

## EQUALITY IMPACT ASSESSMENT

Details	
Name of Initiative to be assessed:	<i>Wellbeing statement and objectives</i>
Name of responsible officer:	<i>Ewan McWilliams</i>
Directorate:	<i>Chief Executive</i>
Service Area:	<i>Corporate Performance Manager</i>
Date:	<i>Wednesday, 14 June 2017</i>

### (a) WHAT ARE YOU ASSESSING FOR IMPACT?

**Proposal:** The local authority's wellbeing objectives

### (b) Please name and describe below:

MTCBC's Wellbeing Statement and our Wellbeing Objectives

In order to respond to the requirements set down in Part 2 of the Wellbeing of future Generations (Wales) Act; all public bodies must carry out sustainable development.

The action a public body takes in carrying out sustainable development must include:

- setting and publishing objectives (“wellbeing objectives”) that are designed to maximise its contribution to achieving each of the wellbeing goals; and taking all reasonable steps (in exercising functions) to meet those objectives.

The distinction between "setting objectives" and "taking steps" is laid down below:

<b>Deciding</b> on your wellbeing objectives – <i>the duty to set wellbeing objectives</i>	These should be the objectives for change over the longer term.
<b>Meeting</b> your wellbeing objectives – <i>the duty to take all reasonable steps to meet those objectives</i>	These will be the steps you take to achieve your wellbeing objectives. These can be short; medium or long-term actions for change.

In order for public bodies to effectively carry out sustainable development the requirements of the Act should be embedded within existing corporate processes – for example:

- The setting of well-being objectives should take place through a corporate planning process, and be reflected in a corporate plan (or equivalent);
- Reporting on progress toward meeting well-being objectives should take place through a corporate reporting process, and be reflected in an annual report (or equivalent).

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The wellbeing objectives must be developed to evidence how the Local Authority is working with communities and partner organisations to meet the requirements of the Wellbeing of Future Generations (Wales) Act 2015.

Public bodies must set their individual wellbeing objectives no later than the beginning of the financial year following commencement of Section 9(2)(a) of the Act, namely no later than **31 March 2017**.

**(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?**

Merthyr Tydfil County Borough Council must consider the following legislation when preparing its wellbeing objectives:

- Wellbeing of Future Generations (Wales) Act 2015;
- The Planning (Wales) Act 2016;
- The Social Services & Wellbeing (Wales) Act 2014;
- The Environment (Wales) Act 2016

When developing the Local Authority's wellbeing objectives, consideration has to be given to the pieces of legislation listed above and links made to these where appropriate.

Additionally, when responding to the Wellbeing of future Generations Act; the Local Authority must also ensure that clear evidence of how they plan to use the 5 ways of working laid down in the Act: prevention; long-term; integrated; collaborative and involvement.

Merthyr Tydfil County Borough Council will be under both the individual wellbeing duty to set wellbeing objectives and a duty to set local wellbeing objectives in their role as a core member of the Cwm Taf Public Services Board (PSB).

The duties are distinct but complimentary, all public bodies are required to think both about what they can achieve themselves, and what the collective wellbeing objectives for their area are (together with the steps they can take to contribute to them).

These individual and shared wellbeing objectives, and the steps which are proposed to be taken, do not need to be different – a PSB's Plan may include wellbeing objectives, which are also wellbeing objectives by a member of the Board under Part 2.

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

- Yes  Continue assessment  
No  No need to continue screening or carry out an EQIA

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### 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 impact the decision will have on the protected characteristic(s).*

### What will be the effect on protected characteristics?

Protected Characteristic	Impact? Include Positive and Negative
Age	<p>Involving community groups for seniors in the discussions on what would make your community better identified numerous areas that would help address some specific age related issues, and some generic issues.</p> <p>For example, some specific issues:</p> <ul style="list-style-type: none"> <li>• <i>"Town is much better – but it should be better designed for pedestrians. There aren't many safe places to cross the road. Cars are not going 20mph in the centre – if you are old or frail you can't always get across faster than the car is driving."</i></li> <li>• <i>"Communication – almost like a big notice board – because not everyone is social media savvy. Lots of things/events have come and gone and we never knew they were happening."</i></li> </ul> <p>For example, some generic urban issues:</p> <ul style="list-style-type: none"> <li>• <i>Better toilet facilities</i></li> <li>• <i>No dog fouling</i></li> <li>• <i>More street cleaners</i></li> <li>• <i>No cars parked on pavements</i></li> </ul> <p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Developing the environment and infrastructure for businesses to flourish' and the emphasis on access to high quality local services, amenities and safer communities;</li> <li>• 'Communities protect, enhance and promote our natural environment and countryside' and the emphasis on developing good quality and connected greenspaces;</li> <li>• 'Communities protect, develop and promote our heritage and cultural assets' and the emphasis on making social connections with other people to help combat the growth in social isolation and loneliness experienced by many different people living in the community;</li> <li>• 'Developing safer communities' and the emphasis on easy access to good quality information and advice; and</li> </ul>

