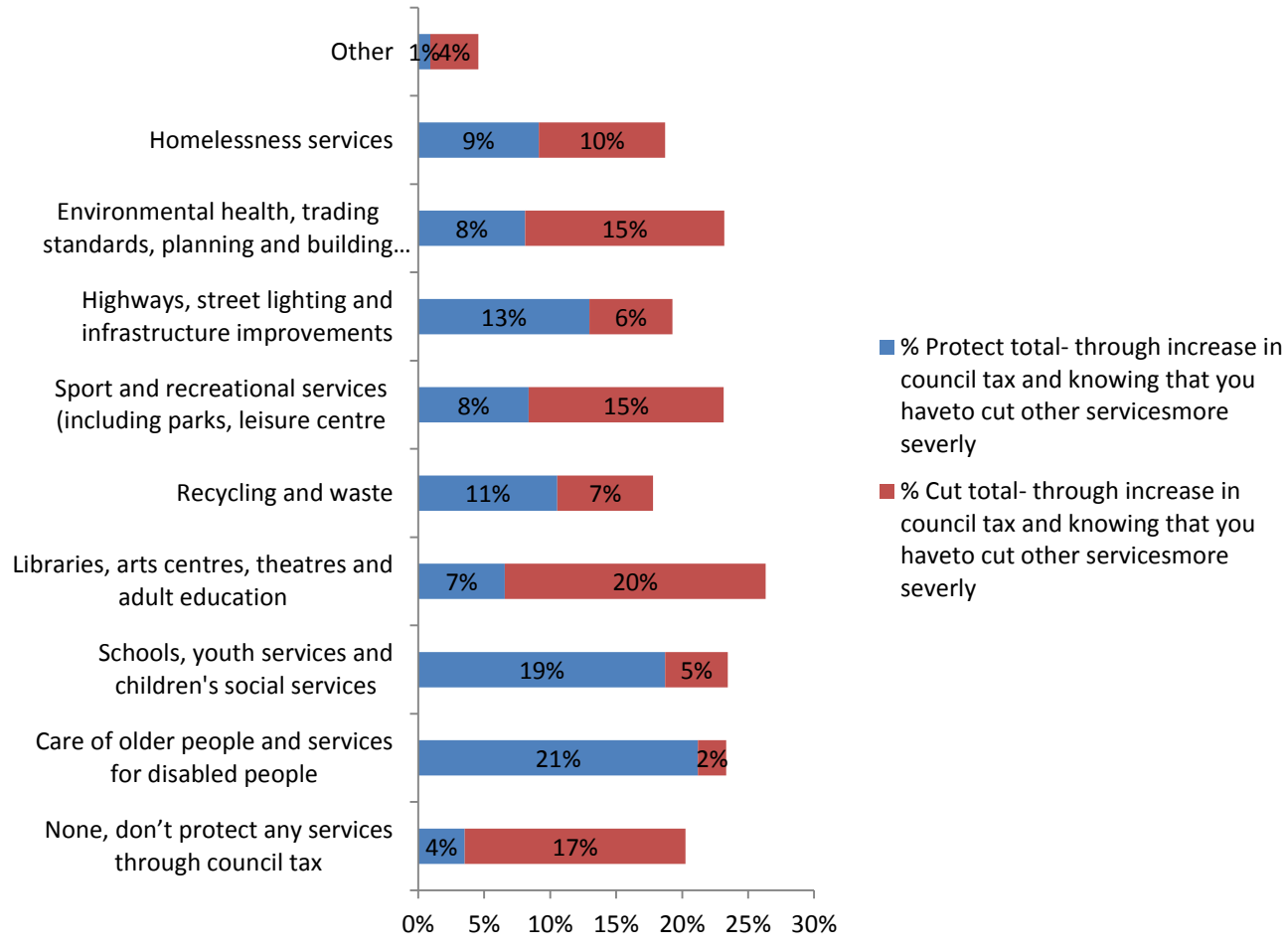
25% of respondents supported cutting 'libraries, art centres, theatres and adult education'; the second most favourable service to cut at 19% was 'sport and recreational services' (including parks and open spaces).



Within the questions ‘which services would you most wish to protect through increase in council tax’ and ‘which services would you wish to protect, knowing that you have to cut other services more severely to achieve this’ the most popular response was to protect ‘care of older people and services for disabled people’ and the second most popular service was ‘schools, youth services and children’s social services’. The least favourable service to protect was ‘not to protect any service budgets’.

