

# Single Impact Assessment

Cardiff Council



## 1. Details of the Proposal

**What is the proposal?**

Title: Atlantic Wharf Development

**Is this a new proposal or are you amending an existing policy, strategy, project, procedure or service?**

New

Existing

**Directorate/Service Area:**

Economic Development- Major Projects

**Who is developing the proposal?**

Name: Neil Hanratty

Job Title: Director Economic Development

**Responsible Lead Officer (Director or Assistant Director):**

Chris Barnett

**Cabinet Portfolio:**

Economic and Culture

**Authorisation**

Completed By: Jo Phillips

Job Title: Project Manager

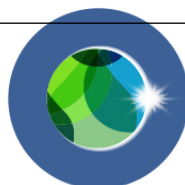
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Approved By:

Job Title:

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Caerdydd History - do not edit

Bilingual  
Cardiff



One  
Planet  
Cardiff



*The Single Impact Assessment (SIA) can be strengthened as time progresses, helping shape the proposal. Version control will provide a useful audit trail of how the SIA has developed. Draft versions of the assessment should be retained for completeness, however only the final version will be publicly available. Draft versions may be provided to regulators if appropriate.*

| <b>Version</b> | <b>Author</b> | <b>Job Title</b>                | <b>Date</b> |
|----------------|---------------|---------------------------------|-------------|
| 1              | Fiona Gibson  | Senior Corporate Policy Officer | 12/10/2022  |
| 2              | Fiona Gibson  | Senior Corporate Policy Officer | 12/04/2023  |
|                |               |                                 |             |
|                |               |                                 |             |
|                |               |                                 |             |

## 1. Overview of the Proposal

### **What action is the Council considering and why?**

*Please provide a detailed outline of the proposal. This information will support your findings in the impact assessments.*

The Atlantic Wharf regeneration scheme remains a major Council priority set out in the Corporate Plan 2023-26 aimed at kick-starting the next phase regeneration of Cardiff Bay. The Council has secured ownership of approximately 30 acres of land across Atlantic Wharf and is committed to delivering a range of exciting developments, including the Indoor Arena, a multi storey car park and the redevelopment of the Red Dragon Centre.

The current stage of the proposal includes:

The conclusion of the legal agreements for the Indoor Arena and for the development to proceed to the next stage.

A soft marketing process to determine the next step of development for the Atlantic Wharf Site (inc the Red Dragon Centre)

The development of a business case for the design and delivery of a multi-functional area within the Atlantic Wharf site to host:

- A new office building and management suite
- An exhibition and event facility
- A facility for the Cappella Project

In June 2023, Cabinet authorised the development of a full business case for the Core Office Strategy, which includes the delivery of a new office building on Atlantic Wharf. As part of this Cabinet report, an EIA on the Core Office Strategy was presented.

The Core Office Strategy considers 3 components:

- Environment (Property)
- Resources (including people)
- Technology

This EIA was able to set out the potential principal impact of the strategy, but was very clear that going forward, further, more specific impact assessments must be carried out on the components listed, to ensure that full consideration is given, based on due diligence and investigation of proper data and consultation.

As the full business case progresses, these impact assessments will be developed, focussing on their own specific component of the strategy, but also in close collaboration with all other components of the business case.

Similarly, this impact assessment will set out the principal impacts of the Atlantic Wharf development including:

- The delivery of the new Arena
- The delivery of 'area A' (office, events space and Capella Project)
- The delivery of the new car parking provision

As the business case progresses, further detailed assessments will evolve that will capture any differential impacts emerging specifically in relation to any of the individual components.

**What are the costs and/or savings?**

*What will the proposal cost and how will it be funded?*

*How might costs be reduced through involvement and collaboration, across Cardiff Council and/or with external stakeholders?*

*Are there savings and how will these be realised?*

The Atlantic Wharf development Strategy is separated into a number of different components. Each individual component will be subject to the approval of robust business cases, which, in turn, must provide sufficient detailed financial information, including costs and risk information associated with each development and required decision.

## 2. Impact Assessments

### Which impact assessments do you need to complete to support your proposal?

Further information is included about each assessment at the start of the relevant section.

The [Impact Assessment Screening Tool](#) provides advice tailored to your proposed policy, strategy or project regarding which impact assessments may be required and who to contact to find out more.

The screening tool is an online form with mainly multiple-choice questions which should take less than 10 minutes to complete.

Once the answers have been submitted, an automated email will be sent to you with the recommended next steps and details of who to contact for expert advice.

**Put Yes or No next to each of the impact assessments listed below to indicate which ones are being carried out. For assessments which are not being carried out, please delete the relevant sections on the subsequent pages.**

| Impact Assessment                     | Completed: Y/N |
|---------------------------------------|----------------|
| A. Equality Impact Assessment         | Y              |
| B. Child Rights Impact Assessment     | N              |
| C. Welsh Language Impact Assessment   | N              |
| D. Habitats Regulations Assessment    | N              |
| E. Strategic Environmental Assessment | N              |
| F. Data Protection Impact Assessment  | N              |
| G. Health Impact Assessment           | N              |

For further information on all the above impact assessments including who to contact for advice, please visit the [Policy Portal](#).

