

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:	Bridgend Town Centre Access Study
Brief description and aim of policy or proposal:	The ETRO package includes: 1. Extension of loading/unloading until 11:00 and resumption from 16:00. 2. Permitting cycling in pedestrianised areas (with monitoring and potential restrictions if required). 3. Conversion of underutilised taxi/loading bays on Derwen Road to Blue Badge parking. General vehicular traffic will not be reintroduced at this stage, as this conflicts with planning and transport policy and would require major engineering interventions. This responds to the Town Centre Masterplan (2021) vision for a sustainable, vibrant centre, is consistent with the LDP 2018–2033 emphasis on active travel and inclusive design, and reflects Atkins’ recommendation to pursue a “light-touch” approach rather than full de-pedestrianisation.
Who is responsible for delivery of the policy or proposal?	Bridgend County Borough Council
Date EIA screening completed:	18/12/2024

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
Stakeholder Visioning Workshop (BCBC, BDP, external stakeholders)	11 March 2020, BCBC Civic Offices (approx. 30 participants)	Desire for active travel connections, flexible vehicular access, improved safety, café/cultural quarter, more residential opportunities.	Feed into Bridgend Town Centre Masterplan objectives and proposals.
Public drop-in sessions	23 April 2025 (1–7pm), 29 April 2025 (9am–4pm), The Bridge, Bridgend (17 attendees)	Concerns re: pedestrian safety if cycling allowed; strong support for more Blue Badge spaces; mixed views on reintroducing traffic.	Incorporate into EIA; further risk assessment and, if progressed, plan monitoring of cycling trial; progress Blue Badge conversion on Derwen Road.
Online / paper consultation survey	4 April – 2 May 2025; 756 responses (754 online, 1 paper, 1 email)	60% supported extended loading/unloading; 56% supported cycling (19% conditional); 64% supported additional Blue Badge bays; 75% some support for more traffic access, 22% opposed.	ETRO to extend loading, permit cycling with monitoring, and add Blue Badge bays; re-opening to all traffic not progressed due to policy misalignment.
Disability Wales, RNIB, Bridgend & District Visual Impairment Society	Contacted during April 2025 consultation (responses limited)	Raised concerns about conflicts between cyclists and visually/audibly impaired pedestrians; supported enhanced disabled parking.	Incorporate inclusive design principles; ensure signage, enforcement and monitoring of cycle use; deliver Blue Badge bays.
Age Cymru and Older People's Commissioner (invited)	Contacted April 2025	Limited direct participation; acknowledged accessibility and mobility issues.	Consider mobility/age-related impacts in EIA; continue targeted outreach for older people.
Race Council Cymru / African Community Centre	Contacted April 2025	Not able to participate directly; concern for inclusive communication and equal access.	Ensure bilingual and culturally inclusive materials; maintain outreach through voluntary sector channels.
Bridgend Youth Council / Youth Mayor	Contacted April 2025	Low engagement; feedback suggested improved safety and active travel links would encourage young people to cycle/walk more.	Promote safer routes and signage; include youth groups in monitoring stage.
Traders / Town Centre Business Forum	Engagement through survey and leaflets (400+ distributed, April 2025)	Requested longer loading/unloading periods; concern about footfall; some support for partial traffic access.	Extended loading/unloading adopted; traffic access reviewed but not advanced.

If you undertook a full public consultation please enter the details and a summary of the findings here:

