

EQUALITY IMPACT ASSESSMENT FORM

July 2019

THE COUNCIL'S EQUALITIES STATEMENT

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

EIAs are a legal requirement under equalities legislation (Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011) where the potential for a significant negative impact has been identified. This legislation has been in place since 2000. We also have a legislative duty to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

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| • Age | • Race |
| • Disability | • Religion, Belief or Non-Belief |
| • Gender Re-assignment | • Sex |
| • Marriage and Civil Partnership | • Sexual Orientation |
| • Pregnancy and Maternity | • Welsh Language* |

* The Welsh language is not identified as a protected characteristic under the Equality Act 2010, however in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

THE EQUALITY IMPACT ASSESSMENT

NAME OF NEW OR REVISED PROPOSAL*	Heads of the Valleys Masterplan
DIRECTORATE	Communities
SERVICE AREA	Planning
CONTACT OFFICER	Ian Mullis
DATE FOR NEXT REVIEW OR REVISION	

***Throughout this Equalities Impact Assessment Form, 'proposal' is used to refer to what is being assessed, and therefore includes policies, strategies, functions, procedures, practices, initiatives, projects and savings proposals.**

The aim of an Equality Impact Assessment (EIA) is to ensure that Equalities and Welsh Language issues have been proactively considered throughout the decision making processes governing work undertaken by every service area in the Council as well as work done at a corporate level.

The Council's work across Equalities, Welsh Language and Human Rights is covered in more detail through the **Equalities and Welsh Language Objectives and Action Plan 2016-2020**.

When carrying out an EIA you should consider both the positive and negative consequences of your proposals. If a project is designed for a specific group e.g. disabled people, you also need to think about what potential effects it could have on other areas e.g. young people with a disability, BME people with a disability.

There are a number of supporting guidance documents available on the **Corporate Policy Unit Portal** and the Council's Equalities and Welsh Language team can provide advice as the EIA is being developed. Please note that the team does not write EIAs on behalf of service areas, the support offered is in the form of advice, suggestions and in effect, quality control.

Contact equalities@caerphilly.gov.uk for assistance.

PURPOSE OF THE PROPOSAL

1	<p>What is the proposal intended to achieve? <i>(Please give a brief description and outline the purpose of the new or updated proposal by way of introduction.)</i></p> <p>The Masterplan sets out the future development and regeneration opportunities proposed for the Heads of the Valleys, encompassing the wards of Twyn Carno, Moriah, Pontllytyn, Darren Valley, New Tredegar, Bargoed, Gilfach, Aberbargoed and Argoed.</p> <p>The Masterplan has been prepared within the context of the adopted Caerphilly County Borough Local Development Plan (LDP), which sets out the Council's land use objectives for the county borough in the period up to 2021.</p> <p>The Masterplan identifies 10 objectives that would support the delivery of a Vision for the Masterplan area. Over 30 projects are identified within the Masterplan that would contribute to achieving these objectives and deliver the Vision:</p> <p>"The Heads of the Valleys will capitalise upon the major public investment in the A465 and its strategic location along this corridor, complementing and strengthening employment opportunities and creating an exciting, vibrant place where businesses will want to locate and where people will choose to live and work.</p> <p>It will strengthen and diversify communities by improving connectivity, supporting the role of the foundational economy and developing its role as a visitor and tourism destination by utilising its distinctive industrial heritage and natural attractions and spaces.</p> <p>It will enable the provision of, and promote accessibility to, those commercial, leisure and community services that will equip people to lead more healthy and prosperous lives."</p>
2	<p>Who are the service users affected by the proposal? <i>(Who will be affected by the delivery of this proposal? e.g. staff members, the public generally, or specific sections of the public i.e. youth groups, carers, road users, people using country parks, people on benefits etc. Are there any data gaps?)</i></p> <p>The proposals could potentially affect residents within the Masterplan area, and residents of the wider County Borough or other areas who work, visit or travel through the Masterplan area.</p> <p>Some of the proposals within the Masterplan intend to improve the visitor experience for tourists the area.</p> <p>The proposals for new employment and housing development could affect those currently living and working in an area and those who would like to move to an area – existing and potential businesses, employees and residents.</p> <p>Furthermore, the proposed improvements to the sustainable transport network will affect those using the transport network – residents, commuters travelling to and from the Masterplan area, and visitors.</p>

The document reflects the 21st Century Schools programme, which identifies the replacement, refurbishment and new classroom provision in the County Borough. This could potentially affect school children, staff and parents.

