

## 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’.**

Name of project, policy, function, service or proposal being assessed:	Medium Term Financial Strategy 2025-26 to 2028-29
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, Housing and Change
Date EIA screening completed:	3 February 2025

### 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
Time to talk budget 2025-26 article on Bridgend County Borough Council website – consultation pages	January 2025	Article set out 4% budget settlement increase, but that this will not be enough due to increased costs and higher demand for services. Also set out what income an extra 1% in council tax would generate and what the increase per year and per week would be for different Band properties. The article referenced how more	The article explained how residents views would be sought on the budget-setting process, building upon the results of last year's process, during which residents told the council that it should look at introducing charges or increasing them if they were

		information about the budget could be found in the council's Budget Book, and also included TAQs about the budget.	already in place, reduce staffing costs and review what levels of service are deliverable.
Employees of Bridgend County Borough Council	January 2025	Staff Messages – Bridgend residents sought to remind BCBC employees of the Budget consultation with a reminder circulation on the 23 January that the survey closes on the 26 January.	<p>The Staff Message explained that the Council was aiming to seek the views from as many residents as possible from across the county borough.</p> <p>The message asked the public to consider what they believe should be the priority areas for spending the council's budget in the upcoming financial year in light of the funding the council will receive from Welsh Government.</p>

If you undertook a full public consultation please enter the details and a summary of the findings here:	<p>The Council's Medium Term Financial Strategy (MTFS) consultation ran from 6 January 2025 to 26 January 2025. The consultation received 1,637 interactions from survey completions, both online and paper.</p> <p>The public survey was available to complete online through a link on the consultation page of the Council's website. Paper copies of the consultation were also made available which could be sent directly to residents upon request. Posters and paper copies of the survey were available in all libraries/life centres in the County Borough. Surveys were available in several formats, including easy-read, large print, and standard. All were available in Welsh and English.</p> <p>Details of the consultation were shared with the following stakeholders: general public/residents, Citizen's panel members, elected members, Bridgend County Borough Council employees, local media and Town and Community Councils</p>
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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.	Assessment is based on 'Time to Talk Budget 2025-26 consultation exercise undertaken between 6 January 2025 to 26 January 2025.
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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		
Gender		X		<p>The impact on women and men may differ based on the demographics of the county borough rather than the service delivery/provision.</p> <p>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.</p> <p>Some of the proposals will impact carers, parents and children. The</p>	<p>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.</p> <p>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</p>

				<p>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>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>
Disability		X		<p>From the 2021 census, 11% of Bridgend residents were identified as being disabled and limited a lot.</p> <p>Whilst the 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.</p>	<p>There may be an impact on people with disabilities as a result of some of the proposed budget reductions.</p> <p>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>
Race		X		<p>From the 2021 census, there are 4,691 BAME people living in Bridgend comprising 3.2% of the total population.</p> <p>The Council currently provides information in languages other than Welsh, English and British Sign Language.</p>	<p>There may be an impact on race as a result of some of the proposed budget reductions.</p> <p>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</p>

				<p>We will continue to monitor the impact of our proposed budget reductions on this protected characteristic.</p>	<p>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>
Religion and belief		X		<p>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.</p> <p>The full impact of the budget reductions is currently unknown however we will continue to monitor the impact and introduce mitigation where possible.</p>	<p>There may be an impact on religion and belief as a result of some of the proposed budget reductions.</p> <p>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>
Sexual Orientation			X	<p>The potential impact of the budget reduction 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.</p> <p>Further efforts will be made to encourage service users, customers, visitors and staff to</p>	<p>There is no expected to be an impact on sexual orientation as a result of some of the proposed budget reductions.</p> <p>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</p>

				disclose information regarding sexual orientation.	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		<p>The impact on age will differ and will depend on the nature of the service delivered and the service users.</p> <p>The budget proposals contain some reductions that could potentially negatively impact older and younger people.</p>	<p>There may be an impact on people of varying ages as a result of some of the proposed budget reductions.</p> <p>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>
Pregnancy & Maternity				<p>The potential impact of the proposed budget reductions on pregnancy and maternity is currently unknown. Some of the proposed reductions may influence the decisions of women to have (or not have) 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</p>	<p>There may be an impact on pregnancy and maternity as a result of some of the proposed budget reductions.</p> <p>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</p>

				<p>their income, career prospects and their longer term income) or paying private bursary fees until their children reach the age of 4-5.</p>	<p>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 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.</p> <p>Further efforts will be made to encourage service users, customers, visitors and staff to disclose information regarding reassignment.</p>	<p>There is not expected to be an impact on transgender people as a result of some of the proposed budget reductions.</p> <p>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>
Marriage and Civil partnership			X	<p>The potential impact of the budget reductions on this particular group is unknown, however there is not expected to be an impact either positive or negative.</p>	<p>There is not expected to be an impact on marriage and civil partnership as a result of some of the proposed budget reductions.</p> <p>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</p>

					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
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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		
<b>Socio-economic disadvantage</b>		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"> <li>• secure positive or more positive effects</li> <li>• avoid adverse effects or secure less adverse effects</li> </ul>
	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.</p> <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				<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.</p> <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.

## **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.

In reviewing its cost pressures, the Council has allocated the resources available to it to meet its highest priorities. This process has regard to the impact upon different services and their client base.

## **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?**

<b>Please place an X in the relevant box:</b>	
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?

<b>Steps taken to ensure compliance:</b>	
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.

	<b>Please place an X in the relevant box</b>	<b>Please explain fully the reasons for this judgement.</b>
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.

<b>Action</b>	<b>Lead Person</b>	<b>Target for completion</b>	<b>Resources needed</b>	<b>Service Development plan for this action</b>
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:

<b>Monitoring arrangements:</b>	<b>Date of Review:</b>
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.	<b>January 2026</b>

### Approval

<b>Date Full EIA completed:</b>	<b>3 February 2025</b>
<b>Name of the person completing the Full EIA:</b>	<b>Joanne Norman</b>
<b>Position of the person completing the Full EIA:</b>	<b>Group Manager – Budget Management</b>

<b>Approved by (Head of Service or Corporate Director):</b>	<b>Deborah Exton – Deputy Head of Finance</b> <b>Carys Lord – Chief Officer – Finance, Housing and Change (S151 Officer)</b>
<b>Date Full EIA approved:</b>	<b>4 February 2025</b>

### 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](mailto: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](mailto:equalities@bridgend.gov.uk)