# A: Equality Impact Assessment

Guidance in completing this assessment can be accessed [here](#). Please consult the Equality Team for any further assistance with completing this assessment [EqualityTeam@cardiff.gov.uk](mailto:EqualityTeam@cardiff.gov.uk)

Under the Equality Act 2010, “differential impact” means that people of a particular protected characteristic (e.g. people of a particular age) will be significantly more affected by the change than other groups.

## Impact on the Protected Characteristics

### Age

Will this proposal have a **differential impact [positive]** on different age groups?

|                | 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.

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 social and leisure activities irrespective of their age.

The range of facilities at Atlantic Wharf will provide inclusive and engaging offers that are accessible to all ages, and the environment will be designed to encourage all ages to want to and be able to spend time there.

Due to the new developments across Atlantic Wharf, there will be increased employment opportunities, greater access to social, leisure, retail and cultural activities.

The introduction of the Capella Production Studio opens up apprenticeship and employment opportunities for all ages, linking into education of young people and providing a great link into sustainable working with the WMC. Promoting Culture and Art across generations and supporting the active development of young people.

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, as well as providing an improved environment for social interaction and active cultural and leisure activity.

The inclusion of new office facilities provides an inclusive and accessible environment, conducive to modern working practices, which assists anyone of working age and ability to work well and in a way that suits their needs.

(see core office EIA)

The provision of event and exhibition space opens up the visibility of Cultural and business opportunities, enabling engagement with social groups, businesses and people of all ages to encourage people to get involved. This has an additional positive impact on social interaction, inclusivity, and mental health. The same can also be said for people over the age of 65, Atlantic Wharf provides a social inclusivity that ensures people can engage with the community after retirement. The wider environment is planned to be conducive to Social and Cultural activity for all ages.

### Transport Accessibility

In terms of accessibility for all ages, the site already has reasonably good transport links- very close to major link roads and also close routes linking to the City Centre, which means that people are able to travel to Atlantic Wharf via car for those who are of driving age and who will transport younger people via car, bus or train. There are already a number of bus routes that reach the site and Bute Street train station is only a few metres walk from the site and Central Station is also about a 20-minute walk from 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, but also enhanced to ensure those who do not drive have accessible options to travel to the site.

One of the main developments on the site is a new MSCP that is designed to consolidate parking for the whole of the development. This development will need to consider accessibility and charging for all.

### 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 of the transport links that are already servicing the area and, in the design, and delivery of the MSCP

### Disability

Will this proposal have a **differential impact [positive]** on disabled people?

|   | Yes | No | N/A |
|---|-----|----|-----|
| Hearing Impairment                        | X   |    |     |
| Learning Disability                       | X   |    |     |
| Long-Standing Illness or Health Condition | X   |    |     |
| Mental Health                             | X   |    |     |
| Neurodiversity                            | X   |    |     |
| Physical Impairment                       | X   |    |     |
| Substance Misuse                          | X   |    |     |
| Visual Impairment                         | 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 state of the art facilities and provide opportunities and a physical, social environment which is accessible and inclusive to all. The project will need to consider accessibility and way-finding as a key part of the design process to ensure those with physical, visual, hearing and learning impairments are able to navigate around the site..

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 that offers everyone a comfortable and pleasant place to be, with opportunities to take part in cultural and social events as well as an accessible working environment.

Following the pandemic, many people are using outdoor space and working space differently and so the project aims to help facilitate this.

### **Transport accessibility**

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

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 and bus stops that disabled people can easily navigate into Atlantic Wharf and all its facilities.

Similarly, those responsible for the development of the Arena, car park and 'Area A' will also need to consider the same.

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

Throughout all of the developments across Atlantic Wharf, consideration must be given to the design of all components to ensure accessibility for all abilities. Equally, in the delivery of programmes, there must be consideration of how people of all abilities can access and enjoy the opportunities available.

### **Gender Reassignment**

Will this proposal have a **differential impact [positive/negative]** on transgender people?

|  | <b>Yes</b> | <b>No</b> | <b>N/A</b> |
|--|------------|-----------|------------|
| Transgender People<br>(Transgender people are people whose gender identity or gender expression is different from the gender they were assigned at birth.) |            | x         |            |

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

The regeneration of Atlantic Wharf is expected to have a positive impact on all people and is not expected to have any differential impact on people because of gender reassignment.

The 2021 Census shows that there are 2 distinct areas of population in the Atlantic Wharf area. Both areas indicate that most of the population identify with the same gender to which they were born. However, as the Atlantic Wharf development intends to attract visitors from across Cardiff, Wales and the rest of the UK, it cannot anticipate the number of visitors who have or intend to



undergo gender reassignment. Therefore, any welfare facilities will be gender neutral in line with the Council's Stonewall submission.

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

In line with the Council's Stonewall submission, gender neutral welfare will be included in all designs and plans

**Marriage and Civil Partnership**

Will this proposal 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.**

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.

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

None required

**Pregnancy and Maternity**

Will this proposal 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 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.