Please list any existing documents, reports, evidence from previous engagement, previous EIAs, service user information etc. which have been used to inform this assessment.	Existing documents, reports and evidence used to inform this assessment • Equality Act 2010 – provides the statutory framework for Equality Impact Assessments, defining the nine protected characteristics and the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations. • Welsh Language (Wales) Measure 2011 and Welsh Language Standards – ensures the Welsh language is treated no less favourably than English. • Socio-economic Duty (Equality Act 2010, Part 1, Section 1 as commenced in Wales in 2021) – duty to have due regard to reducing inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. • Well-being of Future Generations (Wales) Act 2015 – statutory duty to contribute to the seven national well-being goals, including a more equal Wales and cohesive communities. • Active Travel (Wales) Act 2013 and associated Guidance – places a duty on local authorities to promote walking and cycling, particularly within town centres. • Planning Policy Wales (Edition 12, 2024) – sets the sustainable transport hierarchy and requirements for inclusive place-making. • Future Wales: The National Plan 2040 – regional framework emphasising sustainable accessibility and vibrant town centres. • Bridgend Local Development Plan (2018–2033) – local policy framework prioritising sustainable transport and inclusive regeneration. • Bridgend Local Transport Plan (2015–2030) – transport objectives for accessibility, active travel, and inclusive mobility. Project-specific and local evidence: • Bridgend Town Centre Regeneration Masterplan (2021) – vision, objectives, and outcomes from extensive stakeholder workshops. • Capita Town Centre Access Study (2016) – assessment of road safety risks from de-pedestrianisation, identifying reduced collision rates after pedestrianisation. • WSP Town Centre Access Study (2019) – further review of de-pedestrianisation risks, supporting retention of pedestrian priority. • AtkinsRéalis Bridgend Town Centre Access Study: Options Appraisal (2024) – appraisal of three access options, inclusive design considerations, and policy alignment, recommending a light-touch ETRO approach. • Equality Impact Assessment Screening (December 2024) – identified potential negative impacts on disabled people, older people, and pregnant women, and confirmed the need for a full EIA. • Public Engagement Consultation Report (Link Transport Planning & Sustrans Cymru, June 2025) – 756 survey responses, bilingual engagement, equality monitoring and feedback from protected groups.
---	---

- | | |
|--|--|
| | <ul style="list-style-type: none"> • Cabinet Report: Bridgend Town Centre Access (July 2025) – summarised consultation outcomes, road safety audit findings, and Cabinet direction to proceed with an 18-month Experimental Traffic Regulation Order (ETRO). |
|--|--|

If you have identified any data gaps then you **MUST** undertake more consultation/engagement/research.

Data Gaps Identified:

A key data gap relates to the safety of cycling in pedestrianised environments, particularly regarding potential conflict with pedestrians, including those with disabilities and older people. While consultation responses and previous studies highlight both support and concern, there is limited *local evidence* on how shared use will operate in practice in Bridgend town centre.

Action to Address Data Gaps:

To address this, Bridgend County Borough Council has:

- Commissioned an independent Stage 1 Road Safety Audit and ongoing safety risk assessments to test the proposed changes under an Experimental Traffic Regulation Order (ETRO).
- Committed to monitoring and reporting throughout the 18-month ETRO period to gather real-world evidence of interactions between cyclists and pedestrians.
- Commissioned and reviewed academic and industry research on shared space and cycling in pedestrian zones, to benchmark Bridgend against best practice examples.
- Ensured that further engagement with disability groups and access representatives will take place during the ETRO to capture lived experiences and inform any necessary adjustments.

Assessment of Impact

Mitigating Actions in the Final Proposal:

- **Reduce or remove unlawful or negative impacts / disadvantage**
 - Introduce an 18-month Experimental Traffic Regulation Order (ETRO) so changes can be trialled and adapted in response to monitoring.
 - Carry out independent Road Safety Audits and ongoing risk assessments to address concerns over cyclist–pedestrian interaction.
 - Provide clear bilingual signage and awareness campaigns to guide safe cyclist behaviour and reassure vulnerable users.
- **Improve equality of opportunity**
 - Convert underutilised taxi bays to Blue Badge parking on Derwen Road, improving access for disabled people and those with restricted mobility.
 - Extend loading/unloading times to better support traders, services, and customers, including those delivering to or collecting goods on behalf of vulnerable residents.
 - Permit adapted cycles and mobility aids to use the pedestrianised streets at all times.
- **Introduce positive change**
 - Enhance cycle parking facilities (secure, covered, well-located) to encourage sustainable and inclusive travel.
 - Improve wayfinding and street furniture to make the town centre more navigable and welcoming for all users, including children, older people, and disabled visitors.

