

## Full Equality Impact Assessment

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| <b>Name of project, policy, function, service or proposal being assessed:</b> | Strategic Equality Plan 2016 – 2020, Action Plan |
| <b>Date assessment completed</b>  | 28 June 2016                                     |

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](#)

The Equality Act 2010 sets out general and specific duties for local authorities in Wales. The council has a general duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity; and
- foster good relations between people who share a protected characteristic and those who do not.

One of the specific duties is for the council to produce and publish a Strategic Equality Plan (SEP) to include equality objectives describing how the most pressing issues for people in Bridgend will be addressed for the next four years.

An external consultation on the proposed actions within Bridgend County Borough Council's Strategic Equality Plan 2016 – 2020 Action Plan was undertaken over a six week period between 12 May 2016 and 22 June 2016. The consultation engaged with 315 residents from a combination of the consultation survey and engagement events held with the Bridgend Equality Forum groups. This Full Equality Impact Assessment outlines the analyses associated with the consultation. The results gathered from the consultation have been used to consider whether the proposed actions were fit for purpose and to make any amendments to the actions as required. Bridgend County Borough Council Officers attend 9 engagement events with representative groups of

the Bridgend Equality Forum and, because of the sensitivities involved, engaged with a further 5 groups via e mail. All questions in the online survey were optional and all survey responses offered the option of anonymity. Paper copies of the consultation were also made available at the engagement events or alternatively could be sent to residents upon request in English or Welsh. In total there were 47 actions within the 7 Strategic Objectives which required a reply from respondents. Promotional tools included:

- Messages to staff;
- Direct mail campaign to Bridgend Equality Forum members;
- Social Media – the council tweeted its 7,162 @Bridgend CBC followers and posted to its 4,950 Facebook followers about the consultation on several occasions during the consultation period to help raise awareness. A Facebook advertisement was run between 31 May and 4 June and between 9 June and 11 June;
- Online and paper survey
- Engagement events

The level of interaction per promotional tool is described in the Consultation Report.

## 1. Consultation

|   |   | <b>Action Points</b>                                       |
|---|---|--|
| <b>Who do you need to consult with (which equality groups)?</b> | The council is mindful that the full impact of the proposed actions outlined in the Strategic Equality Plan 2016 – 2020 Action Plan may be high level and potentially impacting many customers, citizens, visitors and service users from across all protected characteristic groups. The council is also mindful that, in order to maximise its community reach and its service users, it needed to consider further engagement methods. The council used social media, online consultation methods, distributed hard copies of consultation documents to libraries and public buildings, attended a series of engagement events with representative groups to encourage citizens to give their views on the consultation. Additionally, the Bridgend Equality Forum comprising representatives from most of the | The council's approach to consultation is described above. |

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|  | protected characteristic groups, was consulted.   |  |
| <b>How will you ensure your consultation is inclusive?</b>   | The council is mindful of the different accessibility needs of people and consultation was carried out inclusively using as wide a range of formats and access opportunities as possible.   | The consultation methods comprised of hard copy materials in various font sizes, online methods for customers and citizens who wished to feedback in a digital environment, face to face focus groups enabling people to feedback verbally to council representatives and the Bridgend Equality Forum who also engaged with their individual groups. |
| <b>What consultation was carried out?<br/>Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</b> | The council's consultation period on its Strategic Equality Plan 2016 – 2020 Action Plan began on 12 May 2016 and ended on 22 June 2016. The Bridgend Equality Forum meets on a bimonthly cycle and various meetings are held with representative groups such as Bridgend Visually Impaired Society, Bridgend Deaf Club and Bridgend Coalition of Disabled People to discuss the council's equality agenda. | Please see Consultation Report.  |

## Record of consultation with people from equality groups

| <b>Group or persons consulted</b> | <b>Date, venue and number of people</b>           | <b>Feedback, areas of concern raised</b>  | <b>Action Points</b>                         |
|-----------------------------------|---|---|--|
| Glamorgan Muslim Association      | 13 May 2016, Aberkenfig Mosque, 6 attendees;      | Bullying will happen regardless of skin colour.   | Please see final SEP Action Plan 2016 - 2020 |
| Stroke Association                | 16 May 2016, St. Johns Day Centre, 21 attendees;  | General discussions   | Please see final SEP Action Plan 2016 - 2020 |
| Bridgend Carers Centre            | 25 May 2016, Friends Meeting House, 29 attendees; | General discussions   | Please see final SEP Action Plan 2016 - 2020 |
| BridgeVIS                         | 3 June 2016, Evergreen Hall, 22 attendees;        | Issues around transportation and public toilets   | Please see final SEP Action Plan 2016 - 2020 |
| Bridgend People First             | 24 May 2016, Bryngarw Country Park, 18 attendees; | Hate crime is a problem and getting the right support in work,                          | Please see final SEP Action Plan 2016 - 2020 |
| Bridgend Deaf Club                | 24 May 2016, Bridgend Deaf Club, 12 attendees;    | Need more contact with Deaf social worker, BSL services at Civic Offices are fantastic. | Please see final SEP Action Plan 2016 - 2020 |
| Bridgend Youth Council            | 1 June 2016, Council Chamber, 12 attendees;       | General discussions   | Please see final SEP Action Plan 2016 – 2020 |