See Core Office EIA for the assessment in relation to the development of new core office and the impact on employees.

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

None identified

**Race**Will this proposal have a **differential impact [positive/negative]** on the following groups?

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

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

The 2021 Census shows that there are 2 distinct areas of population close to the development of Atlantic Wharf.

One area to the SW has an 89.2% white population, 5.8% mixed race, 1.2% Asian, 0.8% Black and 2.9% other.

The area to the NW is reported to be 38.8% Black, 12.8% Asian, 10.7% White and 7.8% of mixed race.

The development at Atlantic Wharf is expected to have a positive impact on all people irrespective of race, however, the population to the NW shows 58.3% economically inactive, so it could be assumed that there may be a differential impact on this population, with opportunity for employment in close proximity to where they 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

**Religion, Belief or Non-Belief**Will this proposal 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     |     |    |     |
| Jewish       |     |    |     |
| Muslim       | X   |    |     |
| Sikh         |     |    |     |
| Other belief |     |    |     |
| No belief    | x   |    |     |

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

The development at Atlantic Wharf is expected to have a positive impact on all communities, and is not expected to have a significant differential impact on people because of their religion.

The population to the SW of the site and the population has a majority of no religion reported (55.9%) and 36.1% Christian population. Other populations close by report a majority of Muslim (81.6% and 64.7%). There are some representations of other religions, including Hindu and Buddhist, but majority representation are Muslim, Christian and no religion. So it could be assumed that there will be a differential impact on Christian, Muslim and those of no religion in relation to the employment opportunities available in close proximity to where they work, but also, as the development seeks to encourage visitors from across the UK, it cannot anticipate the number of visitors representing all religions and faiths.

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

None identified to date

**Sex**

Will this proposal have a **differential impact [positive/negative]** on male, female or non-binary persons?

|                    | Yes | No | N/A |
|--------------------|-----|----|-----|
| Male persons       |     | X  |     |
| Female persons     |     | X  |     |
| Non-binary persons |     |    |     |

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

The development of Atlantic Wharf is expected to have a positive impact on all people and not a differential impact on people because of their sex.

In terms of the office development, it is anticipated that introducing policies to support modern working practices, and providing the appropriate environment and resources to enable people to work in a flexible way to suit their circumstances will have a positive impact on everyone. It is not expected to have a differential impact on people because of their sex.

However, the travel and parking arrangements may have a differential impact on women, who statistically are primary care givers and so may require access to their cars before, during and after work.

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

None identified to date

### Sexual Orientation

Will this proposal have a **differential impact [positive/negative]** on people with different sexual orientations?

|              | Yes | No | N/A |
|--------------|-----|----|-----|
| Bi           |     | X  |     |
| Gay          |     | X  |     |
| Lesbian      |     | X  |     |
| Heterosexual |     | 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, regardless of sexual orientation. This project is not expected to have a differential impact on any person due to their sexuality.

The 2021 census shows that the populations surrounding the Atlantic Wharf site are predominantly hetero sexual (straight) – at least by an average of c60.4%, so it could be assumed that there is a differential impact for the straight community, however, 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. The development seeks to attract visitors from all over the UK and so cannot anticipate the numbers of visitors from the LBGTQ community. It should also be noted that there will be provision within the programme of events for potentially LBGTQ specific events.

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

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### Socio-economic Duty

Is the change anticipated to reduce or contribute to inequality of outcome as a result of socio-economic disadvantage? (e.g. will the change negatively impact on those on low-incomes or those living in deprived areas?)

|                       | Yes | No | N/A |
|-----------------------|-----|----|-----|
| Socio-economic impact |     |    |     |

#### 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 development of Atlantic Wharf aims to deliver an accessible and inclusive development that provides an enriched environment for everyone to be able to access and enjoy, irrespective of their social class, education, role within the Council or where they live.

### **Travel and Transport**

#### **New Office Space**

With any destination across the City, there will be travel costs associated with getting to work 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 core office building 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 Core Office Strategy must consider the Council's commitment to Active Travel and the One Planet Strategies when determining car parking facilities and other resources that will facilitate everybody's choice about getting to work, including the provision of secure bicycle parking, showers and changing facilities.

A full review of employee data and further engagement regarding travel to and from work will help inform this as options regarding the locations and scope of the buildings are considered.

#### **Area A and RDC**

The same must be applied when considering the delivery of major cultural attractions like the Arena and also the proposed exhibition/event space.

The 2021 Census shows that there is high percentage of economically inactive households to the NW of the development, and so it could be assumed that this population will see a positive differential impact in being able to access facilities without the cost of travel and parking.

#### **Cost of Living**

It is also important to acknowledge that hybrid working practices will increase the time that some employees spend working from home. Consideration must be given to the additional requirements for people working at home, including:

- Ergonomic workstations
- Adequate technology and other related resources like broadband packages, telephone connections etc
- Potential increase in heating and lighting costs

The cost of living situation requires careful consideration and where the council can work to develop more cost effective core office facilities, it also needs to consider its policies in supporting the potential increasing costs for staff working at home.