- **Reduce inequalities of outcome resulting from socio-economic disadvantage**
 - Support cycling and walking as low-cost transport modes, ensuring residents without access to a car can reach jobs, shops, education, and leisure in the town centre.
 - Ensure consultation and monitoring activities continue to include seldom-heard groups (e.g. low-income families, homeless residents, young people).
- **Provide opportunities for people to use the Welsh language**
 - All signage, surveys, consultation materials, and public communications will be produced bilingually in Welsh and English.
 - Bilingual facilitators will support in-person engagement sessions to encourage participation from Welsh speakers.
- **Ensure the Welsh language is treated no less favourably than English**
 - Welsh will be used in parallel with English across all communications, and contributions made in Welsh during engagement will be treated equally.
 - Ongoing monitoring of compliance with Welsh Language Standards will ensure parity.

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	No evidence from consultation or engagement of different impacts for men or women. Access improvements (loading, parking, cycling) apply equally.	Continue gender-balanced engagement and ensure design takes account of women's safety in public spaces, particularly at night.
Disability	x	x		Positive: More Blue Badge parking on Derwen Road improves access for disabled drivers. Allowing adapted cycles supports independent mobility for some disabled users. Negative: Active Travel Act Guidance (2021) highlights that cycling in pedestrianised areas can cause concerns for people with sensory, physical or cognitive impairments who may not expect cyclists to be present. The screening EIA also noted potential	- Deliver Blue Badge bays before ETRO implementation. - Provide secure, well-located cycle parking to reduce obstruction and clutter. - Install clear bilingual signage and awareness campaigns to encourage safe cyclist behaviour. - Ongoing engagement with disability/access groups during ETRO monitoring to capture lived

				conflict for visually and hearing-impaired users if cycling volumes increase. While RNIB, Disability Wales and other groups were contacted during consultation, they did not provide detailed feedback.	experiences and adapt measures if required.
Race			x	Consultation profile was overwhelmingly White (97%). No specific disproportionate impacts identified, but low participation from ethnic minority groups.	Strengthen outreach through Race Council Cymru and African Community Centre. Ensure bilingual and culturally appropriate engagement and monitoring.
Religion and belief			x	No evidence of different impacts. Consultation included respondents of Christian, other faiths and no religion (47% no religion, 48% Christian). Neutral impact across faith groups.	Maintain equal access to parking/loading near places of worship and community venues.
Sexual Orientation			x	No evidence of disproportionate impact.	Ensure inclusive consultation continues. Apply “Secure by Design” principles to public realm to support perceptions of safety.
Age	x	x		Positive: Younger people benefit from inclusive cycling access, sustainable/low-cost travel, and more opportunities for active lifestyles. Negative: Older people raised concerns in consultation about safety and potential conflict with cyclists in pedestrianised areas. The Screening EIA (2024) also flagged potential hazards for elderly people due to increased cycling activity.	- Phase changes via ETRO with close monitoring of incidents and perceptions. - Deliver awareness campaigns/enforcement for safe cyclist behaviour. - Provide additional benches, seating and clear, accessible walking routes for older users.
Pregnancy & Maternity	x	x		Positive: Extended loading/unloading hours support expectant mothers and parents with prams, providing easier access to the town centre by car. Negative: The Screening EIA noted that pregnant women may feel more vulnerable in mixed-use pedestrian	- Carefully time and signpost loading periods to minimise conflict. - Use clear markings and signage to help manage pedestrian/cycle/vehicle interactions. - Monitor feedback from parents and

				environments where cyclists are present. Increased vehicle activity during permitted loading/unloading hours may also reduce pedestrian space and heighten perceived risk.	pregnant women during ETRO to identify and address issues early.
Transgender			x	No evidence of disproportionate impact identified.	Ensure inclusive communications and promote the town centre as a safe, welcoming environment.
Marriage and Civil partnership			x	No specific impacts identified.	Neutral – no mitigation required beyond maintaining equality of access.
Care Experienced			x	No evidence of disproportionate impacts. Low engagement levels among young people suggest under-representation in consultation.	Ensure ongoing engagement includes youth forums and care-experienced young people, particularly during ETRO monitoring.

