

Equality Impact Assessment
Corporate Assessment Template

Mae'r ddogfen hon ar gael yn Gymraeg / This document is available in
Welsh Appendix 14

Project: Atlantic Wharf
New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Project?	
Name:	Job Title:
Service Team: Strategic Projects	Service Area: Economic Development
Assessment Date: January 2023	

1. What are the objectives of the Project?

The Council's Stronger, Fairer, Greener vision sets out a commitment to 'an ambitious programme of city centre regeneration' and 'completing the transformation of Cardiff Bay' in order to 'build a stronger, greener and fairer economy, delivering greater investment, stronger businesses and, ultimately, more and better jobs for the people of Cardiff.'

The Atlantic Wharf project centres around the Council's commitment to deliver:

- a 17,000 seat Indoor Arena
- a multi storey car park
- a new Red Dragon Centre (RDC)

with specific drivers to incorporate the Council's priorities for energy efficiency and improved transport links.

Each of these components are significant and could warrant an impact assessment of their own, however, given the overlap it could be considered more prudent to assess the impact as a whole.

This is because all the accessibility and inclusivity requirements are linked and there is potential, if considered in isolation, that a conflict in design may have additional, unnecessary impacts. (for example, considering access to the new car park without considering its location in relation to the new RDC could have different outcomes). So it is agreed that there will be one EIA record for all workstreams within the Atlantic Wharf project.

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

In November 2021, Cabinet approved the Full Business Case for the delivery and operation of the new Indoor Arena at the heart of the Councils regeneration of Atlantic Wharf.

In November 2021, Cabinet also approved the Outline Business Case for the delivery of a new Multi Storey Car Park for Atlantic Wharf to assist in the delivery of the new Indoor Arena.

The delivery of a new Multi Storey Car Park (MSCP) is a key enabling project for the delivery of the Indoor Arena and there is a legal requirement for the reprovision of the parking spaces which will be lost when the construction of the Indoor Arena commences. This approach will deliver 1,300 spaces which will reduce by circa 70% the car park provision across Atlantic Wharf which supports the wider policy objectives to support public and active travel.

In November 2021, Cabinet approved the development of an Outline Business Case to consider the future of the Red Dragon Centre. The business case analysed a number of options for the regeneration of the centre to provide a vibrant, modern destination for culture, leisure and arts.

As part of the regeneration vision, these projects have engaged in dialogue with stakeholders to enhance cultural links including the delivery of the Capella project, WMC new production studio, and Wales National Gallery.

Research has been conducted into the 2021 census of the ward in which Atlantic Wharf sits to provide information regarding the demographics of the area. Consideration has also been taken into the potential changes likely to have occurred within the area including the impacts considered as a result of the Corona Virus Pandemic.

Further consideration has also been given to the 2019 Welsh Index of Multiple Deprivation.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Project have a **differential impact** [positive] on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		

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Over 65 years	X		
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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and on residents of and visitors to the area, regardless of age. The regeneration aims to provide a place where people can visit to engage in a range of Cultural experiences as well as social and leisure time and events, catering for all age groups.

The 2021 census shows 80% of local residents are aged between 16 – 64 years, this is higher than the city's average of 67.3%. The area has a low percentage of residents over the age of 65 (5.2% in Adamsdown and 9.4% in Butetown), much lower than the City's average of 14.5%. The plans for the regeneration include a range of social, food and beverage and retail offers that will benefit people of any age, providing an environment conducive to social and community activity, engaging and inclusive for all.

The regeneration has the potential for a positive impact on people of working age (18-65) due to business development and associated employment and work experience opportunities during the construction phase and operational activity, as well as providing an improved environment for social interaction and active leisure.

The Arena will provide an extensive programme of events to appeal to all ages, and the RDC development will also ensure a variety of retail, food and beverage, cultural and arts and leisure experiences that will appeal to all age groups. This has an additional positive impact on social interaction, inclusivity, and mental health.