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| Bridgend Shout   | 15 June 2016, Evergreen Hall, 7 attendees;  | Transport and toilets are main issues.   | Please see final SEP Action Plan 2016 - 2020 |
| ABFABB (A Better Future Altogether Benefitting Bridgend)   | 9 June 2016, The Zone, 6 attendees;   | Hate crime reporting is an issue, difficult to stop bullying in schools, use of correct terminology (LGBT not LGB & T), Engagement such as this is a step in the right direction, need more community spirit in Bridgend, proud to see the rainbow flag being flown. | Please see final SEP Action Plan 2016 - 2020 |
| SACRE (Standing Advisory Committee on Religious Education;<br>BCBC LGBT Staff Network;<br>Calan DVS;<br>Parc Prison LGBT forum<br>and Mental Health Matters<br>Wales | Consulted and engaged with via e mail because of the sensitivity with the groups represented. | None received  | Please see final SEP Action Plan 2016 - 2020 |

## 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 Engagement 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.

| <b>Gender</b>  | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>   |
|--|--|--|
| Identify the impact/potential impact on women and men. | This Full Equality Impact Assessment reinforces the detail in the Initial Screening Equality Impact Assessment which is that it is possible that both men and women may be impacted by one or more of the strategic equality objectives and actions outlined in the SEP 2016 – 2020. | The actions within the SEP Action Plan are those that will support the delivery of the strategic equality objectives. Whilst gender is not specifically outlined as an action, there is expected to be a positive impact on men and women. |

| <b>Disability</b>   | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
|---|--|---|
| 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). | This Full Equality Impact Assessment reinforces the detail in the Initial Screening Equality Impact Assessment which is that all people stating they had a disability could potentially be impacted by one or more of the Strategic Equality Objectives and actions outlined in the SEP 2016 – 2020. | The actions within the SEP Action Plan are those that will support the delivery of the strategic equality objectives. Disability is referenced in a number of the equality objectives and actions and there is expected to be a positive impact on disabled people.                       |
| <b>Race</b>   | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
| Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.  | This Full Equality Impact Assessment reinforces the detail in the Initial Screening Equality Impact Assessment which is that people describing themselves as from a BME background may be impacted by one or more of the Strategic Equality Objectives and actions outlined in the SEP 2016 – 2020.  | The actions within the SEP Action Plan are those that will support the delivery of the strategic equality objectives. Race is referenced in a number of the equality objectives and actions and there is expected to be a positive impact on people identifying as from a BME background. |



| <b>Religion and belief</b>  | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
|---|--|---|
| <p>Identify the impact/potential impact of the service on people of different religious and faith groups.</p> | <p>This Full Equality Impact Assessment reinforces the detail in the Initial Screening Equality Impact Assessment which is that people from all religions in Bridgend could potentially be impacted by one or more of the Strategic Equality Objectives and actions outlined in the SEP 2016 – 2020.</p> | <p>The actions within the SEP Action Plan are those that will support the delivery of the strategic equality objectives. Religion and belief are referenced along with race in a number of the equality objectives and actions. There is expected to be a positive impact on people identifying as from a BME background.</p> |
| <b>Sexual Orientation</b>   | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
| <p>Identify the impact/potential impact of the service on gay, lesbian and bisexual people.</p>               | <p>As described within the EIA Initial Screening undertaken, reliable data relating to sexual orientation is not available. However, a positive impact is expected on this protected characteristic group.</p>   | <p>The actions within the SEP Action Plan are those that will support the delivery of the strategic equality objectives. Sexual orientation is referenced in a number of the equality objectives and actions. There is expected to be a positive impact on people identifying as LGBT.</p>                                    |

| <b>Age</b>  | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
|---|--|---|
| Identify the impact/potential impact of the service on older people and younger people. | This Full Equality Impact Assessment reinforces the detail in the Initial Screening Equality Impact Assessment which is that people from all ages in Bridgend could potentially be impacted by one or more of the Strategic Equality Objectives and actions outlined in the SEP 2016 – 2020. | The actions within the SEP Action Plan are those that will support the delivery of the strategic equality objectives. Whilst age is specifically referenced in the Leisure, Arts and Culture objective, there is expected to be a positive impact on people of all ages within the SEP. |
| <b>Pregnancy &amp; Maternity</b>  | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
|   | Census data is not available on this protected characteristic group.   | The possible impact on this protected characteristic is not currently understood. However, during the period of the Strategic Equality Plan 2016 – 2020 regular assessments will be undertaken to ensure actions are fit for purpose.   |

