

Equality Impact full assessment form

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.

Equality impact full assessment form

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| Name of project, policy, function, service or proposal being assessed: | Strategic Equality Plan 2020-2024 |
| Date EIA Screening assessment completed: | 02/03/2020 |
| Full assessment date for completion (from EIA screening): | 26/08/2020 |

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 |
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| Who do you need to consult with (which equality groups)? | <p>Bridgend Community Cohesion and Equality Forum</p> <p>Equality groups across the county borough</p> <p>Public consultation</p> <p>BCBC staff</p> | <p>Work with Equality groups to arrange suitable dates and times for engagement sessions</p> <p>Stakeholders identified and sent details of the consultation</p> <p>Citizens Panel workshop arranged</p> <p>Public engagement sessions scheduled, in collaboration with Awen.</p> |
| How will you ensure your consultation is inclusive? | <p>Full public consultation made available on BCBC website.</p> <p>Consultation shared with Equality groups through visits to groups, online and post.</p> | <p>The public consultation was made available in online and paper format in both Welsh and English. Made available on the BCBC corporate website</p> |

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| | <p>The consultation used plain English to maximise understanding and encourage participation.</p> <p>The consultation was available in easy to read format to ensure accessibility to all user groups.</p> <p>To encourage engagement the consultation was available online or in paper format on request.</p> <p>Information about the consultation shared via local press as well as BCBC corporate social media channels.</p> <p>Public engagement sessions in libraries across the county borough.</p> <p>The consultation was shared with staff to encourage participation via Bridgenders.</p> | <p>and details of the consultation shared on corporate social media channels.</p> <p>Engagement workshops with Equality groups.</p> |
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| <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>As well as the full public consultation engagement workshops were held with:</p> <ul style="list-style-type: none"> • Bridgend Community Cohesion and Equality Forum • Citizens Panel members • Equality Groups • Public engagement workshops | |
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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 |
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| Public engagement event | 07/01/2020 Maesteg Library (4) | Attendees were given information about the consultation and either took paper copies away for completion at home (with return envelopes) or completed then as part of the engagement session. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| Public engagement event | 09/01/2020 Pencoed Library (3) | Attendees were given information about the consultation and either took paper copies away for completion at home (with return envelopes) or completed then as part of the engagement session. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |

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| Public engagement event | 13/01/2020 Bridgend Library (6) | Attendees were given information about the consultation and either took paper copies away for completion at home (with return envelopes) or completed then as part of the engagement session. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| Bridgend Coalition of Disabled People | 14/01/2020 St Johns, Minerva Street Bridgend (10) | Members of the coalition of Disabled people took part in the consultation using clicker pads, as well as discussion around the questions. Members suggested that they should continue to be involved in future consultations so that they can have their say on council services, ensuring that people with disabilities are included in decisions being made. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| SHOUT Bridgend | 15/01/2020 Evergreen Hall (31) | Members of SHOUT Bridgend were given an overview of the consultation and were asked to complete paper copies of the survey within the session. Issues aware raised about the Olympage games and free swimming initiatives for over 50s, hoping that these events would be continued through the lifetime of the next SEP. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| Bridgend Carers Café | 15/01/2020 Bridgend Carers Centre, Park Street (18) | All attendees were encourages to take part in the consultation, and were given an overview of the draft objectives. Some attendees completed the survey during the session while others chose to take it home for completion along with a return envelope. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| Citizens' Panel events | 17/01/2020 Council Chamber (23) | Citizens' Panel members were given a presentation on the Equalities work carried out by the council, and were given a presentation by the Chairperson of the Bridgend Coalition of | Consider feedback from participants on all proposals to produce Strategic |

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| | | <p>Disabled People, Mr Simon Green, before taking part in a clicker pad session to complete the survey.</p> <p>Members were keen to get more involved in the work and future engagement sessions.</p> <p>Members welcomed the opportunity to debate the issues within the draft strategy.</p> | <p>Equality Plan and action plan 2020-2024</p> |
| <p>Bridgend Community Cohesion and Equality Forum</p> | <p>20/01/2020 Vine Christian Centre, Bridgend (10)</p> | <p>All attendees at the Bridgend Community Cohesion and Equality Forum completed the survey using clicker pads. Members were asked to share details of the consultation with their organisations to encourage further participation.</p> | <p>Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024</p> |
| <p>Young Carers group</p> | <p>20/01/2020 Compassion Church, Nolton Street (7)</p> | <p>All attendees were given an overview of the consultation and were given copies of the consultation and return envelopes to complete after the session.</p> | <p>Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024</p> |
| <p>OAP group</p> | <p>3/01/2020, Evergreen Hall (28)</p> | <p>All attendees were given an overview of the consultation and then discussed the draft objectives in small groups facilitated by the consultation team. The OAP group were concerned about the move from Evergreen Hall and the impact this would have on the group.</p> | <p>Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024</p> |
| <p>Public engagement event</p> | <p>01/02/2020 Porthcawl library (9)</p> | <p>Attendees were given information about the consultation and either took paper copies away for completion at home (with return envelopes) or completed then as part of the engagement session.</p> | <p>Consider feedback from participants on all proposals to produce Strategic Equality Plan and</p> |

