Full Equality Impact Assessment (EIA) form

Appendix 2

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:	Bridgend County Borough Council Corporate Plan 2023-28
Brief description and aim of policy or proposal:	The Corporate Plan is the strategic plan for the county borough and sets out the long-term outcomes we want to achieve. Every 5 years the Council publishes a new Corporate Plan. which describes the Council's priorities, why they are important and what success will look like. The priorities, or well-being objectives, show our commitments to our citizens and our contribution to Wales's seven well-being goals:
Who is responsible for delivery of the policy or proposal?	Chief Executive, Mark Shephard
Date EIA screening completed:	Screening not completed due to scale of the plan and significance to BCBC activities, therefore full EIA undertaken

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)	A discussion and engagement session with the Youth Council was held on 18 Jan 2023 at Evergreen Hall (12 attendees,	Youth Council, on 18 January 2023 • Criticism of two of the principles which were felt to be very negative and would need more consideration and consultation	Points raised in the discussion and engagement session have been taken into account and included in the final plan

	8 were members of the youth council) The Consultation team provided the Youth Council with a link to the youth version of Shaping Bridgend's Future 2022 budget consultation which included questions regarding the proposed 5 ways of working and 7 wellbeing objectives.	• Would like to see a stronger focus on employment for young people • Would like to see a stronger focus on arts and music in schools • General agreement with the inclusion of a separate Valleys objective, as they believed the challenges faced were different/ worse than in the towns	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.

If you undertook a full public consultation please enter the details and a summary of the findings here:	Questions related to the proposed 5 ways of working and 7 wellbeing objectives were included within the he Council's Medium Term Financial Strategy (MTFS) consultation, which 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. 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. 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.

	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. Engagement from the budget consultation showed that 1,009 people responded to the question about the new principles to support the proposed new objectives of the Council and 1,025 people responded to the questions about the new proposed well-being objectives. Of those, 805 people (80%) were satisfied with the proposed principles, a high rate of satisfaction. Similarly, 793 people (77%) were satisfied with the proposed Well-being Objectives. The main comments and criticisms were:– • Criticism of two of the principles which were felt to be very negative and would need more consideration and consultation (stopping or cutting services and helping communities to find their own solutions) • There should be more focus on Bridgend Town Centre and tourism in Porthcawl • There should be a clear focus on listening to local communities and acting on their views • There should be more focus on universal, high-quality services for all council taxpayers • The wording of the Objectives was positive and aspirational but lacked a clear link to council services Points raised have been considered and included in the final plan.

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, previous corporate plan EIA screening documents, evidence gathered during various phases of drafting the corporate plan as detailed in the cabinet report.

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 that 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**			From the 2021 census there were 145,500 people living in the county borough comprising of a gender split of 49.4% male (71,800) and 50.6% (73,600) female. Within the consultation, 749 people responded to the question regarding gender as follows: • Female – 342 • Male – 391 • Prefer not to say – 16 No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny,

				The Corporate Plan does not prioritise services by sex therefore there is no positive or negative impact on any sex. Neither the vision nor the priorities outlined in the Corporate Plan favour or discriminate within this group. However, some of the commitments will impact carers, parents and children. As the vast majority of caring and parenting responsibilities are undertaken by women; some commitments may have a differing positive impact for women.	with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.
Disability	**X**			From the 2021 census, 11% of Bridgend residents were identified as being disabled and limited a lot. Of the 746 people responding to the question on the consultation survey, 126 (17%) stated they considered themselves disabled. No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed. The Corporate Plan vision and priorities do not impact negatively on this group. The plan seeks to have a positive impact, reduce health inequalities and improve health outcomes for all residents, as well as improving access to services including providing more community hubs, helping people with care and support needs to overcome barriers to employment, improved access to grants for disabled people, and provide greater support for children with additional learning needs in education.	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.

Race	**X**			From the 2021 census there are 4,691 BAME people living in Bridgend comprising of 3.2% of the total population. The responses to the public consultation exercise were from: • Welsh – 466 • English – 51 • British – 215 • Scottish – 5 • Other – 9 • Prefer not to say – 6 In terms of ethnicity, the following data was captured: • White – 716 • Mixed/multiple ethnic groups – 4 • Prefer not to say – 20 • Other ethnic group – 5 No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed. It is unlikely that the Corporate Plan will have any negative impact on this group. The following commitment aims to have a positive impact "Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans"	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.
Religion and belief			**X**	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.	Work is underway on analysis of the finer details of the consultation feedback which will inform us further.

				The responses to the public consultation exercise were from: • Buddhist – 5 • Christian – 335 • Hindu – 1 • No religion – 355 • Other – 12 • Prefer not to say – 39 No impacts were identified as part of the public consultation feedback or other research and engagement exercises completed It is unlikely that the Corporate Plan will have any negative or positive impact on individuals from different beliefs. Any negative impacts identified will need to be monitored and remedied by services.	Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.
Sexual Orientation	**X**			From the consultation exercise, the following data was collected: • Heterosexual/Straight – 662 • Gay man – 9 • Gay woman/lesbian – 7 • Bisexual – 1 • Other – 6 • Prefer not to say – 43 No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed. It is unlikely that the Corporate Plan will have any negative impact on this group. The following commitment aims to have a positive	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.

				impact “Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans”	Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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**			From the 2021 census the age breakdown of people living in Bridgend is: • 0 – 14 = 16.7% (24,300) • 15 – 64 = 62.6% (91,100) • 65+ - 20.7% (30,200) From the consultation exercise, the following data was gathered from the 747 people who provided a response to this question:- • 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 No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed Due to the wide range of commitments and services covered by the plan it is likely that there will be differences in the way the commitments will impact on different age groups. Whilst many	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.

				of the commitments are focused on improving outcomes and accessibly of services for all residents, others are more focused on certain age groups, such as improving learner outcomes for young people, increase employment / training opportunities in BCBC for young people aged 16 to 24 years-old, free school meals etc, and making Bridgend a great place to grow old, working with partners to improve leisure activities, accessible housing, care and support as an Age Friendly Council.	
Pregnancy & Maternity			**X**	From the consultation exercise, the following data was collected: • Pregnant – 10 No impacts were identified as part of the public consultation feedback or other research and engagement exercises completed It is unlikely that the Corporate Plan will have any specific impact on individuals who are pregnant but there may be benefits from commitments to improve or extend services provided to assist and support families and improve health outcomes for residents.	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.

