

# 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**

<b>Details</b>
Name of Initiative to be assessed: Crucible – Design Charrette Report: Cyfarthfa Heritage Area
Name of responsible officer: Zoe Thomas / Alyn Owen
Group/Directorate: Place and Transformation
Service Area: Community Regeneration
Date: 23.05.18

**(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 type="checkbox"/>	Proposal <b>X</b>	Information/ Position statement <input type="checkbox"/>
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**(b) Please name and describe below**

On 21st October 2017 at Cyfarthfa Castle, Merthyr Tydfil, the Design Commission for Wales and the Welsh School of Architecture at Cardiff University held a Design Charrette. The charrette – an intense day of ideas generation – considered how Cyfarthfa Castle, its extended landscape and built heritage might become an international quality visitor destination and experience, better promoting its already palpable sense of place. The Crucible Report outlines the key recommendations in achieving this.

**(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 delivery of this initiative will be governed by the Term and Conditions outlined within the HLF Funding Offer Letter.

**(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

**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	Low impact
Disability	Low impact

## Equality Impact Assessment Form

Gender Reassignment	Low impact
Marriage & Civil Partnership	Low impact
Pregnancy and Maternity	Low impact
Race	Low Impact
Religion or Belief	Low impact
Sex	Low impact
Sexual orientation	Low impact
Carers	Low impact
Welsh Language	Low impact

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

The project has a low impact against many of the key areas outlined within the form but the proposal is extremely important to ensure the economic, social and environmental sustainability for the County Borough and to create transformational change within Cyfarthfa Heritage Area.

**Signed\_Zoe Thomas    Position\_\_Regeneration programmes Manager \_\_**

**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 EqlA.**

### **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.

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.

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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.

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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.

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

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**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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## Review

**Date of Next Review:**

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

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**Approved by:**

**Signature:**

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**Job Title:**

**Approval date:**

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# Equality Impact Assessment Form

<b>Date of Update:</b>
<b>Update recording</b>