IMPACT ON THE PUBLIC AND STAFF

3	<p>Does the proposal ensure that everyone has an equal access to all the services available or proposed, or benefits equally from the proposed changes, or does not lose out in greater or more severe ways due to the proposals?</p> <p><i>(What has been done to examine whether or not these groups have equal access to the service, or whether they need to receive the service in a different way from other people?)</i></p> <p>The Masterplan identifies a cross-cutting objective to “<i>ensure that accessibility for all is embedded in all improvement schemes.</i>” The inclusion of this cross-cutting objective will ensure that equality is a key consideration when developing proposals. This will include accessibility for all of the protected characteristics identified within the Equalities and Welsh Language Objectives and Action Plan 2016-2020, including the Welsh language.</p> <p>Furthermore, the Masterplan also includes an objective to ensure that all communities within the Heads of the Valleys are able to engage with, and benefit from, the Masterplan.</p> <p>The Masterplan identifies a number of initial proposals that could potentially deliver economic, environmental and social benefits to residents within the Masterplan area. These projects will be prioritised and detailed project proposals will be prepared with a view to informing funding bids from City Deal and other funding programmes. At this early stage, the Masterplan sets out the initial framework for change, but the exact impacts of any proposal will not be known until detailed plans are prepared.</p> <p>Many of the regeneration and development proposals will require a planning application to be submitted. Inclusivity is a fundamental part of the national planning policy framework. Ensuring equal opportunities for all proposed and existing facilities is a key aim of the Local Development Plan (LDP) and planning applications will need to demonstrate that they adhere to policies on equality, including accessibility and good design.</p> <p>A public consultation has been carried out to determine views on the Masterplan. The responses have been reviewed and amendments to the Masterplan proposed as a result of the consultation. There are no specific changes proposed as a result of equalities issues.</p> <p>Actions required:</p> <ul style="list-style-type: none">• Ensure that the cross-cutting objective on accessibility for all is an integral part when initial proposals are prioritised and detail project proposals are prepared as part of the delivery of the Masterplan. This will also be a consideration in the determination of planning applications.
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| | <ul style="list-style-type: none">• Take steps to mitigate any negative impacts identified in particular access to services, tourist locations, businesses etc. |
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4 **Is your proposal going to affect any people or groups of people with protected characteristics?**
(Has the service delivery been examined to assess if there is any indirect effect on any groups? Could the consequences of the policy or savings proposal differ dependent upon people's protected characteristics?)

Protected Characteristic	Positive, Negative, Neutral	What will the impact be? If the impact is negative how can it be mitigated?
Age	Neutral	
Disability	Positive	Improved public transport facilities for people with disabilities
Gender Reassignment	Neutral	
Marriage & Civil Partnership	Neutral	
Pregnancy and Maternity	Neutral	
Race	Neutral	
Religion & Belief	Neutral	
Sex	Neutral	
Sexual Orientation	Neutral	

5 **In line with the requirements of the Welsh Language Standards. (No.1) Regulations 2015, please note below what effects, if any (whether positive or adverse), the proposal would have on opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.**
(The specific Policy Making Standards requirements are Standard numbers 88, 89, 90, 91, 92 and 93. The full detail of each Standard is available on the Corporate Policy Unit Portal. Although it is important that what is outlined in the proposal is available in Welsh and English, please consider wider impacts on Welsh speakers.)

The Welsh Language Standards were followed in the preparation and publication of the Masterplan for consultation. The document and all consultation material was provided bilingually, respondents were given the opportunity to complete surveys in Welsh and people were asked to inform us if they wished to use Welsh at the public consultation events as per Standard 33.

It is not anticipated that the proposals in the Masterplan would have an impact on the Welsh language.

INFORMATION COLLECTION

6	<p>Please outline any evidence and / or research you have collected which supports the proposal? This can include an analysis of service users. <i>(Is this service effectively engaging with all its potential users or is there higher or lower participation of uptake by one or more protected characteristic groups? If so, what has been done to address any difference in take up of the service? Does any savings proposal include an analysis of those affected?)</i></p> <p>The Masterplan will exist for the benefit of everyone living and working within the nine wards of the Heads of the Valleys, as well as visitors. To this end, data has been gathered for each of the 20 LSOAs that constitute the nine wards in relation to various indices of deprivation, as collated by the Welsh Index of Multiple Deprivation 2019.</p> <p>The Masterplan has been informed by data collected on the current usage of the area. The Council undertakes an annual survey of the occupiers of retail units to determine vacancy rates. A survey is also carried out of businesses on industrial estates in the County Borough, including the Masterplan Area, but there is no specific analysis of the demographic make-up of employees.</p> <p>With regards to users of Bargoed town centre, basic equalities information on socio-economic group, age and gender is collected as part of the triennial Shopper Attitude Survey, where household telephone surveys were carried out with the town centre catchment area, together with on-street surveys. The collection of this information will allow a comparison to be made of the demographic profile across years to determine any changes to town centre usage by certain groups, which may have equalities implications. For example, an increase in vacancy rates in the town centre will mean less shops and services could be available, and this may disproportionately affect those who cannot travel to other locations due to certain protected characteristics and/or financial constraints. The Masterplan aims to build and enhance the role of the town centre which will benefit the existing users of the town centre and attract more people into the town.</p>
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CONSULTATION