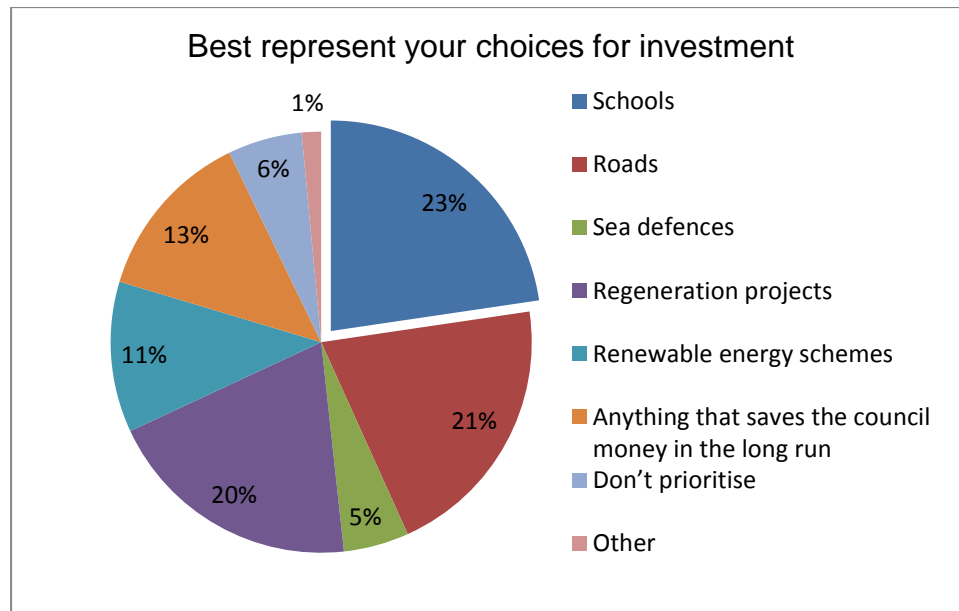
The most favourable option to cut in both questions is ‘libraries, art centres, theatres and adult education’ and ‘sport and recreational services’ (including parks and open spaces).

### Protected services total compared to cut services total



**Investment**

Overall there were 3507 responses to this question including youth and accessibility. The most popular response at 23% thought 'schools' were their priority for investment. The second highest response was 'roads' with 21% followed by 'regeneration projects' with 20% of the responses. The lowest ranked as the respondent's priorities was 'sea defences' with 5% closely followed by 'don't prioritise' with 6% of the responses. The below chart shows the % of each response:



Out of total of 3507 respondents across the board, there was 7% response rate from the youths. With the 273 youth responses, 23% youth respondents believed that 'schools' were the most important factor that best represents their priorities for investment, with 21% responding that 'regeneration projects' were their second priority and 15% responses to 'roads'. There were a total of 124

responses from accessibility surveys, 18% of which chose ‘anything that saves the council money in the long run’ as being their priority for investment. This followed by 17% responses to ‘roads’ and 16% responses to ‘regeneration’ 1385 responses were received to the question ‘The council could increase its available funding for major investments either by:

A) Reducing budgets for everyday council services

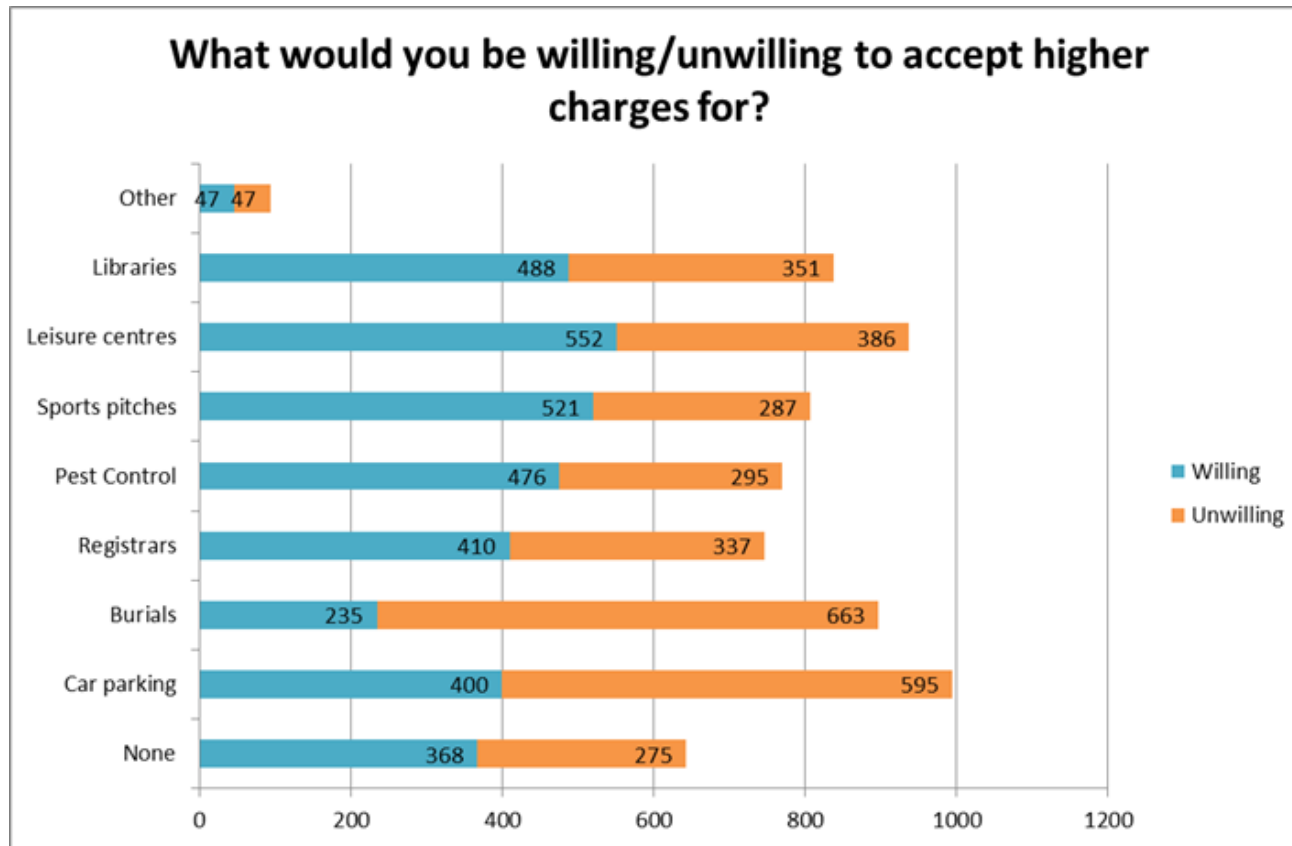
B) Borrowing money, which would require an increase in council tax to cover repayment costs in future years, 41% did not support either option. The lowest response rate was demonstrated by 249 responses (18%) for ‘only reducing service budgets’ to increase available funding for major investments.

	Online Survey	Paper surveys	Youth surveys	Accessibility survey	Total
Yes, do both	237	35	16	5	293
Only increase council tax	208	37	18	9	272
Only reduce service budgets	173	32	37	7	249
No, don't do either	406	85	50	30	571



**Willing/ not willing to accept higher charges for**

When comparing the two questions on what people would be willing and unwilling to accept higher charges for, the results were combined into the following graph, 'willing' (blue) and 'unwilling' (orange). From the graph, it is visible that to the most popular response was to accept higher charges for 'libraries', 'leisure centres' and 'sports pitches'. However they are unwilling to accept higher charges for 'burials' and 'car parks'.



**Social Services for adults and children- to support people to be more self- reliant and therefore stay out of statutory services for longer.**

Overall there were a total of 1389 responses, whereby 50% of respondents ‘agree this is the right approach and accept that this takes time’, 32% ‘agree with this approach, but social services must make the savings somehow to avoid other council services seeing further cuts’ and 18% ‘do not agree with this approach’. The below table demonstrates the figures on how people responded to the question across the different surveys. 49% of youth respondents ‘agreed with this approach, but social services must make savings’ compared to the majority of respondents who responded to the question via online, paper or accessibility, 95% ‘agreed this is the right approach and accept this takes time’.

	Online	Paper Surveys	Youth survey	Accessibility Survey	Total
I agree this is the right approach and I accept that this takes time	544	100	34	20	698
I agree with this approach, but social services must make the savings somehow to avoid other council services seeing further cuts	312	52	59	17	440
I do not agree with this approach	170	39	28	14	251
<b>Grand Total</b>	<b>1026</b>	<b>191</b>	<b>121</b>	<b>51</b>	<b>1389</b>

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>
<p><b>Who do you need to consult with (which equality groups)?</b></p>	<p>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.</p>	<p>The approach adopted by the council is described in the paragraphs above.</p>
<p><b>How will you ensure your consultation is inclusive?</b></p>	<p>The council was mindful that different groups have different needs in terms of accessibility. The consultation was</p>	<p>The consultation methods comprised of hard copy materials in various font sizes, online methods for customers and citizens</p>