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	<ul style="list-style-type: none"> <li>• 'People live independently' and the emphasis on clearly and accessibly communicate sources of advice, assistance and support in conjunction with better access to quality services and facilities to support a fairer society for people with protected characteristics.</li> </ul> <p>Improving opportunities for people of all ages to become more actively and meaningfully involved to deliver the wellbeing objectives will help minimise any disproportionately negative impacts. In addition, engaging more frequently with all people to offer them opportunities to voice what's important to them and what they feel actively supports them to improve their wellbeing.</p> <p>If we continue to design and develop the urban environment without involving older people then issues they present may not be duly considered, which will more likely create conditions that are disproportionately negative for people who are old or frail. Particularly where "<i>not knowing the reasons behind decisions</i>" was recognised as an issue from older people, showing that historically, their involvement was limited.</p> <p>Issues for the [Plan]:</p> <ul style="list-style-type: none"> <li>• As part of the development of our wellbeing objectives under the 'working life' main group we will need to consider barriers to learning and training for younger people and older people.</li> <li>• Improving communication to and involvement of older people will provide additional intelligence to help minimise any disproportionately negative impacts.</li> </ul>
<p><b>Disability</b></p>	<p>The EHRC Hidden in Plain Sight report revealed that for many disabled people, harassment is an unwelcome part of everyday life. Many come to accept it as inevitable, and focus on the best they can. And too often that harassment can take place in full view of other people and the authorities without being recognised for what it is. A culture of disbelief exists around this issue.</p> <p>The Streets Ahead research has highlighted barriers to accessing services categorised as:</p> <ul style="list-style-type: none"> <li>• <b>Physical barriers</b> Access into premises and their interior such as lack of level access or ramps into premises, narrow width of doorway, wrong type of door entry and interior clutter.</li> <li>• <b>Attitudinal barriers</b> Staff treatment of disabled customers.</li> <li>• <b>Communication and information barriers</b> The complexity of verbal language used to conduct</li> </ul>

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transactions and provide services, types of signs used to convey information and their use of inappropriate font size colour of text and background.

- Finally, the demand for accessible housing for disabled people has led to national proposals for local authorities to keep Adapted Housing Registers, which demonstrate which houses have what adaptation and are suitable for different disabled people.

Local involvement of people with disabilities and those who support or care for people with disabilities (in discussions on what would make your community better) identified some specific issues, for example:

- *"I've wanted to get involved with disability sports for years but after finally finding something for adults rather than children, I was let down";*
- *"There is one park in the area which I am aware of, however, the park is not easily accessed and to get there means taking children down a very steep hill and then climbing up grass. Not suitable for a pushchair/wheelchair";*
- *Availability of information;*
- *Promotion of activities; and*
- *Better access to services.*

The local issues reflect what was found nationally and reinforce what needs to be done locally to improve the wellbeing of people with disabilities and those who support or care for people with disabilities.

There are links between:

- 'Developing the environment and infrastructure for businesses to flourish' and the emphasis on access to high quality local services, amenities and safer communities;
- 'Communities protect, enhance and promote our natural environment and countryside' and the emphasis on developing good quality and connected greenspaces;
- 'Communities protect, develop and promote our heritage and cultural assets' and the emphasis on making social connections with other people to help combat the growth in social isolation and loneliness experienced by many different people living in the community;
- 'Developing safer communities' and the emphasis on easy access to good quality information and advice; and
- 'People live independently' and the emphasis on clearly and accessibly communicate sources of advice, assistance and support in conjunction with better access to quality services and facilities to support a fairer society for people with protected characteristics.

