

Equalities Impact Assessment (EIA) Screening 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 during the formation stage of your policy or proposal. Any negative impact identified will support you to devise engagement strategies for further evidence gathering.**
- **If you are undertaking a full public consultation as part of your policy or proposal this form should be completed before the consultation begins and used as a tool to inform your consultation questions and engagement activities.**
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’ or ‘subject to further consultation’.**

Name of project, policy, function, service or proposal being assessed:	Llangeinor Playing Fields and Pavilion
Brief description and aim of policy or proposal:	Proposed Community Asset Transfer of the pavilion and football pitch, other green spaces and car park at Llangeinor Playing Fields to Llangeinor Football Limited with the demolition of the existing, obsolete, pavilion and the building of a replacement sports changing pavilion in partnership with the Cymru Football Foundation, who have committed £280,000 of funding towards the project.
Who is responsible for delivery of the policy or proposal?	Llangeinor Football Limited – proposed Tenant of the site
Date EIA screening completed:	15 July 2024
Does this policy or proposal relate to any other policies? (please state)	Revised CAT Policy Document (July 2019)
Who is affected by this policy (e.g. Staff, residents, disabled people, women only?)	All Users of the Playing Fields and Sports Pavilion
Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external)? <i>Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.</i>	National and Local Planning Policies; Well-being of Future Generations Act 2015 and The Socio Economic Duty have all been considered as part of the assessment of the planning application the replacement pavilion. FAW’s mission to create better ‘Environments For Her.

If this is a review or amendment of an existing policy, has an EIA been carried out? Please include date of completion:	Not applicable
If an EIA exists, what new data has been collected since its completion?	Not applicable

Assessment of Impact

Protected characteristics

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people from different groups in different ways?

***Please note: If you identify a negative impact for any protected characteristics you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Gender	X			The existing pavilion is in a poor condition and dated both in terms of the building fabric and its functionality. The replacement pavilion will deliver a comfortable environment with adequate privacy for all users, with a diverse range of abilities, to feel safe and secure. In particular the pavilion will provide a more female-friendly and welcoming space including positive imagery and separate changing facilities for female referees.
Disability	X			In a Disability Access Audit undertaken in 2011, the existing pavilion was graded a Grade D (Inaccessible, major expense required) Although the pavilion is a single storey building on a level site, it had no accessible toilet or shower facilities and a new ramped access was required to replace stepped entrance route to main front door. The proposed replacement pavilion will include disabled WC/shower facilities and adequate entrances/exits/hallways for disabled access.
Race			X	
Religion and belief			X	

Sexual Orientation			X	
Age	X			The replacement pavilion will deliver a comfortable environment with adequate privacy for all users, with a diverse range of ages and abilities, to feel safe and secure, particularly in relation to young people.
Pregnancy & Maternity	X			Limited impact but the replacement pavilion will deliver a much more comfortable environment with adequate privacy for all users.
Transgender			X	
Marriage and Civil partnership			X	

Socio-economic impact

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people or communities experiencing socio-economic disadvantage?

***Please note: If you identify a negative socio-economic impact you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Socio-economic disadvantage	X			<p>Llangeinor is ranked 606 (of 1909) the most deprived ward within Wales. 30%-50% category.</p> <p>Llangeinor (and neighbouring wards) has particular issues around health and skills. Llangeinor Football has an opportunity to influence and address some of these issues i.e. new volunteering opportunities, skills development, and better recreational space.</p> <p>Llangeinor Football Limited are seeking to supporting the local economy by using local tradespeople, creating new employment opportunities, and volunteer placements where possible.</p> <p>In addition, as a result of the proposed asset transfer, Llangeinor Football will no longer be reliant</p>

				<p>on the Council. for the provision of some recreational facilities. The intension is to ensure a viable and sustainable future for this community asset that works for all parties.</p> <p>The proposed asset transfer and redevelopment of the pavilion will enable the site to continue to be used for formal sports use. Without this investment, it is likely the existing pavilion will be permanently closed, with the site then utilised as informal open space only.</p>
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Welsh Language

Is it possible that any aspect of the policy or proposal will have a positive or negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language?

***Please note: If you identify a negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Will the policy or proposal impact on opportunities for people to use the Welsh language			X	
Will the policy or proposal treat the Welsh language no less favourably than the English language			X	

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?

The proposal will add value to user's experience of the recreation facility and facilitate the football club's ambitions to provide enhanced, inclusive, more useable playing facilities to the club and wider users of the facility.

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	X
No	

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	The CAT & Pavilion Business Plan and CAT Support Fund Application approval process will consider this.
Welsh Language legislation	It is not considered that Welsh Language Legislation will have any impact on this project.
Socio-economic duty	The CAT & Pavilion Business Plan and CAT Support Fund Application approval process will consider this.


What have you decided to do?

Record of decision based on assessment of impact on protected characteristics, socioeconomic impact and Welsh Language. Please place an X in the relevant box.

If you identify negative impact on one, some or all protected characteristics, socioeconomic duty or Welsh Language you will **MUST** complete a full EIA.

Impact identified	Next steps:	Please place an X in the relevant box:
No negative impact identified	Screen out: carry on with the policy or proposal	X
One or more negative impact identified	Complete full EIA to gather more evidence on potential negative impacts	
Please explain the reasons for this decision. If you have 'screened out' you must include information and evidence to justify your decision.		

Approval:

Date EIA screening completed:	17 July 2024
Approved by (Head of Service):	
Date of approval by HoS:	16/07/2024

If this screening has identified that a full EIA is needed, who will carry out the full EIA?	Not applicable
If this screening has identified that a full EIA is needed when will the Full EIA be completed by (Date):	Not applicable

When complete, this form must be retained by the service, a copy should also be sent to equalities@bridgend.gov.uk

The EIA screening should be referenced and summarised in the relevant cabinet report for this policy. Where a full EIA is needed this should be included as an appendix with the cabinet report and therefore available publically on the website.