

Equality Impact Full Assessment

Name of project, policy, function, service or proposal being assessed:	Play area and grass cutting review and potential increased charges for the use of sports fields and sports pavilions consultation 2019
Date EIA Screening assessment completed:	
Full assessment date for completion (from EIA screening):	19 August 2019

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

Consultation

	Method	Action Points
Who do you need to consult with (which equality groups)? General Public and specific users of facilities	Public consultation. All residents	Consultation went live 17 April 2019 to 10 July 2019 Facebook, Twitter and LinkedIn have widely been used to promote the consultation. During the consultation Paper and accessible versions in Welsh and English were available throughout the consultation period.
How will you ensure your consultation is inclusive?	Consultation survey forms were available online. The survey was available in English, Welsh and as an accessible version in both languages. Residents could also request a paper copy or another alternative	Facebook, Twitter and LinkedIn used to promote the consultation 12 week consultation An image was placed on the news page of the council website and the intranet homepage which

	format by telephone or email.	linked through to the consultation webpage and survey
<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>Local community, equality and diversity groups were given details of the consultation proposals and told how to share their views.</p> <p>All comprehensive schools within the County Borough were offered the opportunity for their students to engage with the consultation during the live period.</p> <p>All Town and Community Councils were sent the link for the survey to share with their communities.</p> <p>All relevant sports clubs received an email or letter to inform them of the consultation.</p>	

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
The consultation was shared via an electronic link with all members of the Bridgend Community Cohesion and Equality Forum	na	na	na
The consultation was shared via an electronic link with all Town and Community councils.	na	na	na
All clubs received information about the consultation either via email or letter.	na	na	na

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). Include any examples of how the policy helps to promote equality. If you do identify any adverse impact you **must seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

	Impact or potential impact	Actions to mitigate
Gender	899 females, 898 males, 1 transgender, 18 preferred not to say and 14 no answer in response to the consultation.	Engagement has commenced with clubs to consider the implications and support provided to carry out Community Asset Transfers

	It is considered that the majority of cricket, football and rugby have more male participants currently than female, so that they may be more adversely impacted if clubs are unable to Community Asset Transfer or fund increased charges.	
Disability	<p>152 of the 1830 respondents to the consultation stated that they had a disability.</p> <p>It may be the case that the impact may be significant dependent upon their individual disability.</p>	Engagement has commenced with clubs to consider the implications and support provided to carry out Community Asset Transfers.
Race	The majority of respondents were white British (96%)	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.
Religion and belief	47% of respondents described themselves as Christian, followed by 46% who described themselves as having no religion or belief.	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.
Sexual Orientation	90% of respondents described themselves as heterosexual or straight. 1% described themselves as bisexual and 2% stated they were a gay man or woman.	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.
Age	Within the responses, it is suggested that there may be an impact on child development, health and antisocial behaviour. Although no specific age group is identified the responses suggest	Engagement has commenced with organisation to consider the implications and support provided to carry out Community Asset Transfers.

	that there this may be a specific impact on both younger and older persons	
Pregnancy & Maternity	No negative or positive impact was identified in relation to this characteristic	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.
Transgender	No negative or positive impact was identified in relation to this characteristic	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.
Marriage and Civil partnership	No negative or positive impact was identified in relation to this characteristic	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.
Welsh language	No negative or positive impact was identified in relation to this characteristic	As a result of the consultation no impact has been identified, therefore no action needs to be taken to mitigate.

Equality Impact assessment Action Plan

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.

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
<i>E.G. Information about the service to be available in BSL video on the website</i>	<i>Service manager</i>	<i>End of financial year</i>	<i>£XX Staff time/resource</i>	<i>X Service Plan</i>
Support Community Asset transfer	Guy Smith	31 March 2020	CAT Transfer Fund CAT Business support contract	

			Legal and Property professional services	

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

Countersigned:	Role:	Date:
Zak Shell	Head of Operations - Community Services	August 2019

Please outline how and when this EIA will be monitored in future and when a review will take place (max. three years):

Monitoring arrangements:	Date of Review:
A review of this EIA to be monitored in relation to CAT process and the target completion date	October 2021

Details of person completing the Full EIA:

Name:	Role:	Date:
Kevin Mulcahy	Group Manager Highways and Green Spaces	August 2019

Publication of a Full EIA 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.

When complete, this form must be signed off and retained by the service area. The Full EIA should be recorded as complete on share point (your business manager has access to share point). Where a full EIA is needed this should be included as an appendix with the relevant cabinet report and therefore available publically on the website.

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or equalities@bridgend.gov.uk