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			Positive: Allowing cycling in pedestrianised areas and providing more cycle parking supports low-cost, inclusive travel for people who may not own a car. This aligns with the Active Travel (Wales) Act guidance, which recognises active travel as a way to improve access to jobs, services and opportunities for	- Maintain engagement with disadvantaged groups through voluntary sector partners such as BAVO. - Monitor how changes affect affordability and accessibility of town centre access (active travel vs. car dependency). - Provide clear bilingual information on parking and access so low-income residents can make informed choices.

				people experiencing poverty or disadvantage. Converting underused taxi/loading bays to Blue Badge spaces improves access for disabled residents, some of whom are disproportionately affected by socio-economic inequality. Extended loading/unloading hours also support local traders, helping sustain employment and services important to lower-income households. Evidence: Consultation showed some support for improved walking, cycling and public transport connections (166 responses), though car access and town centre facilities were stronger priorities. The Bridgend Town Centre Masterplan and LDP both highlight that sustainable access is key to regeneration and tackling deprivation.	- Align ETRO monitoring with regeneration programmes to capture benefits for deprived areas.
--	--	--	--	---	--

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	x			Consultation materials, surveys and publicity were provided in both Welsh	- Ensure all new TRO signage and information is fully bilingual. - Provide bilingual facilitators at in-person

people to use the Welsh language				and English. Around half of respondents reported being able to speak or read “a little” Welsh, showing a latent demand for bilingual provision. This proposal creates opportunities to continue normalising bilingual signage, communications and engagement in the town centre.	and virtual engagement events. - Maintain monitoring mechanisms to ensure Welsh speakers feel equally able to participate and that their contributions are valued.
Will the policy or proposal treat the Welsh language no less favourably than the English language	x			All statutory signage and consultation complied with the Welsh Language Standards. No evidence of adverse impact or of the Welsh language being treated less favourably.	- Continue compliance with Welsh Language Standards in all communications. - Encourage use of Welsh in town centre branding and wayfinding to promote cultural identity alongside access improvements.

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)

Overall, the ETRO package (extended loading/unloading, cycling within pedestrianised hours, and additional Blue Badge bays on Derwen Road) interacts with—and generally supports—wider Council objectives on inclusive regeneration, active travel and well-being. In combination with other decisions, the cumulative effects are mixed: there are clear positives for access and affordability, alongside manageable risks concentrated on some groups.

Positive cumulative effects (reinforcing impacts):

- Disabled people & people with limited mobility: Additional Blue Badge provision strengthens equitable access to shops and services; extended loading/unloading helps carers and people transporting medical equipment or bulky items. These align with the Masterplan's focus on an inclusive, people-first centre and with the ETRO intent recorded in the Cabinet paper.
- Young people & lower-income residents: Allowing cycling and improving cycle parking supports low-cost mobility and access to jobs, education and leisure, complementing the Masterplan and policy emphasis on active modes.
- General equality & Welsh language: Continued bilingual engagement, signage and reporting normalises the use of Welsh alongside English in town-centre access changes, supporting participation by Welsh speakers.

Adverse or at-risk cumulative effects (to be monitored/mitigated):

- Disabled people (especially visually or hearing impaired), older people, and pregnant women/parents with prams: Introducing cycling in pedestrianised hours and more vehicles during permitted loading times could increase perceived (and, if unmanaged, actual) conflict in shared spaces. These risks are recognised in national active travel guidance and were reflected in consultation feedback from older respondents. The Atkins options work also cautions that increases in traffic alter street typology away from “pedestrian priority” unless design measures are upgraded.
- Multiple disadvantage (e.g., older/disabled and low-income): Where several vulnerabilities overlap, even small changes to space sharing can deter visits; if combined with any separate budget or service changes, impacts may compound.

Wider organisational context (how other decisions might combine):

- The ETRO approach is experimental and adjustable, which reduces cumulative risk compared with a permanent change. It also supports Corporate Plan outcomes on healthier travel and thriving towns without the significant engineering outlay and policy conflicts associated with re-introducing general traffic (Options 2/3), which Atkins judged misaligned with policy and likely to require costly physical works.