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	<p>We need to consider the general issues identified by EHRC (above) and local issues identified through engagement in our wellbeing objectives. We hope to see a positive impact, by ensuring that projects and work to tackle these issues are developed alongside our wellbeing objectives.</p> <p>Issues for the [Plan]:</p> <ul style="list-style-type: none"> <li>• As part of the development of our wellbeing objectives under the 'working life' main group we will need to consider barriers to adult learning and training for disabled people.</li> <li>• As part of the development of our wellbeing objectives under the 'working life' and 'environmental wellbeing' main groups we will need to consider the physical barriers experienced by people with disabilities.</li> <li>• Improving communication to and involvement of people with disabilities will provide additional intelligence to help minimise any disproportionately negative impacts.</li> </ul> <p>If we continue to design and develop services and the (urban) environment without involving people with disabilities then issues they present may not be duly considered, which will more likely create conditions that are disproportionately negative for people with a disability.</p>
<p><b>Gender Reassignment</b></p>	<p>The EHRC in Wales completed a significant qualitative study interviewing trans people in Wales as part of the Not Just Another Statistic report in 2010. The key Issues for local authorities in Wales to consider appear to be:</p> <ul style="list-style-type: none"> <li>• Access to services</li> <li>• Hate crime</li> <li>• Access to safe housing</li> <li>• Harassment in employment and education settings</li> </ul> <p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Developing safer communities' and the emphasis on community safety, crime prevention, victims of crime or those living in fear of crime; and</li> <li>• 'Children and young people are equipped with the skills they need to be successful learners and confident individuals' and the emphasis on schools to promote health and wellbeing among pupils.</li> </ul> <p>We need to consider the general issues identified by EHRC (above) through our wellbeing objectives. We hope to see a positive impact, by ensuring that projects and work to tackle these issues are developed alongside our wellbeing objectives, with a particular reference to how we provide services and hate crime and harassment.</p>

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<p><b>Marriage &amp; Civil Partnership</b></p>	<p>There was no specific information secured on Marriage and Civil Partnership to understand the potential impact of the wellbeing objectives.</p>
<p><b>Pregnancy and Maternity</b></p>	<p>There was no specific information secured from pregnant ladies to understand the potential impact of the wellbeing objectives.</p> <p>However, one wellbeing objective focuses on the need for 'Children to get the best start to life'. This wellbeing objective includes offering mums-to-be positive ante-natal experiences and continues until the child is two years old. In addition, the response to the wellbeing objective 'People have good physical and mental wellbeing' will need to consider the mental health needs of mum-to-be/new mums.</p>
<p><b>Race</b></p>	<p>The ethnic minority population is highly concentrated geographically. Just over half live in Cardiff and Newport. The 2011 Census suggest that Merthyr Tydfil is 97.6% White with 2.4% from all other ethnic groups. The largest of the minority groups is Asian/Asian British accounting for 1.2%.</p> <p>The EHRC show that national evidence highlights an educational attainment gap between pupils from different racial backgrounds. How Fair is Wales research contrasts the relatively poor performance of pupils from black (African or Caribbean), Pakistani, and Bangladeshi backgrounds compared to those from of White British, Indian and Chinese backgrounds. In addition, there is significant national evidence of racist bullying in schools.</p> <p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Developing safer communities' and the emphasis on community safety, crime prevention, victims of crime or those living in fear of crime;</li> <li>• 'Children and young people are equipped with the skills they need to be successful learners and confident individuals' and the emphasis on schools to promote health and wellbeing among pupils and the promotion of equality of opportunity; and</li> <li>• 'Communities protect, enhance and promote heritage and cultural assets' and ensuring it is applied across all cultural groups present across Merthyr Tydfil and does not impact negatively on any one culture or group;</li> </ul> <p>We need to consider the general issues identified by EHRC (above) through our wellbeing objectives. We hope to see a positive impact, by ensuring that projects and work to tackle these issues are developed alongside our wellbeing objectives</p>

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	<p>with a particular reference to hate crime and harassment and equipping children and young people with the skills they need. In addition, ensuring communication is undertaken in an accessible format and meets the language needs of communities within the County Borough; ensuring they have opportunities to become more involved and engaged.</p>
<p><b>Religion or Belief</b></p>	<p>The EHRC identify a current issue nationally is the greater prevalence of discrimination (by any measure) against Muslims compared to other groups defined by their religion.</p> <p>Locally, the dominant religion is Christian (32,948); however, the largest minority religion is Muslim (197).</p> <p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Developing safer communities' and the emphasis on community safety, crime prevention, victims of crime or those living in fear of crime;</li> <li>• 'Children and young people are equipped with the skills they need to be successful learners and confident individuals' and the emphasis on schools to promote health and wellbeing among pupils; and</li> <li>• 'People live independently' and the emphasis on services that provide people with the ability to live in their own home and move around in their community.</li> </ul> <p>We need to consider the general issues identified by EHRC (above) through our wellbeing objectives. We hope to see a positive impact, by ensuring that projects and work to tackle these issues are developed alongside our wellbeing objectives with a particular reference to discrimination.</p> <p>Both children and adults receiving protection services may require particular consideration to ensure they can maintain their religious or belief based identities and practices.</p> <p>In addition, a person's religious or belief-based identity is part of their independence. Therefore, services that provide people with the ability to live in their own home and move around in their community will need to demonstrate that they take religious and belief based needs into account.</p>
<p><b>Sex</b></p>	<p>The main national issues of gender inequality for women currently can be categorised as:</p> <ul style="list-style-type: none"> <li>• Unequal impact of government austerity</li> <li>• Economic inequality and the gender pay gap</li> <li>• Access to flexible working</li> <li>• Violence against women</li> </ul>



