

Full Equality Impact Assessment (EIA) form

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also ensures consideration of the [Welsh Language Standards](#). [Click here to access more information and guidance to help you complete this EIA.](#)

- This assessment should be carried out **before your policy or proposal commences but after your engagement or consultation activities**.
- Your EIA screening form should have informed your consultation or engagement activities.
- If you are undertaking a full public consultation as part of your policy or proposal this form should be completed after the consultation has concluded.
- The results of your consultation and engagement activities will have helped you to gain a better understanding of the needs of those who may be impacted by the policy or proposal.
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’.**

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| Name of project, policy, function, service or proposal being assessed: | Bridgend Town Centre Masterplan |
| Brief description and aim of policy or proposal: | The Masterplan is a strategic document to provide a coherent direction for sustainable future growth for the town centre while meeting the requirements and aspirations of the private, public and third sectors. The document sets out a comprehensive range of economic and regeneration projects which could be delivered in the town, and provides a baseline from which to bring the projects to fruition. The document also supports the authority's ability to secure future funding for the delivery of regeneration. |
| Who is responsible for delivery of the policy or proposal? | Corporate Director Communities |
| Date EIA screening completed: | 06/04/2021 |

Evidence

Record of other consultation/engagement with people from equality groups, people who represent these groups, staff who work with groups, including any sessions run as part of a public consultation.

| Group or persons consulted | Date/venue and number of people | Feedback/areas of concern raised | Action Points |
|----------------------------|---------------------------------|----------------------------------|---------------|
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Appendix D

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| <i>Example: BSL Forum</i> | <i>BSL Users meeting Date and venue</i> <i>25 people in attendance.</i> | <i>Deaf people may be unaware of new service as information not available on BSL video.</i> | <i>Ensure updated version of video is available and presented to BSL Forum</i> |
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| <p>If you undertook a full public consultation please enter the details and a summary of the findings here:</p> | <p>A full public consultation exercise asking for views on the draft Bridgend Town centre masterplan was undertaken over a 12 week period from 7 December 2020 to 1 March 2021. The consultation received 1402 interactions from a combination of survey completions, social media engagements, emails and letters, engagement with the Town and Community Council forum, engagement with Bridgend Youth Council and engagement work that took place in Penybont Primary School.</p> <p>An explainer video was designed to ensure people understood what was being asked of them. The video was featured on the webpage for the consultation and also posted on the council's social media channels, 10,673 views of the video were recorded</p> <p>The consultation contained 51 questions related to the masterplan vision and project proposals. All questions were optional, and the response options were tailored to the questions asked.</p> <p>The headline responses are as follows:</p> <ul style="list-style-type: none"> • 84% of respondents agreed with the overall vision for the town centre; • 76% of respondents agreed with all the proposals in Development zone A – the railway station area; • 83% of respondents agreed with the proposal to make a new entrance to the station from Tremains road; • 71% of respondents agreed with all the proposals in Development zone B – Brackla, Nolton and Oldcastle; • 65% of respondents agreed that moving part of the Bridgend College Campus and other educational institutions to the town centre would help to improve town centre footfall and improve its growth; • 75% of respondents agreed with all the proposals in Development zone C – the retail core; |
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- 79% of respondents agreed with all the proposals in Development zone D – the café and cultural quarter;
- 74% of respondents agreed with all the proposals in Development zone E – the Northern Gateway;
- 69% of respondents agreed with all the proposals in Development zone F – Riverside;
- 71% of respondents agreed with all the proposals in Development zone G – Newcastle;
- 77% of respondents agreed with all the proposals in Development zone H – Sunnyside;
- 61% of respondents stated that they would like to see Bridgend town centre as a place with more in-town living opportunities;
- 44% of respondents selected partial reopening to traffic as the best option for access to Bridgend town centre, 35% selected for access to remain unchanged and 21% selected to reopen all roads to traffic;
- 41% of respondents stated that the current provision for public transport to Bridgend town centre is adequate;
- 75% of respondents stated that the town centre would benefit from improved active travel links;
- 87% of respondents stated that they supported the creation of a new Town Square and more green space in the town centre;
- 81% of respondents stated that they thought the town suffered from anti-social behaviour;
- 60% of respondents felt that there were aspects of the masterplan that could help young people have a greater connection with their town centre;
- 78% of respondents felt that the town would benefit from a heritage trail linking up all the historic assets of the town centre.

