

## EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

## SECTION 1 – PROPOSAL DETAILS

Lead Officer: Nerys Royal

Service Director: Derek James

Service Area: Prosperity and Development

Date: 03/09/2021 (Updated)

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Rhondda Cynon Taf (RCT) Tourism Strategy

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

Over the last five years (minus 2020 where the COVID-19 global pandemic stopped all travel/business), Wales has welcomed record numbers of visitors. This is reflected in RCT's visitor numbers, with 1.5 million-day visitors in 2019 and more than 500,000 overnight stays. Over 9% of the workforce in Wales is now employed in tourism. It is one of the country's fastest growing sectors and it is estimated that tourism was worth just over £179 million to the RCT economy in 2019 and employed more than 2000 people. It is clear that tourism has the potential to be the main driver of the local economy and source of employment in large parts of the County Borough.

The RCT Tourism Strategy is a strategic document that will be used to underpin tourism related actions and efforts within RCT, with the goal of enhancing, increasing and sustaining the visitor economy, establishing RCT as a premier destination in

the UK for “experience” based visits and vacations. It will replace the Destination Rhondda Cynon Taf 2014-2020 document.

Appendix 1 - Draft RCT Tourism Strategy 2021

Appendix 2 - FP Scrutiny Committee Draft RCT Tourism Strategy 2021 Report

Appendix 3 - Draft RCT Tourism Strategy Consultation Report

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

The delivery of the RCT Tourism Strategy will support the Council's commitment to develop and promote RCT as a visitor destination, as set out in RCT Council's Corporate Plan 2020-2024, “Making a Difference” to develop a tourism offer that encourages people to come to the County Borough and includes attractions such as the Rhondda and Abernant Tunnels, the Zip World Tower, Royal Mint Experience, The National Lido for Wales and a Welsh Coal Mining Experience at the Rhondda Heritage Park. To support businesses to develop a range of complementary services to the attractions in RCT including offering accommodation in our town centres, such as boutique hotels, quality bed and breakfast and Airbnb locations.

The delivery of the RCT Tourism Strategy will contribute to the overarching Council corporate priorities:

- People – are independent, healthy, and successful.
- Places – where people are proud to live, work, and play.
- Prosperity – creating the opportunity for people & businesses to be innovative, be entrepreneurial and fulfil their potential & prosper.

The Sustainable Development Principle and five ways of working have been incorporated into the RCT Tourism Strategy in the following ways:

- Long term – Immediate short-term tourism developments shall take into account long term requirements. For example, well paid, sustainable job creation and the consideration of biodiversity and eco systems management within tourism product planning.

- Integration – Integration of wellbeing plans and goals from different organisations will be taken into account by undertaking partnership working. Wellbeing Tourism has been identified as a theme to explore further within the Strategy.
- Collaboration & Involvement – The Tourism Strategy will involve a number of relevant partners and organisations in its delivery and collaborate with them to ensure strategic objectives are met.
- Prevention – By working with the right people at the right time, as identified in the “Next Steps” section of the Tourism Strategy, we will seek to mitigate against any risks and problems presenting themselves to achieve the best possible wellbeing outcomes for our communities by implementing actions to deliver against the strategic tourism objectives.

The Strategy makes a direct contribution to the seven national wellbeing goals, in particular:

- A Healthier Wales (allowing greater access to the outdoors through trails and product development)
- A Prosperous Wales (providing an environment within which homegrown tourism businesses can flourish)
- Resilient and cohesive communities (the unique selling point of our Destination is our communities and the warm welcome they provide to visitors. The Tourism Strategy will support the vibrancy of such communities through localised infrastructure, connectivity and product development)
- A Wales of vibrant culture and thriving Welsh Language (our culture will be celebrated as a reason to visit RCT and opportunities have been identified for bespoke Welsh Language tourism packages to be developed).