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	<ul style="list-style-type: none"> <li>• Representation in political and public life</li> </ul> <p>There is evidence of economic inequality in Merthyr Tydfil through the gender pay gap, which is increasing. The average weekly earnings in 2016 for males (£686) and females (£467) highlight a 38% gender pay gap, up from 20% in 2015. This has implications for the wellbeing objectives in the 'working life' main group.</p> <p>There is evidence of lower qualification levels among working age males in 2015 at all qualification levels compared to females.</p> <p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Developing safer communities' and the emphasis on community safety, crime prevention, victims of crime or those living in fear of crime;</li> <li>• 'Making skills work for Merthyr Tydfil: Developing the workforce of the future' and the emphasis on the work we do within our communities to improve their skill level of the workforce; and</li> </ul> <p>We need to consider the general issues identified by EHRC (above) through our wellbeing objectives. We hope to see a positive impact, by ensuring that projects and work to tackle these issues are developed alongside our wellbeing objectives with a particular reference to women being safe in their community and the gender pay gap.</p> <p>The gender pay gap is a key objective in our Strategic Equality Plan.</p>
<p><b>Sexual orientation</b></p>	<p>A Welsh Government Equality Survey found that LGB people felt that they were most likely to experience disadvantage in relation to Health, Employment, Crime and Criminal Justice, and Social and leisure.</p> <p>The 2011 Census data enabled estimates to be produced on the percentage of households with same sex couples. In Merthyr Tydfil 0.10% and 0.12% in Wales.</p> <p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'People live independently' and the emphasis on services that provide people with the ability to live in their own home and move around in their community.</li> <li>• 'Developing safer communities' and the emphasis on community safety, crime prevention, victims of crime or those living in fear of crime; and</li> <li>• 'Children and young people are equipped with the skills</li> </ul>

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	<p>they need to be successful learners and confident individuals' and the emphasis on schools to promote health and wellbeing among pupils.</p> <p>We need to consider the general issues identified by EHRC (above) through our wellbeing objectives. We hope to see a positive impact, by ensuring that projects and work to tackle these issues are developed alongside our wellbeing objectives with a particular reference to identity based bullying.</p> <p>Issues for the [Plan]:</p> <ul style="list-style-type: none"> <li>• As part of the development of our wellbeing objectives under the 'living well' main group we will need to ensure services demonstrate that they avoid 'assumed heterosexuality' and negative treatment and meet particular LGB needs.</li> <li>• As part of the 'best start to life' main group we will need to ensure there is emphasis on tackling identity based bullying in schools.</li> </ul>
<b>Carers</b>	<p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Children get the best start to life' and the emphasis on the role of parents and carers in creating a home environment that nurtures early development and addresses barriers to learning that particularly affect less advantaged children and young people.</li> </ul>
<b>Welsh Language</b>	<p>There are links between:</p> <ul style="list-style-type: none"> <li>• 'Communities protect, enhance and promote their heritage and cultural assets and the emphasis on the promotion of the Welsh Language.</li> </ul>

*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).*

There are a number of issues that we will need to consider as we develop our response(s) to our wellbeing objectives. This will take place by developing our [Plan], which will set out the steps we will take to maximise our contribution to our wellbeing objectives and the wellbeing goals.

We hope to see a positive impact, by ensuring that projects we plan to deliver will build on the evidence and issues identified in this Equality Impact Assessment and undergo individual assessments to ensure we protect against any disproportionately negative impacts of the protected characteristics.

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There are gaps in the evidence used to screen the proposed wellbeing objectives, particularly relating to local research and intelligence (understanding issues) across the protected characteristic groups.

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

YES ..... NO ✓ .....

SIGNED ..... POSITION Corporate Performance  
Manager .....

