

Full Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	PSB Wellbeing Plan
Date assessment completed	07/03/2018

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](#)

1. Consultation

		Action Points
Who do you need to consult with (which equality groups)?	Equality groups as identified	Identify key groups for consultation. Analysis by equality group where possible.
How will you ensure your consultation is inclusive?	Get advice on contacting different groups. Identify supporting bodies and representative groups that can help	Use the equality forum contacts and links via PSB partners. Undertake analysis of responses by equality group where information available

<p>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</p>	<p>List of activities attached. consultation was on the plan in its entirety and not specifically about equality groups. Consultation was also carried out on the wellbeing assessment that informed the plan. Wider research also informed the plan.</p>	
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Record of consultation with people from equality groups

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
Bridgend equality forum	22/11/17	The forum was asked to feed into the online survey. In addition, advised to have easy read version of the plan.	Easy read version prepared by People First and used a part of the consultation.
Hate crime forum	5/12/17	No specific issues raised but encouraged	Points raised included in evaluation of the online

		to feed into the consultation.	consultation
Stroke association coffee morning	08/01/18	Responses collated onto the easy read survey form and fed into the online survey. In discussion, it was pointed out that not everyone has access to or can use computers	Consider how to enable access to information about the PSB other than by digital means.
YCC Y Derwen	20/11/17	report of workshop facilitated by Dynamix included in consultation report. Also students fed into the online consultation and results included in the evaluation.	Points raised in the consultation included in the evaluation that informed the development of the final plan and some references to the points raised by young people included in the plan. Feedback provided will be part of evidence base for action plans of the respective sub groups. Changes to steps in the plan to reflect young people

			under 18 may choose to have a child
ABMU Disability Reference Group	29/12/18	None directly, asked to feed into consultation online or direct to PSB team in BCBC	Points raised in the consultation included in evaluation of consultation
ABMU Youth	17/01/18	None directly, asked to feed into consultation online or direct to PSB team in BCBC	Points raised in the consultation included in evaluation of consultation
online consultation	31/10/17-23/01/18	Consultation analysed and report prepared	Report to be published on PSB web pages. Overall results supportive, equality issues reflected in the plan and will also inform the action plans.

2. Assessment of Impact

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

a) Liaise with the 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.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	<ul style="list-style-type: none"> • Positive impact from steps to include preventing unwanted pregnancies in young women under 18. • Positive impact from implementing the violence against women, domestic abuse and sexual violence strategy. • Risk of unequal gender take up of apprenticeships across sectors. 	Need to market apprenticeships to both sexes and encourage equality of take up across all sectors
Disability	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on disabled people (ensure consideration of a range of	<p>Provide support to mitigate impact on children affected by long term mental health issues in the family as one of the ACE's</p> <p>Disabled people can be a greater risk of social exclusion due to attitudes and access. Specific action in the plan to work with disabled people to understand tensions and act to address barriers they face to community cohesion.</p>	<p>Consider communities of interest and communities other than geographical involve disabled people to understand and address barriers they face to community cohesion</p> <p>Consider whether there needs to be a focus on violence against disabled people in Bridgend in the action plan.</p>

<p>impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).</p>	<p>British Crime survey finds that in UK disabled people have an increased risk of being victims of violence.</p> <p>Opportunity to increase employment of disabled people through take up of apprenticeships and improving skills.</p>	<p>Health of disabled staff considered in the action plan</p> <p>Ensure apprenticeships are marketed to disabled people.</p> <p>Action plan to consider how disabled people access green space and cultural and historic sites.</p>
<p>Race</p>	<p>Impact or potential impact</p>	<p>Actions to mitigate</p>
<p>Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.</p>	<p>Specific action to work with people from equality groups to understand what causes tension and to act to promote community cohesion.</p> <p>UK research finds that BME people can be more at risk of race related hate crime and social exclusion. Actions included to focus on community cohesion with equality groups</p> <p>Opportunity to increase employment of BME groups through promoting take up of apprenticeships and increase skills.</p> <p>Opportunity to reflect diverse community in cultural activities.</p> <p>The British Crime Survey finds that people with a mixed ethnicity are more likely to be a victim of violent crime than white.</p>	<p>Work with BME people to understand issues, barriers and opportunities.</p> <p>Promote apprenticeships to BME people.</p> <p>Consider how cultural opportunities can better reflect more diverse communities in future.</p>