The most common themes from additional correspondence were requests for survey/further information followed by agree with proposals/looking forward to the developments and then need to support businesses in and to the town.

Based on the finding above and additional detail received, the responses indicate a positive view on the projects and information within the Masterplan.

Based on statistical analysis of the sample of responses, we can be 95% confident that the responses are representative of those that would be given by the total adult population.

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| Please list any existing documents, reports, evidence from previous engagement, previous EIAs, service user information etc. which have been used to inform this assessment. | No documented work prior to the public engagement has been used to complete this assessment. |
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If you have identified any data gaps then you **MUST** undertake more consultation/engagement/research.

Assessment of Impact

It is important that you record the mitigating actions you will take when developing your final policy or proposal. Record here what measures or changes you will introduce to the policy or proposal in the final draft which could:

- Reduce or remove any unlawful or negative impact or disadvantage;
- Improve equality of opportunity;
- Introduce positive change;
- Reduce inequalities of outcome resulting from socio-economic disadvantage;
- Provide opportunities for people to use the Welsh Language;
- Ensure that the Welsh Language is treated no less favourably than the English Language.

Protected characteristics

Based on the data you have analysed, and the results of consultation or engagement, consider what the potential impact will be upon people with protected characteristics (negative or positive). Include any examples of how the policy or proposal 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.**

| | What are the impacts of your policy or proposal? Please place an X in the relevant box | | | Why have you come to this decision? Please provide an explanation and any supporting evidence. | Considerations to mitigate negative impact(s) and/or secure positive impact(s) |
|--|---|--------------------|-----------|--|--|
| | Positive impact(s) | Negative impact(s) | No impact | | |
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Appendix D

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| Gender | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |
| Disability | x | | | All projects where they are known to require a physical change to environment have been highlighted to ensure they are designed in line with the Equality Act 2010. | |
| Race | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |
| Religion and belief | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |
| Sexual Orientation | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |
| Age | x | | | For the first time the Masterplan has engaged with children and young people in its development, and will ensure that projects positively encourage their engagement in the detail development and design. | |
| Pregnancy & Maternity | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |
| Transgender | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |

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| Marriage and Civil partnership | | | x | There will be no adverse impact on this group as a result of the adoption and development of the Masterplan. | |
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Socio-economic impact

Does the evidence gathered suggest that your policy or proposal will have a disproportionate impact on people living in socio-economic disadvantage? This could include communities of place or communities of interest (i.e., where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live).

| | What are the impacts of your policy or proposal? Please place an X in the relevant box | | | Why have you come to this decision? Please provide an explanation and any supporting evidence. | Considerations to mitigate negative impact(s) and/or secure positive impact(s) |
|------------------------------------|---|--------------------|-----------|---|--|
| | Positive impact(s) | Negative impact(s) | No impact | | |
| Socio-economic disadvantage | x | | | <p>Key objectives within the masterplan are to;</p> <p>Develop In-town living that caters to different age and income groups and increases social housing through the redevelopment of strategic vacant sites and repurposing of vacant buildings.</p> <p>Create Space for business and enterprise close to home and with robust transport links.</p> <p>Utilising education as a catalyst for town centre regeneration to spur on the development of a</p> | |

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| | | | | <p>mixed economy that caters for all demographics.</p> <p>Ensure that we develop safe and accessible public spaces</p> | |
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Welsh language

Consider how your policy or proposal ensures that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh Language is not treated less favourably than the English Language, and that every opportunity is taken to promote the Welsh Language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community.

| | What are the impacts of your policy or proposal for persons to use the Welsh language and in treating the Welsh language less favourably than the English language? Please place an X in the relevant box | | | Why have you come to this decision? Please provide an explanation and any supporting evidence. | Record of mitigation in order to: <ul style="list-style-type: none"> • secure positive or more positive effects • avoid adverse effects or secure less adverse effects |
|---|--|---------------------------|------------------|--|---|
| | Positive impact(s) | Negative impact(s) | No impact | | |
| Will the policy or proposal impact on opportunities for people to use the Welsh language | | | X | All projects emerging from the masterplan will ensure that the Welsh Language is intrinsic in their development | |
| Will the policy or proposal treat the Welsh language no less favourably than the English language | | | X | All projects emerging from the masterplan will ensure that the Welsh Language is intrinsic in their development. | |