Transgender	**X**			From the public consultation exercise the following data was collected of those who took part (not all respondents choose to share this information): 749 people responded to the question regarding gender as follows: • Female – 342 • Male – 391 • Prefer not to say – 16 No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed. It is unlikely that the Corporate Plan will have any negative impact on this group. The following commitment aims to have a positive impact "Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans"	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.
Marriage and Civil partnership			**X**	From the public consultation exercise the following data was collected of those who took part: • Single – 99 • Married/Civil partnered – 445 • Divorced - 41 • Partnered – 94 • Widowed – 41 • Prefer not to say - 28	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny,

				No impacts were identified as part of the public consolation feedback or other research and engagement exercises completed. It is unlikely that the Corporate Plan will have any negative or positive impact on this group	with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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.

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 plan aims to support those experiencing or at-risk of socioeconomic disadvantage. For example, providing eligible residents with support to pay energy bills and raising awareness of financial support available to residents, helping communities become more resilient, so more people will find help and support they need in their community,	Work is underway on analysis of the finer details of the consultation feedback which will inform us further. Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and

				supporting the well-being of unpaid carers, helping our residents get the skills they need for work, Reducing the number of young people not in employment, education or training. Also Increasing the number of affordable homes in Bridgend in partnership with Welsh Government and social landlords and providing free school meals and expanding free childcare provision	agree the specific activities linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. It is recommended that comprehensive and detailed equality analysis is carried out which 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:** • **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	**X**			Data from the 2021 census, informs us that there were 22,070 people living in the county borough who can read, speak or write Welsh (15.2%).	Additional work on identifying impact will be completed when the service areas complete their business plans and agree the specific activities

the Welsh language				As part of the recent public consultation exercise the following data was collected for those able to speak / read / write Welsh either fairly well or fluently: • Speak Welsh – 77 • Read Welsh – 82 • Write Welsh - 63 The Corporate Plan will not impact negatively or positively the way the Council meets its statutory requirements of the Welsh Language Measure or the Welsh Language Standards. There is not expected to be any negative impact on the use of Welsh language from the aims and commitments detailed in the plan. There is likely to be a positive impact with focus on improving use of the welsh language highlighted in several of the commitments. Examples of these commitments include, providing welsh medium childcare, improving/expanding welsh medium education by building additional welsh medium schools and delivering actions in the Welsh Medium Promotion Strategy. It also aims to ensure the public can communicate with the council in welsh.	linked to the corporate plan commitments Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end. Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas. The Corporate Plan will be available and published in both Welsh and English. 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**				

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 Corporate Plan describes the Council's overall approach to working across the Borough, and it therefore applies to the whole Borough. It is intended to focus on the 7 wellbeing objectives in order to protect our priority services, improve outcomes for our residents in both the long and short term, and help to negate negative impact of budget reductions and the current cost of living crisis for our residents, and reduce inequalities.

The overall impact of the plan is positive. The finer detail of how the objectives, aims and commitments will be achieved and how success measured will be included within the delivery plan and the directorate business plans, and will give greater clarity on potential impacts on each of the protected groups and any mitigation activities required. As these plans develop and the ways of working are implemented the way the impact differs within the protected groups will become more evident. It is recommended that an EIA is completed for the Corporate Plan Delivery Plan which will be produced over the coming months.

It is recommended that comprehensive and detailed equality analysis is carried out which 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 Corporate Plan. The aims, objectives and commitments contained within the Corporate plan cover a wide range of services and therefore it is inevitable that implementation of the plan will impact on the local population in different ways. In developing the plan 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, as well as ensuring the potential positive impacts are achieved.

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	**X**	The EIA has not identified any negative impacts. There are instances where there are differing positive impacts within a protected group however the overall impact is positive. The finer detail of how the objectives, aims and commitments will be achieved and how success measured will be included within the delivery plan and the directorate business plans, and will give greater clarity on potential impacts on each of the protected groups and any mitigation activities required. As these plans develop and the ways of working are implemented the way the impact differs within the protected groups will become more evident. It is recommended that an EIA is completed for the Corporate Plan Delivery Plan which will be produced over the coming months. It is recommended that comprehensive and detailed equality analysis is carried out which 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.
Continue with the policy or proposal in its current form even though negative impacts have been identified		
Do not continue with this policy or proposal as it is not possible to address the negative impacts.		

<u>Monitoring action plan and review</u>

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
EIA to be completed for the Corporate Plan Delivery Plan which will be produced over the coming months. Complete equality analysis to 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 EIA to be completed on Corporate Plan Delivery Plan.	February 2024 30 June 2023

Approval

Date Full EIA completed:	14 February 2023
Name of the person completing the Full EIA:	Alex Rawlin
Position of the person completing the Full EIA:	Corporate Policy and Public Affairs Manager

Approved by (Head of Service or Corporate Director):	Kelly Watson – Chief Officer Legal & Regulatory Services, HR and Corporate Policy
Date Full EIA approved:	15 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