The Tourism Strategy will also seek to address priorities within:

- Prosperity For All: The National Strategy 2017
- The Environment (Wales) Act 2016
- Cardiff Capital Region City Deal & Valleys Task Force Delivery Plans
- Our Cwm Taf – Public Service Board (PSB) Well-Being Plan 2018-2023
- Rural Development Programme (RDP) – Cwm Taf Local Development Plan

1.e) Please outline who this proposal affects:

- Service users
- Employees

- Wider community

## SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

### Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Age</b> ( <i>Specific age groups i.e. young people or older people</i> )	Positive	The Strategy and any forthcoming plans will not alienate groups based on age.  Gravity Family Bike Park offer Children’s bike coaching lesson as well as an Over 50’s bike club. Zip World Tower has a Zip line (The Big Red) which caters 5 years plus as well as the main Zip Line – Phoenix which has no maximum age limit.	Consultation Report Draft Tourism Strategy June 2021  BIG RED ride   Mini Zipline   Zip World

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>The National Lido of Wales, Lido Ponty caters for all age groups from newborn to no upper age group.</p> <p>Regular social media blogs are written and reflex demographic groups such as A Staycation with something for all the family, which includes exploring the mountains, visiting parks, shops, and activities to suit all ages.</p> <p>The ambition is to ensure all partners are inclusive of all age groups in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	<p>The National Lido Of Wales, Lido Ponty - Swim (rctcbc.gov.uk)</p> <p>A Staycation with something for all the family   Visit Rhondda Cynon Taf, South Wales (rctcbc.gov.uk)</p>
<p><b>Disability</b> <i>(people with visible and non-visible disabilities or long-term health conditions)</i></p>	Positive	<p>AWCME (A Welsh Coal Mining Experience) is a fully accessible site to those with any physical impairments. There are accessible toilet facilities with Blue badge</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p>

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
		<p>parking. There is clear signage for pregnant and anyone with disabilities before riding the DRAM. The tour guides are also brief to point these signs out.</p> <p>The National Lido of Wales, Lido Ponty – is fully accessible with accessible changing facilities with a portable hoist, bed, shower, and toilets. To access the swimming pool, they have an ARJO Huntley accessible hoist and a pool pod which allows a disabled user to be lowered into the pool in a wheelchair. They have sensory groups that use the facilities. There are lifts to the upper floors and ramp access to the Lido complex.</p> <p>YWMP (Ynysangharad War Memorial Park) is wheelchair accessible around the park with access to the football and bowls pavilion with a lift to the 2nd floor. Both have accessible toilets.</p>	

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Green Meadows Riding Centre – Are registered with the Riding for the Disabled Association and have recently added extra bridleway trails for people with disabilities.</p> <p>Gravity Family Bike Park have accessible toilets and changing facilities on site, along with blue badge parking.</p> <p>Visit RCT Tourism Hub members receive regular communication from the Council and its partners such as Business Wales. One highlighted the FREE bespoke service for employers: Disabled People’s Employment Champions which was passed on to the hub members. (August 2021)</p> <p>The ambition is to ensure all partners are inclusive of all disabilities in the practices they partake in. Working with Visit Wales and using their accessibility statement to introduce individual access statements for RCT's products and to support</p>	<p>Riding for the Disabled Association (RDA) - Enriching lives through horses</p>



<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		partners with providing a public access statement. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.	
<b>Gender Reassignment</b> <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i>	Positive	<p>The Strategy and any forthcoming plans will not alienate groups based on gender reassignment. All tourism products are accessible regardless of gender identity.</p> <p>Staff at businesses trained with regards to how to deal with this. i.e. someone using a toilet (i.e. male or female) that they identify with. Sourcing and provision of this training.</p> <p>Signage and information/data capture not solely aimed at male or female.</p> <p>Are they? How do we know? Are there adequate gender neutral toilets. Have staff had training to</p>	Consultation Report Draft Tourism Strategy June 2021