Transport Accessibility

In terms of accessibility for all ages, the site already has reasonably good transport links, which means that people are able to travel to Atlantic Wharf via car for those who are of driving age. There is a close rail link from Cardiff Central, stopping on Lloyd George Avenue and Bute Street for those who do not drive. There are already 5 bus services that stop within a short walk to Atlantic Wharf, 3 of which stop within the existing site. In addition, Queen Street and Bute Street Stations are in close proximity to the site for those who choose to travel via public transport.

The project scope will ensure that these public transport links are at least retained and will be improved with the recent approval for £50m from the Local Authority Transport Levelling Up Fund (LUF). The Welsh government is

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undertaking the tram/train link between Cardiff Central and the Bay to improve public transport with the development of the Cardiff Valley Lines and the new Metro. This will enhance connectivity across Wales and all corners of the City to Cardiff Bay.

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

The Council, working with all respective partners and stakeholders will ensure that when considering the development of Atlantic Wharf, the requirements of people of all ages are taken into consideration ensuring that accessibility and inclusivity is a focus of all stages of the project- this includes the accessibility and improvements of the transport links that are already servicing the area.

3.2 Disability

Will this Project have a **differential impact [positive]** 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

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area, including disabled people. The project has the potential to provide a world class venue for culture and events, with state-of-the-art facilities and provide a physical, social environment which is accessible and inclusive to all. The project will consider accessibility and wayfinding as a key part of the design process to ensure those with physical, visual, hearing and learning impairments are able to navigate around the facilities and surrounding area.

Regarding mental health, it is acknowledged that for some, having a place to go and be with people and take part in activity can help with mental health.

The project aims to provide an environment at Atlantic Wharf that offers everyone a comfortable and pleasant place to be, with opportunities to take part in cultural, social and leisure activities.

Following the pandemic, many people are using outdoor space differently and so the project aims to help facilitate this to create imaginative and creative space around the Arena, RDC and Car Park.

Transport accessibility

It is important that disabled people are also able to travel to Atlantic Wharf to

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enjoy everything it has to offer. The design of the Car Park and its relationship with the wider site will be sensitive to the needs of disabled drivers and visitors. Where this project is not responsible for the accessibility of public transport, it is committed to ensure that where transport modes link to the site, that there is a straightforward and safe link from the car park, rail and bus stops that disabled people can easily navigate into Atlantic Wharf and all its facilities.

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

As each workstream of the project progresses, any design work or programming should consider accessibility and way finding for all people.

3.3 Gender Reassignment

Will this Project have a **differential impact [positive]** 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.

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area, regardless of Gender Reassignment.

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

The plans to develop these new buildings will be modern and inclusive to the needs of all, including gender neutral spaces and facilities.

3.4. Marriage and Civil Partnership

Will this Project have a **differential impact [positive]** 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.

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area, regardless of marital or partnership status. It is not expected that this project will have a differential impact on people whether they are or are not in a marriage or civil partnership.

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What action(s) can you take to address the differential impact?
No action necessary

3.5 Pregnancy and Maternity

Will this Project have a **differential impact [positive]** 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 regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area. It is not expected that this project will have a differential impact on pregnancy or maternity. Consideration will always be given in the designing and planning of all facilities to ensure suitable welfare facilities are included that may be beneficial to everyone, including the potential addition needs of those who are pregnant or nursing/caring for young babies and children.
What action(s) can you take to address the differential impact?
No action identified to date.

3.6 Race

Will this Project have a **differential impact [positive]** 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.
The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area, regardless of race as it is designed to be a destination for all. It will also present improved opportunities for social inclusion, cultural, leisure and employment

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for all communities in the area as well as visitors to the area. However, according to the 2021 census, the areas within Atlantic Wharf have a higher than average number of Black and Asian residents (14.6% and 18.2%), compared to the overall Cardiff population (3.8% and 9.7%) and so this project has the potential to impact these groups a bit more.

	Cardiff	Adamsdown	Butetown
White	79.2	59.3	55.5
Mixed/ Multiple Ethnic Groups	4	5.3	6.4
Black / African/ Caribbean/ Black British	3.8	10.1	14.6
Asian/ Asian British	9.7	18.2	12.7
Other Ethnic Groups	3.3	7.2	10.9

The process of regeneration may be disruptive due to, for example, building works, so there is a risk that in the short term, there is a low negative impact, however, the overall objectives of this project will have a positive impact on all Cardiff residents through improving the economy, providing greater employment opportunities, and making the area a more appealing place to live.