#### **Arena and Area A and RDC**

Care must be taken to ensure that there is a programme of events available that is accessible to all, regardless of economic status- including free and low cost events, concessions for vulnerable groups etc

#### **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.

### Welsh Language

Will this proposal have a **differential impact [positive/negative]** 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 too so positive for the Welsh Language.)

#### 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.

### Consultation and Engagement

What arrangements have been made to consult/engage with equality/ community organisations, especially those who are representative of those you have identified as being likely to be affected?

At the inception of this project, a PESTLE analysis was carried out- see appendix A. This will need to be reviewed and updated with current project scopes and up to date equality data.

Initial consultation and engagement commenced with known stakeholder groups, these groups included representatives of the local communities and local residents and ward members.

In addition, there has been consultation with RDC tenants, other local businesses and Council staff.

As the project is progressing, the stakeholder representation is reviewed, and additional groups of people are engaged.

There has been some initial communication with the Council's Equality Team that has increased as the project has progressed. Feedback has been invited and received and actions to date and further engagement will continue as the project workstreams progress.

There are further consultations scheduled and these will continue throughout the project.

## Summary of Actions (Listed in the sections above)

|                              | <b>Actions</b>   |
|------------------------------|--|
| 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 ensuring that accessibility and inclusivity is a focus of all stages of the project- this includes the accessibility of the transport links that are already servicing the area and, in the design, and delivery of the MSCP |
| Disability                   | Throughout all of the developments across Atlantic Wharf, consideration must be given to the design of all components to ensure accessibility for all abilities. Equally, in the delivery of programmes, there must be consideration of how people of all abilities can access and enjoy the opportunities available   |
| Gender Reassignment          | In line with the Council's Stonewall submission, gender neutral welfare will be included in all designs and plans  |
| Marriage & Civil Partnership | None   |
| Pregnancy & Maternity        | Consideration for pregnant and nursing parents   |
| 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                          | 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   |
| Sexual Orientation           | 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   |

|  |  |
|--|--|
| Socio-economic 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. |
| 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.<br>During the project development, ensure all obligations regarding Welsh Language are met.   |
| Generic/ Over-Arching (applicable to all the above groups) |  |

### Next Steps

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.

Where the Equality Impact Assessment shows negative impacts, you must append the form to the Cabinet or Officer Decision Report.

On completion of this Assessment, please ensure that the whole 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](mailto:EqualityTeam@cardiff.gov.uk)



## **B: Child Rights Impact Assessment**

The aim of a Child Rights Impact Assessment is to put children and young people at the forefront of decision-making. The assessment helps officers to consider how the rights of children and young people may be affected by a proposed policy or project.

Click [here](#) to start a Child Rights Impact Assessment.

You will receive an automated email containing a link to your Child Rights Impact Assessment template and the Child Friendly Cardiff Team will be in contact to support you.

Guidance for Local Government prepared by Unicef is available here:

[Child Rights Impact Assessment - Child Friendly Cities & Communities \(unicef.org.uk\)](https://www.unicef.org.uk/child-rights-impact-assessment-child-friendly-cities-communities)

For further information or assistance in completing the Child Rights Impact Assessment, please contact the Child Friendly Cardiff Team [ChildFriendlyCardiff@cardiff.gov.uk](mailto:ChildFriendlyCardiff@cardiff.gov.uk)

### **Next Steps**

Where it is considered that a Child Rights Impact Assessment is required, you must append the form to the Cabinet or Officer Decision Report.

## C: Welsh Language Impact Assessment

Please consult with Bilingual Cardiff for any assistance with completing this assessment  
[Bilingualcardiff@cardiff.gov.uk](mailto:Bilingualcardiff@cardiff.gov.uk)

### Welsh Language Standards 88-97

#### Standard 88

Will this proposal have a **differential impact** [positive/negative] on:

|   | Yes | No | N/A |
|---|-----|----|-----|
| The opportunities for persons to use the Welsh language?                  |     |    |     |
| Treating the Welsh language no less favourably than the English language? |     |    |     |

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

#### Standard 89

Could this proposal be formulated or re-formulated, so that it would have positive effects, or increased positive effects, on:

**The opportunities for persons to use the Welsh language?**

**Treating the Welsh language no less favourably than the English language?**

#### Standard 90

Could this proposal be formulated or re-formulated to ensure that it does not have adverse effects, or a decreased adverse effect, on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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**Standard 91**

When consulting on the proposal, were views considered, and sought, on the effects (both positive and negative) that it would have on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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**Standard 92**

Did the consultation seek and give consideration to views on how the proposal could have positive, or increased positive effects, on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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**Standard 93**

Did the consultation seek and give consideration to views on how the proposal could have no adverse effects, or decreased adverse effects, on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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#### **Standard 94**

If the proposal includes the awarding of grants, has consideration been given to the guidance presented in Cardiff Council's Policy on Awarding Grants in Compliance with the Welsh Language Standards with regard to:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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#### **Standard 95**

If research was undertaken or commissioned to assist with the development of the proposal, did it give consideration to whether it would have a **differential impact [positive/negative]** on:

**The opportunities for persons to use the Welsh language?**

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**Treating the Welsh language no less favourably than the English language?**

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#### **Standard 96**

Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have a positive effect, or increased positive effects, on:

| The opportunities for persons to use the Welsh language? |
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| Treating the Welsh language no less favourably than the English language? |
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### Standard 97

Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have no adverse effect, or decreased adverse effects, on:

| The opportunities for persons to use the Welsh language? |
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| Treating the Welsh language no less favourably than the English language? |
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### Material and Services

In addition to the impact assessment to ensure that the proposal meets the requirements of the Welsh Language Standards, consideration must also be given to the supporting materials and services that may be required.

