

Full Equality Impact Assessment (EIA) form

ANNEX 1

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’.**

Name of project, policy, function, service or proposal being assessed:	Medium Term Financial Strategy 2023-24 to 2026-27
Brief description and aim of policy or proposal:	The Medium Term Financial Strategy sets out the spending priorities of the Council, key investment objectives and budget areas targeted for necessary savings.
Who is responsible for delivery of the policy or proposal?	Chief Officer – Finance, Performance and Change
Date EIA screening completed:	25 January 2023

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
Bridgend Youth Council (Young People)	N/a	The consultation team sent the link of the youth version of the survey to the Youth Council to encourage completions.	The results of the public consultation will be presented to Cabinet for their consideration in finalising the Medium Term Financial Strategy.
Bridgend Community Cohesion and Equality Forum	N/a	The consultation team sent the survey link and associated communications e.g. posters and infographics, to be distributed to all forum members, to encourage completions.	The results of the public consultation will be presented to Cabinet for their consideration in finalising the Medium Term Financial Strategy.

Menter Bro Ogwr (MBO)	N/a	The consultation team developed an article promoting the consultation and sent it to MBO with a QR code to be included in their newsletter "Hogwr"	The results of the public consultation will be presented to Cabinet for their consideration in finalising the Medium Term Financial Strategy.
------------------------------	------------	--	---

<p>If you undertook a full public consultation please enter the details and a summary of the findings here:</p>	<p>The Council's Medium Term Financial Strategy (MTFS) consultation ran from 19 December 2022 to 22 January 2023. The consultation received 1,441 interactions from a combination of survey completions, attendance at engagement events (face-to face drop in sessions), social media engagement and via the Council's Citizens' panel.</p> <p>Details of the consultation were shared with the following stakeholders: general public/residents, Citizens' panel members, elected members, Bridgend County Borough Council employees, businesses, Bridgend Business Forum members, local media, town councils, school governors, Bridgend Community Cohesion and Equality Forum (BCCEF) members.</p> <p>Details of the consultation were also sent to HALO who were asked to help raise the profile through their own organisation and its social media channels.</p> <p>In order to encourage participation of young people within Bridgend secondary schools and Bridgend College the consultation team wrote to all governing bodies and headteachers as well as Bridgend College to promote the consultation amongst their learners as well as school staff and parents/carers.</p>
---	---

Please list any existing documents, reports, evidence from previous engagement, previous EIAs, service user information etc. which have been used to inform this assessment.	Assessment is based on Shaping Bridgend's Future consultation exercise undertaken between 19 December 2022 to 22 January 2023.
--	--

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		
Gender		X		The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA that “the impact on women and men may differ based on the demographics of the county borough rather than service delivery/provision. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.” From the 2021 census there were 145,500 people living in the county borough comprising of a gender split	There will be an impact on women and men as a result of some of the proposed budget reductions although, potentially, the impact may differ depending on the service being delivered / reviewed. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or

				<p>of 49.4% male (71,800) and 50.6% (73,600) female.</p> <p>Some of the proposals will impact carers, parents and children. The vast majority of caring and parenting responsibilities are undertaken by women; some proposals therefore regarding caring and children are likely to negatively impact women.</p> <p>Within the consultation, 749 people responded to the question regarding gender as follows:</p> <ul style="list-style-type: none"> • Female – 342 • Male – 391 • Prefer not to say – 16 <p>Additionally, 10 respondents said they were pregnant.</p>	<p>barriers for particular groups are taken account of, and if possible mitigated.</p>
Disability		X		<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “from the 2021 census, 11% of Bridgend residents were identified as being disabled and limited a lot. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.”</p> <p>Of the 746 people responding to the question on the consultation survey, 126 (17%) stated they considered themselves disabled. Whilst the</p>	<p>There may be an impact on people with disabilities as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>

				<p>council is mindful of the potential impact of the budget proposals on disabled people, there are opportunities for us to work with our third sector partners to deliver an alternative form of service. The budget proposals will include reviews of services for disabled people.</p>	
Race		X		<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “from the 2021 census there are 4,691 BAME people living in Bridgend comprising of 3.2% of the total population. The full impact of the budget restrictions is currently unknown however we will continue to monitor the impact and introduce mitigating actions where possible. The Council currently provides information in languages other than Welsh, English and British Sign Language. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered. The responses to the consultation exercise were from:</p> <ul style="list-style-type: none"> • Welsh – 466 • English – 51 • British – 215 • Scottish – 5 	<p>There may be an impact on race as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>

				<ul style="list-style-type: none"> • Other – 9 • Prefer not to say – 6 <p>In terms of ethnicity, the following data was captured:</p> <ul style="list-style-type: none"> • White – 716 • Mixed/multiple ethnic groups – 4 • Prefer not to say – 20 • Other ethnic group – 5 <p>We will continue to monitor the impact of our proposed budget reductions on this protected characteristic.</p>	
Religion and belief		X		<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “from the 2021 census 52.3% of residents reported having ‘No religion’, 40.4% described themselves as Christian and 5.6% did not state their religion. In terms of religion and belief there were:</p> <ul style="list-style-type: none"> • Buddhist – 5 • Christian – 335 • Hindu – 1 • No religion – 355 • Other – 12 • Prefer not to say – 39 <p>The full impact of the budget reductions is currently unknown however we will continue to monitor</p>	<p>There may be an impact on religion and belief as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>

				the impact and introduce mitigation where possible.	
Sexual Orientation			X	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the potential impact of the budget reductions on this particular protected characteristic group is unknown as, although consultees are asked to share their personal and sensitive data with the council, this is not always disclosed. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and mitigation considered. Further efforts will be made to encourage service users, customers, visitors and staff to disclose information regarding sexual orientation.” From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> • Heterosexual/Straight – 662 • Gay man – 9 • Gay woman/lesbian – 7 • Bisexual – 1 • Other – 6 • Prefer not to say - 43 	There is not expected to be an impact on sexual orientation as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.
Age		X		The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the impact on age will differ and will depend on the nature of the	There may be an impact on people of varying ages as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will

				<p>service delivered and the service user. From the 2021 census the age breakdown of people living in Bridgend is:</p> <ul style="list-style-type: none"> • 0 – 14 = 16.7% (24,300) • 15 – 64 = 62.6% (91,100) • 65+ - 20.7% (30,200) <p>The budget proposals contain some reductions that could potentially negatively impact older and younger people. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered". A total of 747 provided a response to this question. From the consultation exercise, the following data was gathered:-</p> <ul style="list-style-type: none"> • Age 18 to 24 – 7 • Age 25 to 34 – 69 • Age 35 to 44 - 125 • Age 45 to 54 – 146 • Age 55 to 64 – 191 • Age 65 to 74 – 134 • Age 75+ - 64 • Prefer not to say - 11 	<p>follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Pregnancy & Maternity		X		<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that "the potential impact of the proposed budget reductions on</p>	<p>There may be an impact on pregnancy and maternity as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be</p>

				<p>pregnancy and maternity is currently unknown. Some of the proposed reductions may influence the decisions of women to have (or not) children as it may no longer be economically and socially viable. Women could face the decision of either staying at home (which has shown to have a negative impact on their income, career prospects and their longer term income) or paying private nursery fees until their children reach the age of 4 - 5. The full impact will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.” From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> • Pregnant – 10 	<p>implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Transgender			X	<p>The Full Equality Impact Assessment reinforces the detail in the Initial Screening EIA which is that “the potential impact of the budget reductions on this particular protected characteristic group is unknown as, although consultees are asked to share their personal and sensitive data with the council, this is not always disclosed. The full impact will be unknown until a consultation exercise has been</p>	<p>There is not expected to be an impact on transgender people as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to</p>