	<p>therefore carried out in as inclusive a manner as possible.</p>	<p>who wished to feedback in a digital 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>
<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 ran from 12 October 2017 to 3 December 2017. 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>	22 November 2017, St John's Day Centre, Bridgend, 9 people in attendance	Clicker pad presentation used	.
<b>Twitter Debate</b>	22 November 2017	As above	As above
<b>Community event</b>	15 November 2017, Bridgend speed networking business breakfast Heronston Hotel, Bridgend. 40 people in attendance	As above	As above
<b>Facebook Q &amp; A</b>	22 November 2017	As above	As above
<b>Community event</b>	15 November 2017, Bridgend Shout (Over 50s group) Evergreen Hall, Civic Offices, Bridgend, 25 people in	As above	As above
<b>Community event</b>	30 November 2017, Shed quarters (Over 50s men's group) Maesteg , 12 people in attendance	As above	As above
<b>Community event</b>	Youth council, 25 people in attendance	As above	As above
<b>Community event</b>	23 November 2017 Bridgend Life Centre, 1 person in attendance	As above	As above
<b>Bridgend Equality Forum</b>	24 November 2017, Y Centre, Porthcawl, 1 person in attendance.	As above	As above
<b>Community event</b>	30 November 2017, Ogmores Valley Life	As above	As above

	Centre, 1 person in attendance		
<b>Elected Members</b>	26 October 2017 22 members in attendance and 9 November 2017, 15 members in attendance at the Civic Offices	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.

<b>Gender</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
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	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

	<p>undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.” From the 2011 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, 853 people responded to the question regarding gender (not including 121 youth surveys) as follows:</p> <ul style="list-style-type: none"> <li>➤ Female – 443</li> <li>➤ Male – 397</li> <li>➤ Other – 2</li> <li>➤ Prefer not to say – 11</li> </ul> <p>Additionally, 804 people stated they had caring responsibilities, 5 women said they were pregnant and 2 had given birth in the</p>	<p>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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	last 28 weeks.	
<b>Disability</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	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 1858 people responding to the consultation survey, 126 (6.7%) 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	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.



	mental health disabilities).	
<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.	<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 – 465;</li> <li>➤ English – 96;</li> <li>➤ British – 264;</li> <li>➤ Scottish – 8;</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>➤ Northern Irish – 1;</li> <li>➤ Prefer not to say – 7;</li> <li>➤ Other – 17.</li> </ul> <p>In terms of ethnicity, the following data was captured:</p> <ul style="list-style-type: none"> <li>➤ White – 832</li> <li>➤ Mixed – 1</li> <li>➤ Asian – 2;</li> <li>➤ Black – 1</li> <li>➤ Other – 3;</li> <li>➤ Prefer not to say – 15</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> </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</p>

	<ul style="list-style-type: none"> <li>➤ 33 Jews;</li> <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 - 343</li> <li>➤ Christian – 453;</li> <li>➤ Buddhist – 2</li> <li>➤ Hindu – 1</li> <li>➤ Muslim – 1;</li> <li>➤ Sikh- 1</li> <li>➤ Other – 24</li> <li>➤ Prefer not to say – 26</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>informed decision based on a more 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</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</p>

	<p>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 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 – 781</li> <li>➤ Gay man – 6</li> <li>➤ Gay women/lesbian – 5</li> <li>➤ Bisexual – 9;</li> <li>➤ Other – 3;</li> <li>➤ Prefer not to say - 42</li> </ul>	<p>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>
<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> </ul>	<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</p>

	<ul style="list-style-type: none"> <li>➤ 16 – 64 = 63.2% (88,316);</li> <li>➤ 65+ 18.5% (25,852).</li> </ul> <p>The budget proposals contain some 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 = 50</li> <li>➤ Age 18 – 24 = 66</li> <li>➤ Age 25 – 34 = 105</li> <li>➤ Age 35 – 44 = 180</li> <li>➤ Age 45 – 54 = 203</li> <li>➤ Age 55 – 64 = 200;</li> <li>➤ Age 65 – 74 = 178</li> <li>➤ Age 75+ = 80</li> <li>➤ Prefer not to say = 25</li> </ul> <p>Grand total – 1087</p> <p>Some of the proposals could impact children's' social and educational</p>	<p>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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	development and household incomes.	
<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 older people and younger people.	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:	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.