These include (please click on the hyperlinks to view detailed information about the requirements under the Welsh Language Standards):

- [Correspondence](#) - receiving and replying (emails, letters, online communication).
- [Telephone](#) – receiving and answering calls.
- [Meetings & Public Events](#) – public meetings or events, group meetings, consultation, individual meetings.
- [Public Messages – electronic – video](#)
- [Signs, Notices & Display Material](#)
- [Publicity & Advertising](#)
- [Producing Public Documents](#) - policies, strategies, annual reports, corporate plans, guidelines, notices, codes of practice, consultation papers, licences, certificates, rules, brochures, leaflets, pamphlets or cards, ticket/vouchers.
- [Producing Forms](#)
- [Reception Services](#)
- [Websites, Apps and Online Services](#)
- [Social Media](#)

- [Self Service Machines](#)
- [Education Training Courses](#)
- [Public Address Announcements](#)

**Are all supporting materials and services compliant with the requirements of the Welsh language standards?**

### **Cardiff Council's Welsh Language Skills Strategy**

This strategy may be viewed here and additional guidance documents have been produced to support its implementation:

- [Assessing Welsh Language Skills and Identifying Welsh Essential Roles](#)
- [Recruitment, Selection, and Interview Procedures and the Welsh Language](#)

**Do you have access to sufficient Welsh speaking staff to support the delivery of the proposal in compliance with the requirements of the Welsh language standards?**

### **Next Steps**

Where it is considered that a Welsh Language Impact Assessment is required, you must append the form to the Cabinet or Officer Decision Report.

A copy must also be emailed to Bilingual Cardiff [Bilingualcardiff@cardiff.gov.uk](mailto:Bilingualcardiff@cardiff.gov.uk)

## D: Habitats Regulations Assessment

|  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| Will the proposal affect a European site designated for its nature conservation interest*, or steer development towards an area that includes a European site, or indirectly affect a European site? | <input type="checkbox"/> | <input type="checkbox"/> |

*\* Only two European sites designated for nature conservation interest lie within Cardiff's boundaries – the Severn Estuary and Cardiff Beech Woods, but be aware if your project affects an area close to a neighbouring authority.*

If the answer is 'Yes', then a screening exercise may need to be conducted to determine if a Habitats Regulations Assessment is required or not.

Contact the [Biodiversity Team](#) who will guide you through the process.

## E: Strategic Environmental Assessment

|   | Yes                      | No                       |
|---|--------------------------|--------------------------|
| Does the strategy, policy or activity set the framework for future development consent? | <input type="checkbox"/> | <input type="checkbox"/> |

|  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| Is the strategy, policy or activity likely to have significant environmental effects (positive or negative)? | <input type="checkbox"/> | <input type="checkbox"/> |

If you have answered 'Yes' to both of the above questions, then a full Strategic Environmental Assessment Screening is needed.

Contact the [Sustainable Development Unit](#) who will guide you through the process.



## F: Data Protection Impact Assessment

|  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| Will the proposal involve processing information that could be used to identify individuals? | <input type="checkbox"/> | <input type="checkbox"/> |

If the answer is 'Yes', then a Data Protection Impact Assessment may be required.

Click [here](#) to read the guidance and start the Data Protection Impact Assessment process if needed.

For further information, contact the [Data Protection Service](#).

## G: Health Impact Assessment

A Health Impact Assessment helps to develop policies and projects that consider the mental, physical and social health and well-being of a population during planning and development. Considering health inequalities and their impacts on local communities is an essential part of any Health Impact Assessment.

Health Impact Assessments will become a statutory requirement for public bodies in specific circumstances in the future. These circumstances have yet to be published by Welsh Government.

For further information and advice, please contact the Wales HIA Support Unit.