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>ensure they are not misgendering on the phone or in person. Again what is the Council's responsibility in facilitating training etc. Following training, also attractions could be proactive in displaying the rainbow flag.</p> <p>Intention to support Pride events in RCT and to be included in the Rhondda Pride. Council's facilities promoting LGBTQ+ inclusivity - the Progress Flag is flown outside building i.e. Llys Cadwyn to highlight RCT is LGBTQ+ inclusive.</p>	
<p><b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i></p>	Positive	<p>The Strategy and any forthcoming plans will not alienate groups based on marital status. All tourism products are accessible regardless of marital status.</p> <p>Dare Valley Country Park are licensed for Wedding and Civil Partnership</p>	Consultation Report Draft Tourism Strategy June 2021

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
		The ambition is to ensure all partners are inclusive of all Marriage or Civil Partnerships in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.	
<b>Pregnancy and Maternity</b> <i>(women who are pregnant/on maternity leave)</i>	Positive	The Strategy and any forthcoming plans will not alienate groups based on whether a woman is pregnant. Certain products (i.e., attractions may have terms and conditions that do not allow access based on health and safety grounds), but 'tourism' overall is accessible to those who are pregnant or on maternity/paternity leave.  AWCME have the provisions for mother and baby feeding requirements as well as parent and child changing facilities.  Gravity Family Bike Park have family parking spaces and the	Consultation Report Draft Tourism Strategy June 2021

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>accommodation have family room available.</p> <p>The National Lido of Wales, Lido Ponty and YWMP have parent and baby changing facilities.</p> <p>The ambition is to ensure all partners are inclusive of any pregnancy and maternity actions in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	
<p><b>Race</b> <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i></p>	<p>Positive</p>	<p>The Strategy and any forthcoming plans will not alienate groups based on race. All tourism products are accessible all ethnic and racial groups.</p> <p>The New Visit RCT Visitor Guide has been updated and the opportunity was taken to make sure the images used reflexed the spectrum of ethnicity that RCT has to offer.</p> <p>The ambition is to ensure all partners are inclusive of all ethnic and race in</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.	
<b>Religion or Belief</b> <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Positive	<p>The Strategy and any forthcoming plans will not alienate groups based on religion or belief. All tourism products are accessible to people with different religions and philosophical beliefs</p> <p>Soul Spice, The Bunch of Grapes, The Blueberry Inn, Janet’s Authentic Northern Chinese Restaurant are some examples of eateries that are full vegan or offer vegan options.</p> <p>The ambition is to ensure all partners are inclusive of all Religion or Belief in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p> <p>Eat Out Vegan Wales :: Rhondda Cynon Taf</p>

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Sex</b> <i>(women and men, girls and boys)</i>	Positive	<p>The Strategy and any forthcoming plans will not alienate groups based on sex. All tourism products are accessible to people of all sexes.</p> <p>The ambition is to ensure all partners are inclusive of all sexes in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p> <p>Gravity Family Bike Park offer women only bike and coffee groups.</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p>
<b>Sexual Orientation</b> <i>(bisexual, gay, lesbian, straight)</i>	Positive	<p>The Strategy and any forthcoming plans will not alienate groups based on sexual orientation. All tourism products are accessible to people of all sexual orientation.</p> <p>Loaded Burger and Fries in Gelli nominated for the Entrepreneur of Excellence Award. The business was recognised for its outstanding effort to make LGBTQ+ people feel safe and at ease whilst visiting and</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p> <p>The independent restaurant supporting the LGBTQ+ community and equality in the Valleys - Wales Online</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>working at the venue. Not only is this a substantial award, it's the first time anyone from the Rhondda has been nominated.</p> <p>Rhondda Pride – host live and online events throughout the year with well-known local artists, singers, Drag Queens, and Kings.</p> <p>The National Lido of Wales, Lido Ponty and AWCME along with other venues and attractions take part in the Pride Cymru event where LGBTQ+ colours are shone on to the venue in support of the cause.</p> <p>The ambition is to ensure all partners are inclusive of all Sexual Orientation in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	<p>RCT Pride   South Wales Everything you need to know about the first Rhondda Pride - Wales Online</p>