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

The Council and relevant partners will ensure communication with local communities is maintained throughout the process, engaging with existing residents to gain an insight into local needs and ensure they are considered in the planning and design and in the programme of delivery.

3.7 Religion, Belief or Non-Belief

Will this Project have a **differential impact [positive]** on people with different religions, beliefs or non-beliefs?

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

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

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area.
According to the 2021 census, the areas within Atlantic Wharf have a higher-

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than-average number of Muslim (17.5% and 27.2%) residents, which is higher than the City's average of 9.3%. The next largest representation is of Christian residents (27.8% and 23.2%) within the areas (although lower than the City's average of 38%) and so this project will likely have a differential impact on these groups.

	Cardiff	Adamsdown	Butetown
Christian	38.3	27.8	23.2
Buddist	0.4	1.2	0.5
Hindu	1.5	3.2	3
Jewish	0.2	0.1	0.1
Muslim	9.3	17.5	27.2
Sikh	9.3	0.5	0.4
Other	0.6	1.4	0.6

The regeneration project may be disruptive for a period of time due to, for example, building works, however, the overall objectives of this project will have a positive impact on all Cardiff residents through improving the economy, providing greater employment opportunities, and making the area a more appealing place to live.

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

The Council and relevant partners will ensure communication with local communities is maintained throughout the process, engaging with existing residents to gain an insight into local needs and ensure they are considered in the planning and design and in the programme of delivery.

3.8 Sex

Will this Project have a **differential impact** [positive] 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.

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area. It is not expected that this project will have a differential impact on people on this protected characteristic.

The 2021 Census shows that the areas within Atlantic Wharf have a reasonably equal split between male and female residents, which is also very much in line with the City's average of 51.2% and 48.8% respectively.

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	Cardiff	Adamsdown	Butetown
Female	51.2	45.9	47.7
Male	48.8	54.1	52.3
<p>The Atlantic Wharf development aims to provide an exciting and vibrant destination for all, irrespective of sex. Facilities, programmes and opportunities will be presented that will appeal to both male and female residents, visitors and users.</p>			
What action(s) can you take to address the differential impact?			
<p>Consideration throughout all design processes to be given to any feedback from stakeholders on the overall environment across Atlantic Wharf.</p>			

3.9 Sexual Orientation

Will this Project have a **differential impact [positive]** 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.

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area, regardless of sexual orientation. This project is not expected to have a differential impact on any person due to their sexuality.

The overall aim is to provide an environment conducive for all, so it could be translated that members of the LBGTQ community should have a positive experience in and around Atlantic Wharf.

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

Ensure that designs and programmes promote inclusivity and do not tolerate exclusion or discrimination and do not discourage any specific community groups from utilising the facilities or activities at Atlantic Wharf.

3.10 Socio-economic Duty

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Will this Project have a **differential impact [positive]** on the Socio-economic Duty?

	Yes	No	N/A
Socio Economic Groups	X		

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

Socio economic duty requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class.

The aim of the Atlantic Wharf regeneration is to deliver an accessible and inclusive destination that provides an enriched environment for everyone to be able to access, irrespective of their social class, education, occupation or where they live.

As with any destination across the city, there are costs associated with travel to and from the site, and these costs may vary depending on the starting point of the journey, how far and the mode of transport being used. Those local to any facility will always benefit from lower transport costs. The project cannot control the cost of using buses and trains, nor can it manage the cost of fuel and using the road.

However, the project is committed to ensuring that the car park operating model is conducive to balancing the cost of accessing cultural and social events and the ability to operate and maintain the car parking facilities to the expected high standard.

The project is not responsible for the suitability of the cycle pathways across the city, but it is committed to ensuring safe and secure facilities at Atlantic Wharf for those who choose to travel by bicycle and wish to park at Atlantic Wharf.