7	<p>Please outline the consultation / engagement process and outline any key findings. <i>(Include method of consultation, objectives and target audience. What steps have been taken to ensure that people from various groups have been consulted during the development of this proposal? Have you referred to the Equalities Consultation and Monitoring Guidance?)</i></p> <p>The Masterplan has been prepared in accordance with the Council's Consultation and Monitoring Guidance.</p> <p>A number of meetings and stakeholder events have taken place to inform the development of the Masterplan. These included:</p> <p>Meetings with officers from a variety of service areas; Workshops with members from the Heads of the Valleys wards on 1 January and 30</p>
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	<p>October 2019; Input re. the Masterplan at a meeting held by Dwr Cymru Welsh Water to discuss the Rhymney to Bargoed upgrade involving external stakeholders Input re. the Masterplan at a meeting held by ABHB to discuss Integrated Well-Being Networks; Meeting with sixth-formers from Idris Davies School.</p> <p>A six week public consultation was held in early 2020. This consultation was conducted in accordance with equalities guidance, and a report on the consultation on the Masterplan has been prepared, considering issues raised.</p>
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MONITORING AND REVIEW

8	<p>How will the proposal be monitored? <i>(What monitoring process has been set up to assess the extent that the service is being used by all sections of the community, or that the savings proposals are achieving the intended outcomes with no adverse impact? Are comments or complaints systems set up to record issues by Equalities category to be able analyse responses from particular groups?)</i></p> <p>The Annual Monitoring Report (AMR) prepared for the LDP records data for a number of indicators on issues that the Masterplan is seeking to address – footfall in town centres, vacancy rates, satisfaction with town centres, retail spend. A comparison of data against monitoring targets will provide an understanding of the vitality and viability of Bargoed town centre. However, this monitoring process will not focus specifically on the impact of all sectors of the community.</p> <p>As discussed in Section 7, the triennial Shopper Attitude Study records certain information about the users of Bargoed town centre. Future studies will allow comparisons on how the demographic profile of town centre users is changing, which may be influenced by schemes in the Masterplan being implemented in the longer term. Surveys of industrial estates will continue to be undertaken, in order to monitor occupancy rates and types of uses/occupants present.</p> <p>The comments made as part of the public consultation exercise have been reviewed. As detailed proposals are progressed, a more detailed review process would be needed.</p>
9	<p>How will the monitoring be evaluated? <i>(What methods will be used to ensure that the needs of all sections of the community are being met?)</i></p> <p>Section 7 of the Masterplan ‘Delivering and Implementing Change’ sets out the expected/indicative outputs, as well as funding secured and potential costs.</p> <p>The Regeneration Project Board will consider and prioritise projects that will be the focus of the Council’s initial regeneration priorities in the short to medium term. The pipeline of projects will be reported to Cabinet on a six monthly basis and be updated accordingly as schemes progress.</p> <p>A section on equalities implications and monitoring as schemes progress to a more detailed stage could be included within the Regeneration Project Board’s assessments.</p>

<p>10</p>	<p>Have any support / guidance / training requirements been identified? <i>(Has the EIA or consultation process shown a need for awareness raising amongst staff, or identified the need for Equalities or Welsh Language training of some sort?)</i></p> <p>The process to date has not identified a lack of awareness, or a need for further training.</p>
<p>11</p>	<p>If any adverse impact has been identified, please outline any mitigation action.</p> <p>No adverse impact has been identified.</p>
<p>12</p>	<p>What wider use will you make of this Equality Impact Assessment? <i>(What use will you make of this document i.e. as a consultation response, appendix to approval reports, publicity etc. in addition to the mandatory action shown below?)</i></p> <p>The document will be available on request and informs the report of public consultation that has been prepared upon completion of the public consultation. It will be appended to the Council Report when the Masterplan is considered for approval by members.</p> <p>The Equalities Impact Assessment will be monitored and updated regularly to ensure that any negative impacts are mitigated.</p>

13	<p>An equality impact assessment may have four possible outcomes, through more than one may apply to a single proposal. Please indicate the relevant outcome(s) of the impact assessment below.</p> <p style="text-align: right;">Please tick as appropriate:</p> <p>No major change – the impact assessment demonstrated that the proposal was robust; there was no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <input checked="" type="checkbox"/></p> <p>Adjust the proposal – the impact assessment identified potential problems or missed opportunities. The proposal was adjusted to remove barriers or better promote equality. <input type="checkbox"/></p> <p>Continue the proposal – the impact assessment identified the potential problems or missed opportunities to promote equality. The justification(s) for continuing with it have been clearly set out. (The justification must be included in the impact assessment and must be in line with the duty to have due regard. Compelling reasons will be needed for the most important relevant proposals.) <input type="checkbox"/></p> <p>Stop and remove the proposal – the impact assessment identified actual or potential unlawful discrimination. The proposal was stopped and removed, or changed. <input type="checkbox"/></p>
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Form completed by:	
Name:	Ian Mullis
Job Title:	Planning Officer
Date:	16 April 2020

Head of Service Approval	
Name:	Rhian Kyte
Job Title:	Head of Regeneration and Planning
Signature:	
Date:	20 April 2020