*Note: 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.*

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## **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 proposals for wellbeing objectives provide the strategic direction for future projects and work. The proposals do not impact negatively on a protected group; however, as we develop projects and work (our response to the wellbeing objectives) we hope to see a positive impact, by ensuring that projects we plan to deliver will build on the evidence and issues identified in this Equality Impact Assessment and undergo individual assessments to ensure we protect against any disproportionately negative impacts of the protected characteristics.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.

## **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.

- Understanding Our Communities - [LINK](#)
- WFG - Wellbeing Assessment Chapters
- SSWB - Population Assessment Chapters
- WFG - Engagement in Merthyr Tydfil
- WFG - Wellbeing Questions

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(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.

### Preparation of Population Needs Assessment:

- A series of thematic workshops focusing on 'protected characteristic' groups named within the SSWB Act (primarily attended by stakeholders/service deliverers); and
- Online publication of the draft assessment's chapters with accompanying questionnaire responses.

### Preparation for Wellbeing Assessment:

- A series of thematic workshops focusing on 'protected characteristic' groups named within the SSWB Act (primarily attended by stakeholders and service deliverers);
- Online publication of the draft assessment's chapters with accompanying questionnaire responses;
- Engagement sessions delivered with the support of VAMT;
- Additional engagement activities with smaller resident-based groups including meetings with older people; parents with children with ALN; young people (via Forsythia Youth and The College, Merthyr); and
- Discussions with Elected Members and senior managers within MTCBC.

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

I am satisfied that the engagement process has enabled me to propose robust wellbeing objectives for the local authority. However, I recognise that there are knowledge gaps, which makes it difficult to screen for the potential impact on all of the protected groups.

### **Decision Log**

Detail how Elected Members and Senior Managers have been involved in the decision process (Give dates of key meetings and decisions made).

Senior managers have been involved in different ways throughout the objective setting process. With regards specific decisions made; the following activity has been undertaken:

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### 1. Senior Leadership Team (SLT) meeting - 23 January 2017

Exploration and discussion around the findings of the wellbeing assessment and sharing a first draft of the wellbeing objectives; highlighting four main areas to explore and develop into wellbeing objectives. Secured feedback from SLT members on the proposed methodology used and demonstrating how data has led to the initial proposals. Links to other key activities were outlined (e.g. Local Development Plan).

#### **Decision:**

- Agreement of the proposed approach taken
- Agreement to undertake targeted meetings with senior officers on the proposals to refine and develop the wellbeing statement and to ensure the objectives are valid, reasonable and realistic.

### 2. Meeting with Employability Manager - 27 January 2017

### 3. Meeting with Senior Officers re: Environmental Services - 31 January 2017

### 4. Meeting with Senior Officers re: Children and Young People - 31 January 2017

### 5. Meeting with Senior Officers re: Leisure Services - 01 February 2017

### 6. Meeting with Senior Officers re: Education Services re: - 02 February 2017

### 7. Meeting with Senior Officers re: Adult Social Services - 02 February 2017

### 8. Meeting with Senior Officers re: Community Safety, Public Protection and Housing - 02 February 2017

### 9. Meeting with Senior Officers re: Finance and Procurement - 03 February 2017

### 10. Meeting with Senior Officers re: Community Regeneration - 03 February 2017

### 11. Meeting with Chief Officer (Social Services) re: Children's Social Services and Wellbeing - 06 February 2017

### 12. Meeting with Senior Officers re: Early Years & Childcare - 07 February 2017

### 13. Meeting with Senior Officers re: School Improvement - 09 February 2017

### 14. Meeting with Senior Officers re: Welsh Language, Heritage and cultural Assets - 09 February 2017

To progress the action laid down in the decision in Point 1; individual sector specific discussions were held with senior officers in each of the areas listed linked to the draft wellbeing objectives.

The following decisions were taken as a result of these meetings:

#### **Decision:**

By Head of Corporate Services, Equalities Manager and Welsh Language Officer to:

Remove the separate objective linked to the Welsh Language "Communities promote the use of the Welsh language" and for the Welsh Language to be incorporated into the objective "Communities protect develop and promote our heritage and cultural assets"

## **Review**

**Date of Next Review**

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Ad hoc:  
A future review will be necessary when or if there are amendments to the wellbeing objectives.

**If review is not required, explain why.**

Only when there is a change to the wellbeing objectives will we need to undertake a review of this Equality Impact Assessment. Future projects and work for each wellbeing objective will undergo their own impact assessments, within the scope of the projects or planned work.

**Approved by:**

**Signature:**

**Job Title:**

**Approval date:**

**Date of Update:**

**Update recording**