

Equality Impact Assessment Form

Please ensure that you refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Strategic Equality Plan for 2016-2020
Name of responsible officer: Kerry O'Donovan
Group/Directorate: Place & Transformation
Service Area: Corporate Services
Date: 26 th February 2016

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>	Information/ Position statement <input type="checkbox"/>
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(b) Please name and describe below

Strategic Equality Plan for 2016-2020 – This Report provides the Council's Strategic Equality Plan for 2016-2020, which includes an Equalities Vision for Merthyr Tydfil supported by four Equality Objectives for 2016-2020.

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?

The Equality Act 2010 and Public Sector Equality Duty requires the Council to review its Strategic Equality Plan and Objectives at least every four years.

(d) Does the initiative directly affect service users, employees or the wider community?

Yes X Continue assessment
 No No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	The purpose of the Council's Strategic Equality Plan for 2016-2020 is to improve outcomes for all people with protected characteristics by reducing inequalities and improving the well-being of the County Borough.
Disability	As above.
Gender Reassignment	As above.
Marriage & Civil Partnership	As above.
Pregnancy and Maternity	As above.
Race	As above.

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Religion or Belief	As above.
Sex	As above.
Sexual orientation	As above.
Carers	As above.
Welsh Language	As above.

If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).

Are you happy that you have sufficient evidence to justify your decision?

Yes No

Signed:

Position:

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqIA.

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

The purpose of the Council's Strategic Equality Plan for 2016-2020 is to improve outcomes for all people with protected characteristics by reducing inequalities and improving the well-being of the County Borough.
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If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

N/A

Please highlight positive impacts and actions that have been identified as a result of the assessment process.
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The purpose of the Council's Strategic Equality Plan for 2016-2020 is to improve outcomes for all people with protected characteristics by reducing inequalities and improving the well-being of the County Borough.
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Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

The following relevant information was used to inform the review of the Strategic Equality Plan for 2012-2016:

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- The Council's Annual Equality Monitoring Reports.
- Welsh Local Government Association Equality Improvement Peer Review that was carried out at the Council and a Peer Review follow up that has been undertaken by Internal Audit.
- Engagement with the Strategic Equality Plan Task and Finish Group.
- Equality Objectives from other Welsh Councils and public sector organisations.
- Guidance for the Well-being of Future Generations (Wales) Act 2015.
- Reports and data from the MAGNET Portfolio (Merthyr Achieving Greater Networking and Engagement Together).
- Hate Crime and Domestic Abuse Data.
- Community Cohesion National Delivery Plan.
- Is Wales Fairer? Report; Emerging Challenges.
- Disability Wales, Accessible Rail Services Policy, 2010.
- Office for National Statistics, Population Estimates by Local Authority and Age, 2015.
- Marriage and Civil Partnership Statistics, 2011 Census.
- Office for National Statistics, Conception Statistics, 2013.
- Office for National Statistics, Population Estimates by Local Authority and Ethnicity, 2011.
- Religion and Belief Statistics, 2011 Census.
- Integrated Household Survey, Welsh Government, Sexual Identity by Area and Identity Status, 2013.
- Office for National Statistics, Population Estimates by Local Authority and Gender, 2014.
- Office for National Statistics, Welsh Language Speakers, 2014.

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

To support the review of the Council's Strategic Equality Plan and Equality Objectives for 2012-2016 a Task and Finish Group was established.

Membership

The Task and Finish Group consisted of the Council's Equalities Champion, Council Officers and key stakeholders that represent hard to reach groups in the Community.

These key stakeholders were from The Big Lottery – Community Voice MAGNET Project (Merthyr Achieving Greater Networking and Engagement Together), which provides an opportunity for members of marginalised communities to increase their voice in influencing public service providers policy, planning and delivery processes. The Merthyr Portfolio is made up of the following seven projects, each being led by different voluntary organisations:

1. **Visible** - Bringing together lesbian, gay, bisexual and transgender (LGBT) persons to provide support and promote their voice within Merthyr Tydfil.
2. **Focal Point** - Engaging with migrant workers, facilitating inclusion and cohesion, improving cultural awareness in the wider community.
3. **Bridges** - Building confidence and skills with the Gypsy / Traveller community and creating opportunities for effective engagement with local services.
4. **One Voice** - Advocacy and empowerment for disabled persons to agree

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collective action and engagement with service providers.

5. **Perthyn (Belonging)** - Intergenerational project between younger and older people living in social housing, focusing on past, present and future housing policies. Delivered in Caedraw, Gurnos and Trelewis.
6. **POSSIB** - Bilingual arts project to engage working aged men, parents and children in the areas of health, well-being, employment and education. Delivered in Northern Communities First Cluster.
7. **Up and Coming** - Youth media project where young reporters convey positive messages about young people and Merthyr Tydfil and communicate with service providers and decision makers.

Impact

Engagement with these key stakeholders provided a co-productive approach to the review of the Strategic Equality Plan and added real value and challenge.

Feedback from the MAGNET Project Leads was very positive in that they felt they had been involved in helping to inform and shape the revised Strategic Equality Plan.

Senior Leadership Team & Change Management Steering Group

As part of the consultation on the Equality Objectives for 2016-2020, the Objectives were shared with the Council's Senior Leadership Team and Change Management Steering Group for consideration, comment and feedback.

Cwm Taf Community Engagement Hub

As part of the consultation and engagement process on the Equality Objectives for 2016-2020 the Council used the Cwm Taf Community Engagement Hub, which gave residents, partners and other organisations the opportunity to have their say on the Objectives.

The communication methods used to raise awareness of the consultation on the Equality Objectives were as follows:

- The Council's corporate website.
- The Council's corporate Facebook page.
- The Merthyr Tydfil Borough Wide Youth Forum Facebook page.
- The Council's corporate Twitter account.
- A tweet from @cwmtafconsult.
- Wales Online.
- Merthyr Express.
- Citizens Panel.
- Emails were sent to the following stakeholders and organisations:
 - MAGNET portfolio of projects and their related networks and access groups.
 - Local Service Board partners.
 - Merthyr Tydfil Borough Wide Youth Forum.
 - Community First Clusters.
 - Trade Unions.
 - Other Welsh Councils.
 - Older People's Forum.
 - Health and Social Care Forum.
 - Children and Young People's Forum.

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Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

Yes.

Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made))

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Senior Leadership Team & Change Management Steering Group

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Review

Date of Next Review:

The date of the next review will be in line with the next review of the Strategic Equality Plan. However, if any issues are identified in relation to the delivery of the Strategic Equality Plan, the review date will be brought forward.

If review is not required, explain why.

N/A

Approved by: Kerry O'Donovan

Signature:

Job Title: Corporate Risk and Equalities Manager

Approval date: The Council's Strategic Equality Plan for 2016-2020 will be presented to Full Council for approval on 23rd March 2016.

Date of Update:

Update recording