Wider impact

Cumulative impact

What is the cumulative impact of this policy or proposal on different protected groups when considering other key decisions affecting these groups made by the organisation? (You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will

affect certain groups more adversely because of other decisions the organisation is making, eg, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, eg, disabled people, older people, single parents (who are mainly women), etc)

There are no objectives or projects within the Masterplan which when considered cumulatively alongside other key policies and decisions made by the authority would have a negative impact on any protected group. The Masterplan may present opportunities to enhance and strengthen other policies or projects which already have positive impacts on these groups.

Public Sector Equality Duty

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

How does this policy or proposal demonstrate you have given due regard to the general equality duty?

Consideration has been given to the requirements of the Public Sector Equality Duty throughout the development of the plan. Where future projects impact on or advocate for changes in the physical environment, the need to demonstrate that proposals follow the requirements of the Equality Act 2010 have been highlighted within the plan.

Procurement and partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

Will this policy or proposal be carried out wholly or partly by contractors or partners?

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| | Please place an X in the relevant box: |
| Yes | x |

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| No | |
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If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

| | Steps taken to ensure compliance: |
|----------------------------|--|
| General Equality Duty | Any proposals should follow the requirements of the Equality Act 2010, which flow through the entire design, construction, operation and maintenance process relating to development; and further take into consideration the Covid-19 Secure: Safer Public Places – Urban Centres and Green Spaces Guidance, Active Travel Guidance, Wales and Well-being of Future Generations Act 2015. |
| Welsh Language legislation | All public sector partners are required to comply with Welsh Language legislation in the delivery and promotion of their activities. Where public sector finance is utilised there will be supplementary requirements for private sector organisations. |
| Socio-economic duty | All project partners will be expected to discharge their duty in respect of ensuring that no project design or delivery as promoted within the plan will have a negative impact on those who suffer socio-economic disadvantage. |

Record of recommendation and decision

What is the recommendation for the policy or proposal based on assessment of impact on protected characteristics, Welsh Language and socio-economic impact?

If you chose to continue with the policy or proposal in its current form even though negative impacts have been identified a full justification should be provided and actions should be identified with the aim to reduce negative impacts.

| | Please place an X in the relevant box | Please explain fully the reasons for this judgement. |
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| Continue with the policy or proposal in its current form as no negative impacts have been identified | X | This assessment has not highlighted any adverse or negative impacts on protected or disadvantaged groups through the implementation of the Bridgend Town Centre Masterplan. |
| Continue with the policy or proposal in its current form even though negative impacts have been identified | | |

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| Do not continue with this policy or proposal as it is not possible to address the negative impacts. | | |
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Monitoring action plan and review

Equality Impact assessment Action Plan

It is essential that you now complete the action plan. Include any considerations you have identified to mitigate negative impact(s) and/or secure positive impact(s) on protected characteristics, socio-economic impact and Welsh Language. 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 |
|---|--------------------------------------|------------------------------|-------------------------|---|
| The final Masterplan by published in Welsh | Group manager Strategic Regeneration | By March 2022 | | Communities Directorate Business Plan 2021 – 22 |
| The final Masterplan be published on the authority's Website. | Group manager Strategic Regeneration | By March 2022 | | Communities Directorate Business Plan 2021 – 22 |
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Please outline how and when this EIA will be monitored in the future and when a review will take place:

| Monitoring arrangements: | Date of Review: |
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| The EIA will be monitored in line with the performance indicators of the Directorate Business Plan. | March 2022 |
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Approval

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| Date Full EIA completed: | 16/04/2021 |
| Name of the person completing the Full EIA: | Delyth Webb |
| Position of the person completing the Full EIA: | Group Manager Strategic Regeneration |

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| Approved by (Head of Service or Corporate Director): | |
| Date Full EIA approved: | |

Publication of 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 and a copy should also be sent to equalities@bridgend.gov.uk

Where a full EIA has been completed this should be included as an appendix with the relevant cabinet report and therefore will become 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