Religion and belief	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on people of different religious and faith groups.	<p>People of different faiths may be subject to hate crime which has a potential impact on community cohesion and inclusion. Actions to focus on community cohesion with equality groups.</p> <p>opportunity to increase employment of equality groups through promoting take up of apprenticeships and increase skills</p> <p>opportunity to reflect diverse community in cultural activities</p>	<p>work with people of different faiths to understand issues, barriers and opportunities</p> <p>promote apprenticeships to equality groups</p> <p>consider how cultural opportunities can better reflect more diverse communities in future</p>
Sexual Orientation	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	<p>UK research finds that gay lesbian and bisexual people can be at risk of hate crime and potential impact on community cohesion and inclusion. Actions included to focus on community cohesion with equality groups</p>	<p>Work with people of equality groups to understand issues, barriers and opportunities.</p>
Age	Impact or potential impact	Actions to mitigate

<p>Identify the impact/potential impact of the service on older people and younger people.</p>	<p>Objective one focused on young children and their families.</p> <p>Actions to reduce unwanted pregnancies of women under 18.</p> <p>Older people can be at a greater risk of loneliness and social exclusion.</p> <p>Opportunity to get more older people working through improving and updating skills.</p> <p>Opportunity to get more young people into jobs and apprenticeships and pre-apprenticeships</p> <p>Older people may be at risk of elder abuse/violence</p> <p>Commitment to implement the Aging Well in Bridgend plan</p>	<p>Involve older people to understand barriers and issues and opportunities</p> <p>Consider including elder abuse in the action plan for domestic violence and violence.</p>
<p>Pregnancy & Maternity</p>	<p>Impact or potential impact</p>	<p>Actions to mitigate</p>
	<p>Best start in life objective focuses on support during pregnancy and early years. Also focus on reducing unwanted pregnancy and promoting healthy lifestyles through work which would also impact positively on pregnant employees.</p> <p>Young parents can become quite isolated so there could be an opportunity to engage them in community activities and engagement that can lead to lifelong friendships and</p>	<p>Consider how access to green spaces can be more 'pram-friendly'.</p> <p>Community events or premises could consider how breastfeeding mothers can be accommodated.</p> <p>Consider including health and wellbeing support for new parents in the work place.</p>

	widens the support network for the young family. Workplaces need to recognise the increased likelihood for new mothers to suffer from depression and mental health issues.	
Transgender	Impact or potential impact Positive focus on tackling violence, linked to hate related crime and violence. Community cohesion focus on identifying and addressing issues in communities affecting feelings of safety and belonging.	Actions to mitigate Research into violence will consider equality groups. Work with equality groups to identify barriers to community cohesion for equality groups.
Marriage and Civil Partnership	Impact or potential impact no impact	Actions to mitigate

Under the Welsh Language Standards, EIAs must also consider:

- whether the policy would impact on people's opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally;
- how the policy could be changed to have a positive effect or increase the positive effect on a) people's opportunity to use the Welsh language and b) treating both languages equally;

- how the policy could be changed to minimise or remove any adverse effects on a) people's opportunity to use the Welsh language and b) treating both languages 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>Potential to promote/provide additional opportunities for using welsh language through information and advice provided about activities, cultural and historical locations and green spaces.</p> <p>Need to ensure opportunity to exercise language choice in community activity and health and wellbeing activity and welsh language and culture can provide opportunities to bring communities together.</p> <p>Promoting apprenticeships and skills bilingually can encourage Welsh language use in the workplace.</p>	<p>As well as ensuring that the standards are applied, taking an integrated approach to achieving the seven wellbeing goals prompts us to look for opportunities to increase Welsh language skills and use.</p> <p>Specifically included an action to promote the use of the Welsh language when accessing our natural, cultural and historic assets.</p>

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.