| <b>Transgender</b>                    | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
|---------------------------------------|--|---|
|                                       | Census data is not available on this protected characteristic group.   | The possible impact on this protected characteristic is not currently understood. However, during the period of the Strategic Equality Plan 2016 – 2020 regular assessments will be undertaken to ensure actions are fit for purpose. |
| <b>Marriage and Civil Partnership</b> | <b>Impact or potential impact</b>  | <b>Actions to mitigate</b>  |
|                                       | This Full Equality Impact Assessment outlines the number of respondents to the 2011 census who were in a Civil Partnership. No negative impact is expected on this protected characteristic group. | The possible impact on this protected characteristic is not currently understood. However, during the period of the Strategic Equality Plan 2016 – 2020 regular assessments will be undertaken to ensure actions are fit for purpose. |

Under the Welsh Language Standards, EIAs must also consider:

- whether the policy would impact on people’s opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally;
- how the policy could be changed to have a positive effect or increase the positive effect on a) people’s opportunity to use the Welsh language and b) treating both languages equally;
- how the policy could be changed to minimise or remove any adverse effects on a) people’s opportunity to use the Welsh language and b) treating both languages equally.

| <b>Welsh Language</b>   | <b>Impact or potential impact</b>   | <b>Actions to mitigate</b> |
|---|---|----------------------------|
| Identify the impact/potential impact on Bridgend County Borough Council, the Welsh Language, Welsh Culture, Welsh Language (Wales) Measure 2011 and the Welsh Language Standards. | Bridgend County Borough Council is working towards compliance with the Welsh Language Measure 2011 and Welsh Language Standards. Services, where possible, are made available in Welsh. |                            |

**The following Section only applies where there is a potential impact (negative, positive or neutral) on children**

### **United Nations Convention on the Rights of the Child (UNCRC)**

The UNCRC is an agreement between countries which sets out the basic rights all children should have. The United Kingdom signed the agreement in 1991. The UNCRC includes 42 rights given to all children and young people under the age of 18. The 4 principles are:

1. Non-discrimination
2. Survival and development
3. Best interests
4. Participation

This section of the Full EIA contains a summary of all 42 articles and some will be more relevant than others, depending on the policy being considered however, there is no expectation that the entire convention and its relevance to the policy under review is fully understood. The Engagement Team will review the relevant data included as part of its monitoring process. The EIA process already addresses two of the principle articles which are non-discrimination and participation. This section covers “Best interests” and “Survival and development”.

Some policies will have **no direct impact** on children such as a day centre for older people.

Some policies will **have a direct impact** on children where the policy refers to a childrens’ service such as a new playground or a school.

Some policies will **have an indirect impact** on children such as the closure of a library or a cultural venue, major road / infrastructure projects, a new building for community use or change of use and most planning decisions outside individual home applications.

**What do we mean by “best interests”?**

The “Best interest” principle does not mean that any negative decision would automatically be overridden but it does require BCBC to examine how a decision has been justified and how the Council would mitigate against the impact (in the same way as any other protected group such as disabled people).

- The living wage initiative could be considered to be in the “Best interests”. The initiative could potentially lift families out of poverty. Poverty can seriously limit the life chances of children.
- The closure of a library or cultural building would not be in the ”Best interests” of children as it could limit their access to play, culture and heritage (Article 31.)

Please detail below the assessment / judgement of the impact of this policy on children aged 0 – 18. Where there is an impact on “Best interests” and “Survival and development”, please outline mitigation and any further steps to be considered.

| <b>Impact or potential impact on children aged 0 - 18</b>  | <b>Actions to mitigate</b>   |
|--|--|
| The council’s Strategic Equality Plan includes a Strategic Equality Objective and associated actions on Children. Children will therefore be positively impacted by the Strategic Equality Plan 2016 – 2020. | Please see the actions described within the SEP Action Plan 2016 – 2020. |

**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 Service Development Plan.**

### **3. Action 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> |
|---------------|--------------------|------------------------------|-------------------------|---|
| N/A           | N/A                | N/A                          | N/A                     | N/A   |

The Strategic Equality Plan 2016 – 2020 has a supporting SEP Action Plan which outlines each action, the lead person or service, target dates for completion, details of the actions and measures for assessing success.

**Please outline the name of the independent person (someone other than 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:**

The council's SEP 2016 - 2020 and associated Action Plan will be monitored annually with progress being reported on an annual basis to the Cabinet Equalities Committee.

**Signed: Paul Williams**

**Date: 24 June 2016**

#### **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 [Paul Williams, Equality Officer](#)