				<p>undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered. Further efforts will be made to encourage service users, customers, visitors and staff to disclose information regarding reassignment. From the consultation exercise the following data was collected:</p> <p>Within the consultation, 749 people responded to the question regarding gender as follows:</p> <ul style="list-style-type: none"> • Female – 342 • Male – 391 • Prefer not to say – 16 	<p>enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Marriage and Civil partnership			X	<p>The Full Equality Impact Assessment reinforces the detail in the initial screening EIA which is that “the potential impact of the budget reductions on this particular protected characteristic group is unknown however there is not expected to be an impact either positive or negative.” From the consultation exercise the following data was collected:</p> <ul style="list-style-type: none"> • Single – 99 • Married/Civil partnered – 445 • Divorced - 41 • Partnered – 94 • Widowed – 41 	<p>There is not expected to be an impact on marriage and civil partnership as a result of some of the proposed budget reductions. The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are</p>

				<ul style="list-style-type: none"> Prefer not to say - 28 	taken account of, and if possible mitigated.
--	--	--	--	--	--

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		The Full Equality Impact Assessment reinforces that the full impact of the MTFs will be unknown until a consultation exercise has been undertaken with the public where feedback and concerns regarding the proposed budget reductions may be gathered and subsequent mitigating actions considered.	The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.

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	<p>From the 2021 census, there were 22,070 people (out of a county borough total of 145,500 people – 15.2%) who can read, speak or write Welsh. From the consultation exercise the following data was collected for those able to speak / read / write Welsh either fairly well or fluently:</p> <ul style="list-style-type: none"> • Speak Welsh – 77 • Read Welsh – 82 • Write Welsh - 63 <p>There is not expected to be a negative impact on the Welsh language.</p>	The Council continues to promote the Welsh language and complies with the Welsh Language Standards in all of its activities
Will the policy or proposal treat the Welsh language no less favourably than the English language			X	<p>From the 2021 census, there were 22,070 people (out of a county borough total of 145,500 people – 15.2%) who can read, speak or write Welsh. From the consultation exercise the following data was collected for those able to speak / read / write Welsh either fairly well or fluently:</p>	The Council continues to promote the Welsh language and complies with the Welsh Language Standards in all of its activities

				<ul style="list-style-type: none"> • Speak Welsh – 77 • Read Welsh – 82 • Write Welsh - 63 <p>There is not expected to be a negative impact on the Welsh language.</p>	
--	--	--	--	---	--

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)

The finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.

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 MTFs. The proposals contained within the MTFs cover a wide range of services and it is inevitable that the necessary budget reductions will impact on the local population in different ways. In developing the MTFs proposals, consideration has been given to their potential impact on protected groups within the community and on how to avoid a disproportionate impact on people within these groups.

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?

	Please place an X in the relevant box:
Yes	
No	X

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	N/a
Welsh Language legislation	N/a
Socio-economic duty	N/a

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.
Continue with the policy or proposal in its current form as no negative impacts have been identified		
Continue with the policy or proposal in its current form even though negative impacts have been identified	X	Whilst the EIA has identified that there may be an impact on certain protected characteristics as a result of some of the proposed budget reductions, the finer detail of how the final proposals will be implemented will follow in due course, and it is recommended that comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.
Do not continue with this policy or proposal as it is not possible to address the negative impacts.		

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

Comprehensive and detailed equality analysis to be carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.	Relevant Corporate Director / Head of Service with support and advice from the Consultation Engagement and Equalities Team	To be undertaken as proposals are taken forward.	Support and advice from the Equalities Team..	Each relevant service area
---	--	--	---	----------------------------

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:
A review of this Full EIA will take place on an annual basis and data that is subsequently made available following consultation and engagement on the individual proposed budget reductions will also be considered.	January 2023

Approval

Date Full EIA completed:	2 February 2023
Name of the person completing the Full EIA:	Joanne Norman
Position of the person completing the Full EIA:	Group Manager – Budget Management

Approved by (Head of Service or Corporate Director):	Deborah Exton – Deputy Head of Finance Carys Lord – Chief Officer – Finance, Performance and Change (S151 Officer)
Date Full EIA approved:	6 February 2023

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