How we will manage cumulative risk and lock in positives:

- Design & management: Clear bilingual signage/markings; secure, well-located cycle parking to prevent pavement clutter; careful timing and stewarding of loading windows.
- Safety assurance: Independent Road Safety Audit and ongoing safety risk assessments; incident/perception monitoring focused on disabled people, older people and pregnant women/parents with prams. Adjust the ETRO (restrictions, timings, layout tweaks) if issues emerge.
- Targeted engagement: Continued outreach during the ETRO to disability/access groups, older people's forums and parents/carers; work with BAVO and community partners to reach seldom-heard and lower-income groups.
- Alignment with regeneration: Coordinate ETRO monitoring with Masterplan projects (wayfinding, seating, public realm) so improvements for vulnerable users are delivered in step with access changes.

Conclusion (cumulative):

Taken together with current regeneration and policy directions, the package is net-positive for equality and inclusion if the identified risks (primarily for disabled people, older people and pregnant women/parents) are actively managed through the ETRO's built-in monitoring and adjustment powers. This approach provides a controlled pathway to realise benefits while preventing compounded disadvantage.

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?

This proposal has been developed in line with the requirements of the Equality Act 2010 and demonstrates due regard to the three elements of the general duty as follows:

1. Eliminate unlawful discrimination, harassment and victimisation

- The proposals retain a pedestrian-priority environment and do not reintroduce unrestricted general traffic, avoiding disproportionate risks to vulnerable road users identified in the Atkins options appraisal.
- Road Safety Audits and ongoing risk assessments are being commissioned to ensure that measures (e.g. cycling access, extended loading) are safe for disabled people, older people and parents with prams.
- Bilingual signage and public information campaigns will be introduced to ensure rules and restrictions are clear, reducing scope for discriminatory outcomes through misuse or misunderstanding.

2. Advance equality of opportunity

- Additional Blue Badge bays on Derwen Road will make the town centre more accessible for disabled people.
- Permitting adapted cycles supports inclusion for people who use cycling as a mobility aid.
- Promoting active travel and cycle parking provides low-cost travel options for residents who may not have access to a car, reducing inequalities of outcome caused by socio-economic disadvantage.
- Engagement has been designed to be accessible (bilingual surveys, paper copies, drop-ins) and will continue through the 18-month ETRO to ensure seldom-heard groups are included.

3. Foster good relations

- Public consultation and targeted outreach to equality groups (including disability organisations, Race Council Cymru, older people's groups and youth forums) support dialogue between different groups and the Council.
- The experimental nature of the ETRO encourages collaboration and co-production of solutions, with adjustments possible in response to concerns raised during monitoring.
- Embedding the Welsh Language Standards ensures that Welsh speakers feel equally valued and able to participate in town centre life.

Conclusion:

The ETRO package has been designed to both advance equality of opportunity and inclusion (through active travel, adapted cycles and disabled parking) and to manage risks (through safety audits, signage, engagement and monitoring). This demonstrates due regard to the Public Sector Equality Duty in policy design, decision-making and ongoing delivery.

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	• Bridgend County Borough Council uses consultants and contractors to support design, consultation and safety auditing. All partners are required to operate in line with the Equality Act 2010 and adopt inclusive approaches to engagement. • Engagement processes have included accessible venues, bilingual digital and paper survey formats, and targeted outreach to disability organisations, older people's groups and voluntary sector representatives. • Contractors and partners will be required to ensure that equality considerations remain embedded throughout ETRO implementation and monitoring.
Welsh Language legislation	• All communications, signage, and engagement materials will comply with the Welsh Language Standards, being provided bilingually in Welsh and English. • Partners have committed to providing bilingual facilitators at engagement events and to using qualified translators for written and digital content. • Consultation and reporting outputs will continue to be published in both languages to ensure parity.
Socio-economic duty	• Engagement plans were designed to include disadvantaged groups, with support from BAVO and other voluntary sector networks. • Active travel measures (cycling, walking, public transport connections) are specifically targeted at widening low-cost access to the town centre, reducing reliance on car ownership and helping to address inequalities of outcome. • Procurement and delivery contracts will include expectations to minimise barriers for lower-income residents (e.g. ensuring free participation in engagement, accessible digital and in-person channels).

