

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**



Policy/Strategy/Project/Procedure/Service/Function Title: Cardiff Public Services Board Local Well-Being Plan
New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: Nathan Swain	Job Title: Principal Policy & Partnerships Officer
Service Team: Policy and Partnerships	Service Area: Resources
Assessment Date: 23/10/17	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

Cardiff's Local Well-being Plan has been developed in accordance with the Well-being of Future Generations (Wales) Act 2015. Having undertaken a local well-being assessment for the area in 2016, this plan responds to the challenges facing the city, setting out 7 areas for action (well-being objectives) and proposing what the city's public services will do, together, to achieve them (our commitments).

2. Please provide background information on the Policy/Strategy /Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

In March 2017, Cardiff PSB published a Well-being Assessment - an analysis of Cardiff's social, economic, environmental and cultural well-being and identifies the key opportunities and challenges facing Cardiff as the city grows.

<https://www.cardiffpartnership.co.uk/well-being-assessment/>

This assessment provided the basis for developing a local well-being plan to manage Cardiff's growth and its impacts in a sustainable and resilient way.

The evidence base used to inform the Cardiff's Well-being Assessment, includes:

- The 46 National Indicators for well-being (Welsh Government);
- Ask Cardiff survey indicators; and
- Indicators recommended by Public Services Board partners and other stakeholders.

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

The following additional data sources and reviews were also taken into account:

- Ask Cardiff Survey 2016
- Climate change risk assessment for Wales
- Natural Resources Wales (NRW) Area statement
- Childcare sufficiency assessment
- Nursery Provision
- Play Sufficiency Assessment
- Social Services and Well-being (Wales) Act 2014 Population Needs Assessment
- Crime and Disorder Act 1998 – Strategic assessments
- Local Development Plan
- Welsh Government Future Trends Report
- 2015 What Matters Strategic Needs Assessment

The Cardiff Public Services Board's Draft Well-being Plan was published for consultation on 13 October 2017. Engagement activities included an online survey and a series of engagement events and focus groups with seldom heard groups and communities, including:

- 20 locality and partner events covering each Neighbourhood Area
- Cardiff Youth Council Grand Council
- 50 + Forum focus group
- 2 BME focus groups
- Cardiff Deaf Club meeting
- Cardiff and Vale Action for Mental Health
- Friends and Neighbours Group (Butetown)

(The results of this consultation can be found in the Well-being Plan's Engagement Feedback Report – Appendix 3 of the Cabinet Report)

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

3. Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact** [positive/negative/] on younger/older people?

	Yes	No	N/A
Up to 18 years	x		
18 - 65 years	x		
Over 65 years	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Sections of the draft well-being plan are specifically focussed on improving outcomes from young people, older people, and people of working age.

Cardiff Well-being Plan will drive improvements for children universally (adopting a Child Rights Approach and 'Cardiff Commitment') and also specifically target the city's more disadvantaged children (adopting a 'Think Family' approach, a 'Children First' pilot, and targeting children at risk of Adverse Childhood Experiences).

For adults within the city, the Well-being Plan will, for example, aim to deliver more well paid jobs, improve employment services, seek to end rough sleeping and support a city wide Food Partnership.

For older people, the Well-being Plan will drive improvements in accommodation options and enable people to remain at home for longer, seek to become a Dementia Friendly City, and improve first point of contact services.

What action(s) can you take to address the differential impact?

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact** [positive/negative] on disabled people?

	Yes	No	N/A
Hearing Impairment	x		
Physical Impairment	x		
Visual Impairment	x		
Learning Disability	x		
Long-Standing Illness or Health Condition	x		
Mental Health	x		
Substance Misuse	x		
Other	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
Specific commitments relate to addressing these issues. For example, reducing levels of drug use and substance misuse, the delivery of the disability futures programme, making Cardiff a dementia friendly city.
What action(s) can you take to address the differential impact?
As required by the Well-being of Future Generations (Wales) Act, actions must meet the needs of the present without compromising the ability of future generations to meet their own needs.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact** [positive/negative] on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
Cardiff Well-being Plan aims to make Cardiff a safer and more inclusive city to live in, having a positive impact on individuals with protected characteristics.
What action(s) can you take to address the differential impact?