The regeneration of the RDC will support the culture and art community in the development of new and novice artists via the Capella Project as well as forging links with the WMC and Wales National Gallery to enhance the development of Welsh artists, encouraging opportunities for the growth of new businesses and artistic talent.

In addition, the project must consider a range of offers at Atlantic Wharf that will enable all socio-economic groups to benefit from the regeneration. Operators within Atlantic Wharf will be required to be inclusive in their provision to ensure benefit for all socio-economic groups.

The overall masterplan of Atlantic Wharf includes a range of social, cultural and leisure activities, some of which will require an access charge, but there will also

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be active public open space a range of activities that are open and free to use by members of the public.

The development of Atlantic Wharf will provide employment and volunteer opportunities as well as broaden opportunities for Culture and Arts events to grow participation.

The 2019 Welsh index of Multiple Deprivation shows some of the localities to Atlantic Wharf accommodate some of the most deprived communities in Cardiff. The Atlantic Wharf development will provide opportunities that could have an additional, differential positive impact on these local communities.

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

The project will need to ensure that throughout the operational strategy delivers inclusive and accessible programmes of activities for all socio-economic groups. Also, ensure that there is a reasonable balance of chargeable and free to access activity and the public space is conducive for social and leisure interaction for all.

3.11 Welsh Language

Will this Project have a **differential impact (positive)** on the Welsh Language?

	Yes	No	N/A
Welsh Language		X	

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

The regeneration of Atlantic Wharf will have a positive impact on all Cardiff residents and visitors to the area. It is not expected that this project will have a differential impact on the Welsh language or Welsh language speakers of any level. (Bilingual signage will make it a welcome environment for Welsh speaking visitors.)

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

Ensure that all facilities comply with the Welsh Language Act and that all visitors to Atlantic Wharf have the choice of accessing services in both Welsh and English.

During the project development, ensure all obligations regarding Welsh Language are met.

4. Consultation and Engagement

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

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

Groups	Actions
Age	The Council, working with all respective partners and stakeholders will ensure that when considering the development of Atlantic Wharf, the requirements of people of all ages are taken into consideration ensure that accessibility and inclusivity is a focus of all stages of the project
Disability	As each workstream of the project progresses, any design work or programming should consider accessibility for disabled people.
Gender Reassignment	In line with the Council's Stonewall submission, any plans to develop new buildings or facilities will incorporate the need for gender neutral welfare, providing a choice for those undergoing or having undergoing transition
Marriage & Civil Partnership	N/A
Pregnancy & Maternity	N/A
Race	The Council and relevant partners will ensure communication with local communities is maintained throughout the process, engaging with existing residents to gain an insight into local needs and ensure they are considered in the planning and design and in the programme of delivery.
Religion/Belief	The Council and relevant partners will ensure communication with local communities is maintained throughout the process, engaging with existing residents to gain an insight into local needs and ensure they are considered in the planning and design and in the programme of delivery.
Sex	Consideration throughout all design processes to be given to the feedback from stakeholders on the overall environment across Atlantic Wharf.
Sexual Orientation	Ensure that designs and programmes promote inclusivity and do not tolerate exclusion or discrimination and do not discourage any specific community groups from Atlantic Wharf.
Socio-economic Duty	The project will need to ensure that throughout the operational strategy delivers inclusive and accessible programmes of activities for all socio-economic groups.

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	Also, ensure that there is a reasonable balance of chargeable and free to access activity and the public space is conducive for social and leisure interaction for all.
Welsh Language	Ensure that all facilities comply with the Welsh Language Act and that all visitors to Atlantic Wharf have the choice of accessing services in both Welsh and English. During the project development, ensure all obligations regarding Welsh Language are met
Generic Over-Arching [applicable to all the above groups]	The Council and its relevant partners must ensure that all workstreams of the project continue to consider any potential impact on any group or groups and take reasonable steps to mitigate and address any such risk to provide an inclusive and accessible destination.

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:	Date:
Designation: Project Manager	
Approved By: Chris Barnett	
Designation: Project Executive	
Service Area: Economic Development	

7.1 On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council- equalityteam@cardiff.gov.uk.

For further information or assistance, please contact the Equality Team- equalityteam@cardiff.gov.uk