

WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

Project Description (key aims):

Bridgend County Borough Council Strategic Equality Plan 2020-2024
Bridgend County Borough Council SEP action plan 2020-2024

Section 1	Complete the table below to assess how well you have applied the 5 ways of working.
Long-term (The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)	1. How does your project / activity balance short-term need with the long-term and planning for the future?
	<p><i>The Strategic Equality plan, in line with national guidance from EHRC and Welsh Government spans four years between 2020 and 2024.</i></p> <p><i>The plan/action plan will be reported on annually to Cabinet Committee Equalities and made available to the public in order to demonstrate progress and achievements within the lifetime of the action plan.</i></p>
Prevention (How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)	2. How does your project / activity put resources into preventing problems occurring or getting worse?
	<p><i>The Strategic Equality Plan seeks to work within the community to ensure that issues are identified and can be acted upon.</i></p> <p><i>The Strategic Equality Plan supports the local authority to meet it's general Equality Duty:</i></p> <ul style="list-style-type: none"> • <i>Eliminate discrimination, harassment and victimisation;</i> • <i>Advance equality of opportunity and;</i> • <i>Foster good relations between people who share a protected characteristic and those who do not.</i>
Integration (Considering how the public body's	3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?

<p>well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies)</p>	<p><i>The Strategic Equality Plan and action plan ensure that a wide range of outcome focussed objectives and actions are delivered within the county borough and within the workforce to ensure equality of provision, and where relevant inequality identified so that this can be acted upon.</i></p>
<p>Collaboration</p> <p>(Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)</p>	<p>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</p> <p><i>The Strategic Equality Plan action plan outline show we will work in partnership with statutory organisations as well as third sector organisations to deliver effective equality outcomes.</i></p>
<p>Involvement</p> <p>(The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)</p>	<p>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</p> <p><i>A public survey based on Bridgend County Borough Council's Draft Strategic Equality Objectives 2020-2024 was completed over a six week period between 23 December 2019 and the 9 February 2020.</i></p> <p><i>The survey was available to complete online on the consultation page of the council's website and paper copies were made available upon request. The survey was available in English and Welsh and an accessible and easy read version was available in both languages. Residents could request a paper copy or another alternative format by telephone or email via the Consultation and Engagement Team.</i></p> <p><i>The purpose of this consultation was to outline the overarching objectives which will then enable BCBC to develop an action plan to support these objectives.</i></p> <p><i>The consultation received 647 responses from a combination of the consultation survey (424 survey responses), four public engagement events in libraries, one Citizens' Panel event and attendance at nine equality group meetings which included a total of 220 attendees and 3 social media comments.</i></p> <p><i>We will continue to work with equality groups, our workforce and stakeholders throughout the lifetime of this SEP and action plan to deliver effective equality outcomes</i></p>

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Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).

Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p>A prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p><i>Outcomes and actions focus on developing, training and ensuring opportunities for our workforce as well as supporting our residents into employment.</i></p> <p><i>A focus on schools ensures that we are supporting our future workforce within the county brought to achieve their full potential.</i></p> <p><i>We will work towards objectives to identify and reduce pay gaps as well as the implementation of the national living wage.</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>
<p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p><i>There is a focus on more resilient communities to ensure social and economic development during the lifetime of the Strategic Equality Plan.</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>
<p>A healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p><i>There is a focus on wellbeing across our communities and our workforce.</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>

<p>A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	<p><i>The introduction of the socio-economic duty and or commitment to identifying pay gaps will ensure that we work towards a more equal Wales</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>
<p>A Wales of cohesive communities Attractive, viable, safe and well-connected communities.</p>	<p><i>The Community Safety Partnership objectives and community cohesion, and equalities teams ensure that we are working towards a more cohesive community</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>
<p>A Wales of vibrant culture and thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><i>The Strategic Equality Plan supports the objectives of the Welsh Language Strategy to ensure that we create a vibrant culture within Bridgend for all.</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>
<p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p><i>There is a focus on more responsible communities to ensure social, economic and cultural wellbeing of all members of our communities and workforce during the lifetime of the Strategic Equality Plan.</i></p>	<p><i>The successful delivery of the Strategic Equality Objectives will support the wellbeing goals</i></p>

Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts

Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
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.	NA	The strategy recognises explicit benefits to this protected characteristic within all of our equality objectives.
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.	NA	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 or 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.	NA	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.
Pregnancy or maternity:	This plan will have a positive impact against this protected	NA	This strategy's commitment to improve the awareness of our

	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.		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.
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.	NA	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 or 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.	NA	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.
Sex:	This plan will have a positive impact against this protected characteristic, with benefits against this protected characteristic identified in all of our equality objectives.	NA	The strategy recognises explicit benefits to this protected characteristic within all of our equality objectives, including our work and education objectives.
Welsh Language:	It is not anticipated that this plan will have a significant impact, either positively or negatively.	NA	Any impact will continue to be monitored through the Welsh Language Strategy and Annual

			report produced to Cabinet Committee Equalities.
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Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive Members and/or Chief Officers

Compiling Officers Name:	Nicola Bunston
Compiling Officers Job Title:	Consultation Engagement and Equalities Manager
Date completed:	21/08/2020