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	The consultation, technical studies and equality analysis identified some potential negative impacts, particularly for disabled people, older people and pregnant women/parents who may feel more vulnerable where cycling is introduced into pedestrianised areas and during extended loading/unloading times. Some vulnerable users specifically value the fully pedestrianised environment, meaning the additional hours of vehicle access for loading and unloading must be carefully monitored to ensure their safety and confidence in using the town centre are not diminished. However, these risks can be managed and mitigated through: • Delivery of additional Blue Badge parking on Derwen Road to improve disabled access. • Careful timing and management of loading/unloading periods to limit pedestrian–vehicle conflict. • Provision of clear bilingual signage, cycle parking and awareness campaigns to guide safe cyclist behaviour. • Commissioning of independent Road Safety Audits and safety risk assessments to identify and address issues. • Continuous monitoring under the 18-month ETRO, with powers to adjust, restrict or revoke measures if significant adverse impacts emerge.

		At the same time, the proposals create clear positive impacts by improving access for disabled people, widening affordable travel options, supporting local businesses, and promoting sustainable, inclusive travel. On balance, the scheme aligns with the Equality Act 2010, the Active Travel (Wales) Act, the Well-being of Future Generations Act and Welsh Language Standards. Proceeding with the ETRO in its current form ensures the authority fulfils statutory duties while retaining flexibility to adapt if risks materialise.
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
Deliver additional Blue Badge bays on Derwen Road	BCBC Multi-department	Before ETRO comes into force	Cost for markings/signage TBC; staff time	TBC
Install clear bilingual signage and road markings for cycling and loading/unloading	BCBC Multi-department	Before ETRO implementation	Cost for signage/markings TBC; staff time	TBC
Provide secure, well-located cycle parking (including adapted cycle provision)	BCBC Regeneration	Within first 6 months of ETRO	Capital cost TBC; grant funding; staff time	TBC
Carry out independent Road Safety Audit (Stage 1) and	Appointed consultants	Ongoing – initial audit pre-ETRO; follow-up at 6 and 12 months	Consultant fees (grant funded where possible)	TBC

ongoing safety risk assessments				
Monitor and evaluate ETRO impacts (pedestrian comfort, cyclist behaviour, reported conflicts, perception of safety by disabled, older people and parents with prams)	BCBC Regeneration / Equalities Team / appointed consultants	Continuous through 18-month ETRO; interim report at 9 months	Staff time; monitoring equipment; engagement workshops	TBC
Targeted engagement with disability groups (e.g. RNIB, Disability Wales, Bridgend Visual Impairment Society) and older people's forums	BCBC Equalities Officer / Engagement Team	Quarterly during ETRO	Staff time; meeting costs	TBC
Engage with voluntary sector (e.g. BAVO) to ensure representation of socio-economically disadvantaged groups	BCBC Regeneration / Engagement Team	At each consultation/review stage	Staff time; venue/digital platform costs	TBC
Ensure all communications, surveys and monitoring reports are bilingual and meet Welsh Language Standards	BCBC Communications / Welsh Language Officer	Throughout ETRO	Translation budget; staff time	TBC
Produce and publish Cabinet report with final ETRO evaluation and equality review	Corporate Director Communities	End of 18-month ETRO	Staff time	TBC

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:
Continual monitoring of equality impacts during the 18-month ETRO, with specific indicators including: • Traffic surveys (vehicle/cycle flows and pedestrian–cycle interactions) • Footfall monitoring in key streets • Shop vacancy rates as a measure of economic vitality • Road Safety Audits and ongoing safety risk assessments	Formal documented reviews every 6 months • First review: 6 months after ETRO implementation • Second review: 12 months after ETRO implementation

• Equality-focused user feedback (disabled people, older people, parents with prams) • Welsh language compliance checks on signage/communications	• Final review: 18 months (to inform Cabinet decision on permanency)
--	--

Approval

Date Full EIA completed:	14.08.25
Name of the person completing the Full EIA:	
Position of the person completing the Full EIA:	

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

Publication of EIA and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

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

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

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or equalities@bridgend.gov.uk