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage	x		
Civil Partnership	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Cardiff Well-being Plan aims to make Cardiff a safer and more inclusive city to live in, having a positive impact on individuals with protected characteristics.

What action(s) can you take to address the differential impact?

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	x		
Maternity	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The well-being plan includes a commitment to adopting a 'Think Family' approach, making sure that public services are joined up and that children and families are given the right support, in the right way, at the right time in the first 1000 days of a child's life. As a consequence of improving services, adopting a Child Rights Approach and commitments to safety and better air quality, the plan is likely to have a positive impact on the health and well-being of expectant parents.

What action(s) can you take to address the differential impact?

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	x		
Mixed / Multiple Ethnic Groups	x		
Asian / Asian British	x		
Black / African / Caribbean / Black British	x		
Other Ethnic Groups	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Cardiff Well-being Plan aims to make Cardiff a safer and more inclusive city to live in, having a positive impact on individuals with protected characteristics.

The Plan contains a specific commitment to deliver public and third sector services and workforce that are representative of the city and its communities, especially Black, Asian, and Minority Ethnic (BAME) communities.

What action(s) can you take to address the differential impact?

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist	x		
Christian	x		
Hindu	x		
Humanist	x		
Jewish	x		
Muslim	x		
Sikh	x		
Other	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Cardiff Well-being Plan aims to make Cardiff a safer and more inclusive city to live in, having a positive impact on individuals with protected characteristics.

What action(s) can you take to address the differential impact?

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact** [positive/negative] on men and/or women?

	Yes	No	N/A
Men	x		
Women	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Cardiff Well-being Plan aims to make Cardiff a safer and more inclusive city to live in, having a positive impact on individuals with protected characteristics.

The Plan contains a specific commitment to protect Cardiff's most vulnerable citizens, adopting integrated approaches to tackling trafficking, child sexual exploitation and domestic abuse.

The Plan also contains a commitment to improving the night time economy of Cardiff, providing a safer environment for both males and females.

What action(s) can you take to address the differential impact?

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact** [positive/negative] on the following groups?

	Yes	No	N/A
Bisexual	x		
Gay Men	x		
Gay Women/Lesbians	x		
Heterosexual/Straight	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Cardiff Well-being Plan aims to make Cardiff a safer and more inclusive city to live in, having a positive impact on individuals with protected characteristics.

What action(s) can you take to address the differential impact?

CARDIFF COUNCIL

Equality Impact Assessment
Corporate Assessment Template

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact** [positive/negative] on Welsh Language?

	Yes	No	N/A
Welsh Language	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The Well-being Plan includes the following commitment:

Aim to double the number of Welsh speakers in Cardiff by 2050 through supporting the delivery of the Bilingual Cardiff Strategy.

What action(s) can you take to address the differential impact?

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Engagement activities have included an online survey and a series of engagement events and focus groups with seldom heard groups and communities, including:

- 20 locality and partner events covering each Neighbourhood Area
- Cardiff Youth Council Grand Council
- 50 + Forum focus group
- 2 BME focus groups
- Cardiff Deaf Club meeting
- Cardiff and Vale Action for Mental Health
- Friends and Neighbours Group (Butetown)

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	As required by the Well-being of Future Generations (Wales) Act, actions must meet the needs of the present without compromising the ability of future generations to meet their own needs.
Disability	as above
Gender Reassignment	as above
Marriage & Civil Partnership	as above
Pregnancy & Maternity	as above
Race	as above
Religion/Belief	as above
Sex	as above
Sexual Orientation	as above
Welsh Language	as above
Generic Over-Arching [applicable to all the above groups]	as above

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Nathan Swain	Date: 24.01.18
Designation: Principal Policy & Partnerships Officer	
Approved By: Gareth Newell	
Designation: Policy, Partnerships and Research Manager	
Service Area: Resources	

7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk