

Full Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed	Cultural Partnership
Date assessment completed	August 2015

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

1. Consultation

		Action Points
Who do you need to consult with (which equality groups)?	No specific groups are required to be consulted on at policy inception stage.	Over the life time of the partnership effective engagement with all equality groups will help inform strategy and direction.
How will you ensure your consultation is inclusive?	All engagement and consultation activities will consider accessibility and participation.	The Trust will develop and adopt an Equalities Plan to include engagement protocol re changes or development of services.

<p>What consultation was carried out? Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</p>	<p>Consultation has been carried out with staff involved in the transfer.</p>	<p>No equalities issues have been raised through the staff consultation. Employment equalities is integral to the duties incumbent on the Trust as a limited company and flows through the Partnership Agreement.</p>
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Record of consultation with people from equality groups

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
<p>Service users (adults with learning disabilities), parents and carers.</p>	<p>15th & 17th June 2015 at WOOD B & BLEAF respectively. 10 service users present at WOOD B on the 15th</p>	<ul style="list-style-type: none"> • Would there still be the same level of service as current provision. • Would the current 	<p>Support Staff to continue to reassure service user group of the positive aspects of joining the Trust and</p>

	<p>June. 24 service users present at BLEAF on the 17th June.</p>	<p>support staff transfer and continue to deliver the service.</p> <ul style="list-style-type: none"> • Will transport to the service change. • Will there be the same or more opportunities for people to be involved in work activity and develop new skills and accreditation. 	<p>the possibilities of creating more diverse work activity leading to a greater chance of securing a sustainable business model for the future.</p>

2. Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). If you do identify any adverse impact you **must**:

a) Liaise with the Equalities Team who may seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and

b) Identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.

Include any examples of how the policy helps to promote equality.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	<p>Positive impact – the Trust will look to ensure that gender balance is considered at Board / Trustee level.</p> <p>Positive impact – whilst providing universal services the Trust will</p>	Through all services transferring opportunities will be sought to break down barriers to participation through specific funded projects, awareness raising and targeted marketing to

	also positively discriminate where appropriate to boost participation by males and females in areas where either might be under-represented e.g. boys participation in reading.	<p>appeal to both men and women of all ages.</p> <p>Positive discrimination will continue to attract, for example, more boys into reading through the use of sport.</p>
Disability		Actions to mitigate
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	B-leaf and Wood-B are two disability work placed projects aimed at increasing skills, empowering and improving confidence levels. Transferring away from other core social care services may be perceived as a risk but the intention is to sustain the offer to service users and in future enhance the opportunity	<ol style="list-style-type: none"> 1. Partnership agreement to contain specific clauses regarding the link between B-leaf /Wood-B and the Council. 2. Ensure clear line of sight between assessed needs and service user experience. 3. Continued engagement with service users, parents and

	<p>wider across the trusts services.</p> <p>The library and arts services offer a range of activities to help those with disability enjoy the cultural offer. Examples include:</p> <p>Bounce and Rhyme sessions led with sign language.</p> <p>Booklink service to housebound customers</p> <p>BoomBox access to audio downloads for those with limited manual dexterity</p> <p>Fully inclusive youth theatre</p>	<p>carers.</p> <p>4. Senior manager responsibility for both service areas.</p> <p>5. The Outcomes Framework is underpinned by the principle of accessibility. Providing information and effective communication e.g. easy read formats will be developed through the period of the Partnership.</p>
Race	Impact or potential impact	Actions to mitigate

<p>Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.</p>	<p>Positive impact through universal service provision and potential of specific projects that promote cultural diversity</p>	<p>Continue to provide selection of books for in a variety of languages to meet demand. Will always seek to meet the needs of borrowers for specifically requested titles/languages.</p> <p>Specific arts projects are designed to ensure that cultural diversity is celebrate. They can also be deliberately aimed at encouraging greater participation from BME backgrounds. Specialist practitioners are often engaged to break down language barriers etc.</p>
<p>Religion and belief</p>	<p>Impact or potential impact</p>	<p>Actions to mitigate</p>
<p>Identify the impact/potential impact of the service on people of different religious and faith</p>	<p>As above.</p>	<p>The library service aims for parity in Non-fiction collection between all faiths and denominations. Will</p>

groups.		<p>always seek to meet the needs of borrowers for specifically requested titles.</p> <p>Community centres are available for hire for the use for services by people of different religious and faith groups.</p>
Sexual Orientation	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	Positive impact through universal service provision and potential of specific projects that promote LGB & T diversity?	<p>Key officers to remain on the Bridgend LGBT Forum. LGBT fiction and Non-fiction collection bought and displayed in Bridgend Branch in 2014 following recommendations from LGBT Forum.</p> <p>Grand Pavilion is a licensed venue for marriage and civil partnerships</p>

		and has already hosted several civil partnerships
Age	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on older people and younger people.	<p>Cultural services have a significant interface with both older and younger people. The Trust will look to positively develop activity that contributes to the wellbeing of both older and younger people while also promoting inter-generational understanding and tolerance.</p> <p>The Partnership Outcome Framework has specific focus on participation of younger people in cultural activity and ensuring older people have access to services that support their</p>	<p>Through its venues, Cultural Services will continue to offer range of activities aimed at specific age groups, for example:</p> <p>A daytime programme featuring film, live theatre, music and dancing aimed primarily at older people.</p> <p>A programme of children’s theatre and workshops</p> <p>Cultural Services also commissions Bridgend Youth Theatre – a critically acclaimed company that engages with young people aged</p>

	<p>independence.</p> <p>The policy should recognise the United Nations Convention on the Rights of the Child.</p>	<p>from 5 – 25</p> <p>Continue with comprehensive children’s and family development programme within library service</p> <p>For older people ensure development of online services enabling access to books, magazines, audio and research from home, also in format large enough to read, or to be auto-read. Booklink delivering to housebound.</p>
Pregnancy & Maternity	Impact or potential impact	Actions to mitigate
	<p>The policy will impact positively by allowing for the sustained provision of parent and toddler participative activity and</p>	<p>All libraries registered with Public Health Wales’ Breastfeeding Welcome Scheme. Service supply books for the national Child &</p>

	information and reference provision.	<p>Family Bibliotherapy Scheme in partnership with surgeries and Health Visitors.</p> <p>Register other key venues with the Breastfeeding welcome Scheme.</p>
Transgender	Impact or potential impact	Actions to mitigate
	Positive impact through universal service provision and potential of specific projects that promote LGB & T diversity.	<p>Key officers to remain on LGBT forum to understand emerging issues and be able to translate into better service outcomes for this group. Continuation of promotional opportunities through the services.</p> <p>The Trust will provide a supportive environment for any transgender</p>

		staff and users.
Marriage and Civil Partnership	Impact or potential impact	Actions to mitigate
	Positive impact through universal service provision and potential of specific projects that promote marriage and civil partnership	Bryngarw House and the Grand Pavilion are licensed venues for marriage and civil partnerships and has already hosted several civil partnerships.

It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Thematic Service Development Plan.

3. Action Plan

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action

Equalities duty to be included within Final Partnership Agreement	Corporate Director	October 1 st 2015	£0	N/A
Partnership Agreement to make specific reference to the role of the Council in the support of B-Leaf and Wood-B service users and their wellbeing.	Corporate Director Communities / Corporate Director Wellbeing	1st October 2015	£0	N/A
Final Outcomes framework to include reference to young and older people priority	Corporate director	October 1st 2015	£0	N/A

activities.				
Trust to develop equalities plan	Chief Executive	April 2017	£0	N/A
Partnership included in work to promote and secure legacy from 2017 Urdd Eisteddfod for the promotion of the Welsh Language.	Corporate director / Chief Executive	May 2017	£0	N/A

Please outline the name of the independent person (someone other the person undertaking the EIA) countersigning this EIA below:

Please outline how and when this EIA will be monitored in future and when a review will take place:

Signed:

Date:

4. Publication of your results 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.

Please send completed EIA form to the [Equalities Team](#)