Website: [Home - Wales Health Impact Assessment Support Unit \(phwwhocc.co.uk\)](https://phwwhocc.co.uk)

Email: [WHIASU.PublicHealthWales@wales.nhs.uk](mailto:WHIASU.PublicHealthWales@wales.nhs.uk)

## Appendix A-PESTLE

| <b>Political</b>   |  |
|--|--|
| <b>Driver</b>  | <b>Impact</b>  |
| Cardiff has to 'work for Wales' – a successful Wales requires a successful capital   | <ul style="list-style-type: none"> <li>• A regenerated bay will boost the economy of Wales by;               <ul style="list-style-type: none"> <li>- Creating more jobs</li> <li>- Bringing in more money through new businesses</li> <li>- Inviting tourists</li> <li>- Incentivising citizens to spend money locally</li> </ul> </li> </ul>   |
| Cardiff has to 'work for the future' – managing the city's growth in a sustainable way <ul style="list-style-type: none"> <li>• The population is set to rise to 400,000 people by 2025 and the number of daily commuters is expected to see an increase of 150,000 by 2025</li> </ul> | <ul style="list-style-type: none"> <li>• Regenerating the bay will vastly expand the transport options for people in the bay, important especially as the population rises in the area, and in Cardiff in general</li> <li>• Residential developments built as part of the regeneration can be built using new technology to make them as energy efficient as possible, limiting the negative effect on the environment</li> <li>• Regenerating the bay can be designed with the protection of the environment as a priority with walkways/cycleways, green spaces and SuDS</li> </ul>   |
| Keep the capital as the beating heart of Welsh cultural life   | <ul style="list-style-type: none"> <li>• The new arena will bring in events and can be used to hold elements of future festivals creating a more cultural environment in Cardiff</li> <li>• This huge addition to Cardiff will establish Cardiff as the best city for culture in Wales</li> </ul>  |
| <b>Economic</b>  |  |
| <b>Driver</b>  | <b>Impact</b>  |
| Capital Ambition's aim to increase tourism   | <ul style="list-style-type: none"> <li>• The regeneration of the bay includes the creation of a 17,000 capacity arena               <ul style="list-style-type: none"> <li>- Events held at the arena will bring in people from other places who will spend money on local services whilst here, contributing to the local economy.</li> <li>- The completion of the arena will encourage other tourism focused business into the bay, perpetuating the tourism financial gains.</li> </ul> </li> <li>• In a more long term sense, regenerating the bay will set the tone that Cardiff is a prominent city for culture and leisure and will continue to bring events and business to the city.</li> <li>•</li> </ul> |

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| <p>Lower unemployment</p> <ul style="list-style-type: none"> <li>Particularly in the south of the city where long term unemployment stands at 2.4% compared to the city average of 1.7% (<i>Census 2011</i>)</li> </ul> | <ul style="list-style-type: none"> <li>Building in the bay will create direct jobs; <ul style="list-style-type: none"> <li>In the arena</li> <li>In supporting shops, bars, clubs and hotels which are expected to develop in response to more people being in the bay</li> <li>In the maintenance of the bay area itself</li> <li>Within the creation and maintenance of new infrastructure such as the railway lines</li> </ul> </li> <li>Regenerating the Bay also includes the creation of more transport links <ul style="list-style-type: none"> <li>New stations “in the heart of Cardiff Bay” as well as new and cheaper bus routes give people better access to and from the bay to other areas of the city to get to work improving their prospects for employment</li> </ul> </li> </ul> |
| <p>Inviting external investment and creating budget to recycle into future projects</p>   | <ul style="list-style-type: none"> <li>The regeneration of the bay will holistically breath life back into the local economy by; <ul style="list-style-type: none"> <li>Boosting current business</li> <li>Increasing disposable income for residence</li> <li>Encouraging people to spend money in the bay</li> <li>Making the bay more accessible for people of other areas of Cardiff to come and spend money in the area</li> <li>Creating an inviting environment for external business to have confidence in</li> </ul> </li> </ul>   |
| <b>Social</b>   |   |
| <b>Driver</b>   | <b>Impact</b>   |
| <p>The desire to avoid ‘silos’ in a multicultural city</p> <ul style="list-style-type: none"> <li>The southern neighbourhoods have a higher level of ethnic diversity (<i>Census 2011</i>)</li> </ul>                   | <ul style="list-style-type: none"> <li>Improved the safety of residents by lowering potential for hate crime</li> <li>Improved interactivity through better cycleways and walkways, greenspaces/parks</li> <li>Opportunities for groups to come together though organised social or sports meetings and large events at the arena</li> <li>Improved opportunities for cultural mixing and inclusivity through encouraging businesses to the area giving people a chance to experience/broaden their cultural understanding e.g. trying ethnic foods at new restaurants.</li> </ul>  |