	<ul style="list-style-type: none"> <li>➤ Pregnant – 9</li> <li>➤ Given birth in the last 26 weeks - 2</li> </ul>	
<b>Transgender</b>	<b>Impact or potential impact</b>	<b>Actions to mitigate</b>
Identify the impact/potential impact of the service on people who identify as transgender.	<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 exercise the following data was collected:</p> <ul style="list-style-type: none"> <li>➤ Gender reassignment- 5</li> <li>➤ Prefer not to say - 12</li> </ul>	<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 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 nearly £52 million and will need to make additional budget reductions over the next four years. An existing budget reduction of over £52 million comprises approximately one fifth of the council’s net revenue budget. Additionally, the council expects to downsize 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. Data validation measures have been undertaken to ensure that the same respondent could not submit more than one response by cross comparing the consultation response details with the Citizens’ Panel respondent details. A sample of 1,858 is robust and is subject to a maximum standard error of ±2.26 per cent at the 95 per cent confidence level on an observed statistic of 50 per cent. Thus, we can be 95 per cent confident that responses are representative of those that would be given by the total adult population, if a census had been conducted, to within ±2.26 per cent of the percentages reported. This means that if the total adult 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 47.74 per cent and 52.26 per cent.



**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 %
Census 2011	139,740	69,031	49.4%	70,709	50.6%	N/A	N/A	N/A	N/A
Consultation	840	397	47%	443	52%	2	0%	11	1%

**Disability**

Source	Total	Disabled no.	Disabled %
Census 2011	139,740	18,796	13.5%
Consultation	858	138	16%

**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	854	832 (97.4%)	1 (0.1%)	2 (0.2%)	1 (0.1%)	3 (0.4%)	115 (1.8%)

**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	851	2 (0.2%)	1 (0.1%)	1 (0.1%)	0	1 (0.1%)	453 (53.2%)	343 (40.3%)	50 (5.9%)

**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	846	781 (92.3%)	6 (0.7%)	5 (0.6%)	9 (1.1%)	3 (0.4%)	42 (5.0%)

**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	1,087	50 (4.6%)	66 (6.1%)	105 (9.7%)	180 (16.6%)	203 (18.7%)	200 (18.4%)	178 (16.4%)	80 (7.4%)	25(2.3%)

**Pregnancy and maternity**

Source	Total	Pregnant	Given birth in last 26 weeks
Census 2011	N/A	N/A	N/A
Consultation	10	9	1

**Gender reassignment**

Source	Total	Transgender
Census 2011	N/A	N/A
Consultation	849	5

**Marriage and civil partnerships**

Source	Total	Breakdown
Census 2011	Nil	N/A
Consultation	852	Single: 92 Divorced: 56 Widowed: 54 Civil partnered: 3 Married: 539 Partnered: 87 Prefer not to say: 21

**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.

Welsh Language	Impact or potential impact	Actions to mitigate
<p>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.</p>	<p>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 relating to fluency in the Welsh language has been captured:</p> <ul style="list-style-type: none"> <li>➤ Speak Welsh fluently = 40;</li> <li>➤ Read Welsh fluently = 42 and</li> <li>➤ Write Welsh fluently = 33</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>	<p>Respondents to the consultation survey were asked for their language of choice. 1,848 (99.4%) stated English and 10 (0.6%) stated Welsh.</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 children’s’ 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.

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 children’s perspective (including children with disabilities), some of the budget proposals could negatively impact children’s 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>
<p><b>Article 28:</b> Children have a right to an education. Discipline in schools should respect children's' human dignity</p>	<p>Please see above</p>
<p><b>Article 29:</b> Education should develop each child's personality and talents to the full.</p>	<p>Please see above</p>
<p><b>Article 31:</b> All children have a right to relax and play and to join in a wide range of activities.</p>	<p>Please see above</p>
<p><b>Article 33:</b> We should provide ways of protecting children from dangerous drugs.</p>	<p>Please see above</p>
<p><b>Article 34:</b> We should protect children from sexual abuse.</p>	<p>Please see above</p>

<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	Relevant Corporate Director / Head of Service with support and advice from the	Prior to submission of reports to Cabinet and/or Council on Medium Terms Financial Strategy	Support and advice from the Consultation and Engagement Team (consultation and	Each relevant service area



meaningful and robust Equality Impact Assessment on each proposed Budget Reduction.	Consultation and Engagement Team (consultation and equalities)	reductions.	equalities).	
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**Please outline the name of the independent person (someone other the person undertaking the EIA) countersigning this EIA below:**

Gill Lewis, Interim Section 151 Officer and Head of Finance

**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: 

**Date: 10/01/18**

**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.