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| | | | action plan 2020-2024 |
| Youth LGBTQ Forum | 03/02/2020 YMCA, Bridgend (7) | All attendees were given an overview of the consultation and were given copies of the consultation and return envelopes to complete after the session. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| BridgeVis | 07/02/2020 Evergreen Hall, (41) | All members participated in a presentation given an overview of the consultation and completed the survey in small groups, facilitated by members of the consultation team. Participants were keen to see the development of services available within the community for equality groups, and more access to give their views to the consultation team. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |
| SHOUT Porthcawl | Paper copies posted | SHOUT Porthcawl chose to have paper copies posted to them as they were unable to facilitate the visit from the consultation team. Paper copies and return envelopes were posted to the chairperson for dissemination. | Consider feedback from participants on all proposals to produce Strategic Equality Plan and action plan 2020-2024 |

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**

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| Impact or potential impact |
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| Actions to mitigate |
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is or is potentially discriminatory, and identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.

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| Sex/ Gender identity | This plan will have a positive impact against this protected characteristic, with benefits against this protected characteristic identified in all of our equality objectives. | The strategy recognises explicit benefits to this protected characteristic within all of our equality objectives, including our work and education objectives. |
| Disability | This plan will have a positive impact against this protected characteristic, with explicit benefits people with disabilities within the county borough and our workforce. | The strategy recognises explicit benefits to this protected characteristic within all of our equality objectives. |
| Race | This plan will have a positive impact against this protected characteristic, with explicit benefits to both BAME people within the county borough and our workforce. | The strategy recognises explicit benefits to this protected characteristic within all of our equality objectives. The strategy has specific outcomes and actions linked the Black Lives Matter movement in order to demonstrate our commitment to tackling race inequality. |
| Religion and belief | This plan will have a positive impact against this protected characteristic, with benefits against this protected characteristic identified in five out of six of our equality objectives. | The strategy recognises explicit benefits to this protected characteristic within five out of six of our equality objectives including our work, safety and education objectives. |
| Sexual Orientation | This plan will have a positive impact against this protected characteristic, with benefits against this protected characteristic identified in five out of six of our equality objectives. | The strategy recognises explicit benefits to this protected characteristic within five of our six equality objectives including our safety and respect, work and education objectives and the development of staff networks within our |

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| | | health and wellbeing objective. |
| Age | This plan will have a positive impact against this protected characteristic, with explicit benefits to both younger people and older people identified throughout the plan. | The strategy recognises explicit benefits to this protected characteristic within all of our equality objectives. |
| Pregnancy & Maternity | This plan will have a positive impact against this protected characteristic, with explicit benefits to people with this protected characteristic, with benefits against this characteristic identified in three out of six of our equality objectives within the strategy. | This strategy's commitment to improve the awareness of our staff of equality related issues through training and improving the governance and engagement process that surrounds equality related issues, will impact positively on how we are able to consider and deal with issues that relate to this protected characteristic. |
| Gender reassignment | This plan will have a positive impact against this protected characteristic, with explicit benefits against this characteristic identified in five out of six of our equality objectives within the strategy. | The strategy recognises explicit benefits to this protected characteristic within five out of six of our equality objectives, including our work, safety and respect and education objectives. |
| Marriage and Civil partnership | This plan will have a positive impact against this protected characteristic, with benefits against this characteristic identified in three out of six of our equality objectives within the strategy. | This strategy's commitment to improve the awareness of our staff of equality related issues through training and improving the governance and engagement process that surrounds equality related issues, will impact positively on how we are able to consider and deal with issues that relate to this |

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| | | protected characteristic. |
| Welsh language | It is not anticipated that this plan will have a significant impact, either positively or negatively. | Any impact will continue to be monitored through the Welsh Language Strategy and Annual report produced to Cabinet Committee Equalities. |

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 |
|--|-----------------------|-----------------------|---|--|
| Develop the Strategic Equality Plan for 2020-2024 | Nicola Bunston | 01/10/2020 | Public consultation Work with service areas to develop actions following consultation Support workers to design SEP | Strategic Equality Plan |
| Develop the Strategic Equality Plan action plan for 2020-2024 | Nicola Bunston | 01/10/2020 | Work with service areas to develop outcome focussed actions based on consultation feedback and Is Wales Fairer Report. | Strategic Equality Plan |
| Monitor the effectiveness of the action plan annually and report to Cabinet Committee Equalities | Nicola Bunston | Annually up to 2025 | Equalities team to monitor outcomes and produce SEP annual report and annual action plan update to be presented to CCE. | Strategic Equality Plan |

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

| Countersigned: | Role: | Date: |
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| Martin Morgans | Head of Partnership Services | 27/08/2020 |

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: |
|--|-----------------|
| Annual monitoring of Strategic Equality Plan | 01/08/2023 |

Details of person completing the Full EIA:

| Name: | Role: | Date: |
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| Nicola Bunston | Consultation Engagement and Equalities Manager | 26/08/2020 |

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.

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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