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| <p>A need to end rough sleeping</p> <ul style="list-style-type: none"> <li>Particularly in the south of Cardiff - “if the ‘Southern Arc’ of Cardiff, from Ely in the West to Trowbridge in the East was considered a single local authority, it would be far and away the poorest in Wales”. (<i>Capital Ambition 2018</i>)</li> </ul>   | <ul style="list-style-type: none"> <li>Better housing options for people currently sleeping rough – The Capital Ambition aims to “Deliver new Youth Hubs in the city centre and in Butetown which will house integrated services for young people, helping them get the skills and experience they need to succeed.” And to create more “accessible homes and ‘care-ready’ and specialist properties.”</li> <li>Greater employment opportunities with new business and commerce likely to move into the bay area, jobs within the arena, and the general maintenance of the bay.</li> <li>Greater accessibility to jobs with improved public transport with more rail and bus stations “in the heart of Cardiff Bay”, “£1 Journeys” on all busses, “a fully integrated ticketing system” making travel cheaper and simpler, an expanded Next Bike scheme and free options such as cycleways, 5 of which are planned and outlined in the Transport White Paper.</li> </ul>   |
| <p>Improving public health and safety</p> <ul style="list-style-type: none"> <li>“The most common cause of death for children between the ages of five and 14 years is being hit by a vehicle. Fear of traffic and the cars clogging up our streets has put a stop to children playing outside and limited their independence across much of our city.” - Healthy travel for all in Cardiff and the Vale of Glamorgan, Annual Report 2017</li> <li>“Only 34% of people think cycling safety in Cardiff is good, and only 23% think the safety of children’s cycling is good” – Bike Life 2017</li> </ul> | <ul style="list-style-type: none"> <li>Improved transport options including the South Wales Metro, Next Bike scheme and active travel plans aim to drop daily car journeys from 49% to 25% by 2030 by increasing public transport journeys from 19% to 33% and active travel from 31% to 43%. <ul style="list-style-type: none"> <li>This would lower traffic accidents making daily life safer for drivers, cyclists and pedestrians.</li> <li>A general switch to public transport will lower car emissions, increasing air quality.</li> </ul> </li> <li>The Capital Ambition states that Cardiff Council will “Grow the number of parks in Cardiff which receive the Green Flag Award and encourage a more proactive approach to street and front garden planting, pocket parks and informal green spaces. <ul style="list-style-type: none"> <li>Gives residents somewhere local and safe where they can keep fit</li> <li>Allows for more trees which help to soak up carbon dioxide</li> </ul> </li> </ul> |

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|  | <ul style="list-style-type: none"> <li>- Improves mental health and stress levels</li> <li>• A more overall accessible environment will be created in the bay allowing people to be more independent and to have a greater contact with a wider variety of people. <ul style="list-style-type: none"> <li>- This in turn creates more availability for support groups, social gatherings and events, recreational time and exercise.</li> </ul> </li> <li>• “Encourage the uptake of electric vehicles by significantly increasing the number of publically available electric vehicle charging points by 2025, and making all Council Fleet Cars and LGVs zero emission capable by 2025, and HGVs zero emission capable as soon as possible.” Capital Ambition 2019 <ul style="list-style-type: none"> <li>- Those who still need to drive, and those industries that rely on motorised transport will have less impact on the environment and the air quality of Cardiff residents</li> </ul> </li> </ul> |
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| <b>Technological</b>  |   |
|---|---|
| <b>Driver</b>   | <b>Impact</b>   |
| An overall aim to keep Cardiff as up to date as other major cities as technology continues to move forward at a fast pace |   |
| Using modern technology in transport to save money  | <ul style="list-style-type: none"> <li>• Updated trains and trams in and out of the bay will be more efficient and so cheaper to run <ul style="list-style-type: none"> <li>- TFW state that they are investing in “innovative Tri-mode multiple unit (diesel, electric, battery)” and similar “electric/battery tram-train”</li> </ul> </li> <li>• Using technology such as improved broadband/5G connectivity, faster commuters and improved, secure communication software, a culture of agile working can be created. This has the potential of raising the productivity of the city by cutting commuter hours for those working at home and those who still needed to commute by reducing car numbers on the roads.</li> </ul> |

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| <p>Using modern technology in transport can help to mitigate the affect put on the environment</p>  | <ul style="list-style-type: none"> <li>• New electric engines in cars, trains, trams and busses create less carbon emissions</li> <li>• The bike share scheme 'Next Bike' uses modern technology to provide easy access to bikes, encouraging people to cycle around the city</li> <li>• "innovative housing solutions" and "low carbon housing" work to ease the amount of power consumed by residents</li> <li>• "modern methods of construction" will ease the power consumed while building the regeneration work</li> </ul>  |
| <p>Using modern technology to improve the quality of life for citizens</p>  | <ul style="list-style-type: none"> <li>• Cleaner transport help improve the air quality in the city</li> <li>• Cheaper transport allows commuters to have more disposable income</li> <li>• SuDS will create more green spaces which; <ul style="list-style-type: none"> <li>- can reduce carbon dioxide in the air</li> <li>- provide a relaxing and safe place to exercise, relax and socialise</li> </ul> </li> <li>• Better transport links encourage business, improving the economy creating the potential for greater income for Cardiff residents and workers</li> </ul>  |
| <b>Legal</b>  |   |
| <b>Driver</b>   | <b>Impact</b>   |
| <p>The Wellbeing of Future Generations (Wales) Act</p> <ul style="list-style-type: none"> <li>• "the ambition, permission and legal obligation to improve our social, cultural, environmental and economic well-being"</li> </ul> | <p><b>A Prosperous Wales</b></p> <ul style="list-style-type: none"> <li>• Decent work: <ul style="list-style-type: none"> <li>- Cardiff Bay's regeneration will connect people better than before to all parts of the city, allowing people to procure work regardless of their geographical location</li> <li>- It will also create work, meaning those who cannot or wish not to travel can find employment on their doorstep</li> </ul> </li> <li>• Local economies: <ul style="list-style-type: none"> <li>- Regenerating Cardiff Bay will also boost the economy by bringing in more business and commerce to the bay with better transport links and incentivise like the arena bringing in money for hotels, restaurants and bars</li> <li>- More jobs for local people will mean people have more income to spend on local services</li> </ul> </li> <li>• Community energy and a low carbon society</li> </ul> |