Impact or potential impact on children aged 0 - 18	Actions to mitigate
<p>Object one is focused on giving children the best start in life.</p> <p>Improving lifestyles in working adults is intended to bring more healthy lifestyles into families with children.</p> <p>improving household income and employment will contribute to bringing children out of poverty</p>	<p>Community cohesion activity to promote an increased sense of security and belonging can include activity to bring different age groups together to promote understanding.</p>

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.

3. Action Plan

The EIA has been undertaken as part of the process for reviewing and revising the draft wellbeing plan following the consultation. That has enabled findings of the EIA to be reflected in the final wellbeing plan. The following actions will be taken forward by the respective delivery boards.

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
Need to market and promote apprenticeships to equality groups including, both sexes, young people and older people, disabled people, BME and encourage equality of take up across all sectors	Bridgend Learning Partnership to consider these points when developing action plans	In action planning stage by Dec 2018	Initial consideration from within existing group support – additional resources to be identified if necessary	Board action plan
Research into violence should consider hate related violence affecting equality groups including elder abuse and affecting disabled people. Consider communities of interest and communities other than	Community Safety Partnership to consider these points when developing action plans	In action planning stage by Dec 2018	Initial consideration from within existing group support – additional resources to be identified if necessary	Board action plan

<p>geographical.</p> <p>Involve disabled people, older people, people of different faiths, and other equality groups to understand issues, barriers and opportunities for community cohesion.</p> <p>Community events or premises could consider how breastfeeding mothers can be accommodated.</p> <p>Community cohesion activity to promote an increased sense of security and belonging can include activity to bring different age groups together including young families.</p> <p>Consider how community activity and</p>				
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<p>cultural events can better reflect more diverse communities.</p>				
<p>Consider health of disabled staff in the action plan.</p> <p>Consider including health and wellbeing support for new parents in the work place.</p>	<p>Wellbeing board to consider these points when developing action plans</p>	<p>In action planning stage by Dec 2018</p>	<p>initial consideration from within existing group support – additional resources to be identified if necessary</p>	<p>Board action plan</p>
<p>Action plan to consider how disabled people access green space and cultural and historic sites</p> <p>Consider how cultural opportunities can better reflect more diverse communities in future</p> <p>Community events or premises could consider how breastfeeding mothers can be accommodated.</p>	<p>Bridgend Assets board to consider these points when developing action plans</p>	<p>In action planning stage by Dec 2018</p>	<p>initial consideration from within existing group support – additional resources to be identified if necessary</p>	<p>Board action plan</p>

<p>Consider how access to green spaces can be more 'pram-friendly'.</p> <p>Involve disabled people, older people, people of different faiths, and other equality groups to understand issues, barriers and opportunities for benefiting from our green, cultural and historic assets</p>				
<p>Make consultation document in an easy read version.</p>	<p>PSB Support</p>	<p>before end of consultation period</p>	<p>completed, version provided by People First as part of partnership contribution</p>	<p>Completed and used during the consultation. An easy read version of the final plan will be prepared</p>
<p>Consider how to provide information to people who don't use computers.</p>	<p>PSB Support</p>	<p>during publication and ongoing during engagement and delivery activity</p>	<p>Within existing resources for publication. To be determined for further engagement activity.</p>	<p>As part of plans for communications activity for boards and PSB publications and engagement.</p>

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

Martin Morgans, Head of Performance and Partnership Services

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

- Monitoring via board action plans subject to a half yearly reporting cycle to PSB.
- Reviewed as part of annual review of the Wellbeing Plan

Signed:

A handwritten signature in blue ink that reads "Martin Morgans". The signature is written in a cursive style with a large, sweeping flourish at the end.

Date:13/03/2018