- Implementing modern technology into transport and offices will make it possible for work to be done more economically and with less cost on the environment

### **A Resilient Wales**

- Biodiversity and Soil and Natural Green Space
  - The regeneration of the bay will keep the Capital Ambition's aims of growing "the number of parks in Cardiff" and using SuDS. Both of which will create more green spaces and support biodiversity in Cardiff
- Water and Air Quality
  - SuDS will work towards improving water quality, as water drains back to the rivers and sea it will be less polluted helping support the growth of wildlife in the area
  - Greener, cheaper public transport and a culture or walking and cycling brought on by cycleways and 'Next Bike' will drop the numbers of cars on the road, decreasing carbon emissions and improving air quality
  - Greenspaces where plant life can grow will further reduce carbon dioxide in the air

### **A More Equal Wales**

- Fair work
  - A much improved transport system will ensure "equal access to decent jobs", not discriminating on geographical location
- Educational opportunities
  - Similarly, a more advanced network means people can travel better, broadening their access to educational facilities
- Participation
  - Further opening up the bay to the rest of the city increases inclusivity, making people easier to reach and making some people feel more involved in the city that they live in



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|   | <p><b>A Healthier Wales</b></p> <ul style="list-style-type: none"> <li>• An Active Nation <ul style="list-style-type: none"> <li>- Creating more green spaces and walkways in Cardiff Bay give residents places in their neighbourhoods, to keep active and exercise</li> </ul> </li> </ul> <p><b>A Wales of Cohesive Communities</b></p> <ul style="list-style-type: none"> <li>• People active in their communities and connected communities <ul style="list-style-type: none"> <li>- Regenerating Cardiff Bay will revitalise the area, encouraging local residents to pursue a greater interest in their suburb and come together to work towards maintaining and improving the bay in a community driven way</li> </ul> </li> </ul> <p><b>A Wales of Vibrant Culture and Thriving Welsh Language</b></p> <ul style="list-style-type: none"> <li>• Supporting people <ul style="list-style-type: none"> <li>- Bringing the arena to the heart of the bay will give people greater access to cultural events and will give space for our cultural professionals to bring out the best in themselves</li> </ul> </li> <li>• Engaging with culture <ul style="list-style-type: none"> <li>- Investing in a multicultural area such as the bay, brings in money and opportunity for people of a range of backgrounds to express their culture in the area, and expanding interconnectivity allows more people to experience the cultural mix available in the bay</li> </ul> </li> </ul> |
| <b>Environmental</b>  |   |
| <b>Driver</b>   | <b>Impact</b>   |
| <p>A general demand to tackle climate change during this “Climate Emergency” – Capital Ambition</p> | <ul style="list-style-type: none"> <li>• Encouraging people out of their cars and onto public transport/active travel reduces the numbers of cars on the roads which reduces carbon emissions <ul style="list-style-type: none"> <li>- 7 train stations on 3 separate lines in the bay area compared to 1 now allows for much greater access to the city and beyond from the bay as well as into the bay, without using cars.</li> </ul> </li> </ul>  |

|   |  |
|---|--|
|   | <ul style="list-style-type: none"> <li>- More cycle-lanes throughout the city allow cyclists in the bay to cycle instead of drive to other suburbs rather than only to the city centre as current on the Taff Trail.</li> <li>- £1 bus journeys and an integrated ticket system for trains, trams, busses and bikes will make commuting without a car cheaper and easier than currently.</li> <li>• Limiting the carbon emissions caused by motor vehicles. <ul style="list-style-type: none"> <li>- Increasing the number of publicly available electric vehicle charging points by 2025</li> <li>- Making all Council Fleet Cars and LGVs zero emission capable by 2025</li> <li>- Working with the taxi industry to achieve overall improved standards, services and fleet, with a phased but ambitious approach to allow drivers to convert to more sustainable vehicles.</li> </ul> </li> <li>• A culture of agile working and the infrastructure to support it such as 5G connectivity lowers the numbers of cars during daily commutes</li> </ul> |
| Improved infrastructure needed to mitigate flooding as global sea levels rise | <ul style="list-style-type: none"> <li>• Updated roads and new areas created in the bay can be created with Sustainable Drainage Systems (SuDS) built in</li> <li>• Regenerating the Bay offers opportunities to review and improve flood defences</li> </ul>  |
| Empower and encourage local wildlife  | <ul style="list-style-type: none"> <li>• SuDS creates green spaces – room for plants and animal wildlife</li> <li>• The Capital Ambition 2019 states that Cardiff Council will “Grow the number of parks in Cardiff” – regenerating the bay can be designed around the creation of these parks</li> <li>• Creating more green space and encouraging the growth of plant life will help to reduce carbon emissions</li> </ul>   |