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p><b>Armed Forces Community</b>  <i>(anyone who is serving, has served, family members and the bereaved)</i></p>	<p>Positive</p>	<p>The Strategy and any forthcoming plans will not alienate the Armed Forces Community. All tourism products are accessible to all from the Armed Forces Community, and in certain instances discounts offered to these groups.</p> <p>RCT Council offers free access to all leisure facilities for currently serving personnel and offer free swimming for Veterans. By talking to and building relationships over time, we are able to gain a greater understanding of our Armed Forces veterans and are able to shape our services to better meet their needs.</p> <p>The ambition is to ensure all partners are inclusive of the Armed Forces Community in the practices they partake in. As a Tourism Team we will</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p>



		research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.	
<b>Carers</b> <i>(anyone of any age who provides unpaid care)</i>	Positive	<p>The Strategy and any forthcoming plans will not alienate those that provide care. All tourism products are accessible to all carers, and in certain instances discounts offered to these groups.</p> <p>The Coliseum Theatre and Park &amp; Dare are members of the Hynt scheme which offer free care tickets (if applicable).</p> <p>The ambition is to ensure all partners are inclusive of the Carers in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	<p>Consultation Report Draft Tourism Strategy June 2021</p> <p>RCT   Access Information (<a href="http://rct-theatres.co.uk">rct-theatres.co.uk</a>)</p>

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

N/A

Are you happy you have sufficient evidence to justify your decision?

Yes

No

Name: Nerys Royal

Position: Tourism Advisor

Date: 03.09.21 (Updated)

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the [Preparing for the Commencement of the Socio-economic Duty](#) Welsh Government Guidance.

### **SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)**

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b>Low Income/<a href="#">Income Poverty</a></b>  <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Positive</p>	<p>The Strategy and any forthcoming plans will promote the development of infrastructure, employment and skills opportunities and bring additional income into the locality - from all of which this group can benefit.</p> <p>Valleys Regional Park (VRP) supports all who live in, work in or visit The Valleys. The VRP has unique landscapes which holds the promise of memorable experiences for everyone: from family members of all ages, to walkers, to fitness enthusiasts, to those who want to make new friends or volunteer.</p> <p>The National Lido of Wales, Lido Ponty – is affordable with children under 16 years are free and adults £2 per session.</p> <p>Zip World Tower have a litter picking scheme where local people can gain discounted or free tickets to the attraction.</p> <p>The ambition is to ensure all partners are inclusive of people on Low Income in the practices they partake</p>	<p>Consultaion Report Draft Tourism Strategy June 2021</p>

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
		in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.	
<p><b>Low and / or No Wealth</b>  <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	Positive	<p>Visit RCT has walking suggestions that have little or no cost and would also help with health and mental wellbeing. RCT is also a certified Dark Sky region and can be viewed with little or no equipment.</p> <p>RCT have a number of Parks within the county that are all free to enjoy all year round.</p> <p>The National Lido of Wales, Lido Ponty has a playground Lido Play which is complete free to use.</p> <p>The ambition is to ensure all partners are inclusive of people on Low and or No Wealth in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	<p>Consultaion Report Draft  Tourism Strategy June 2021</p>

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b><u>Material Deprivation</u></b>  <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	<p>Positive</p>	<p>The Strategy and any forthcoming plans will promote the development of infrastructure, employment and skills opportunities and bring additional income into the locality - from all of which this group can benefit.</p> <p>South Wales Metro will offer discounted/concessionary tickets</p> <p>Zip World Tower have a litter picking scheme where local people can gain discounted or free tickets to the attraction.</p>	<p>Consultaion Report Draft  Tourism Strategy June 2021</p>

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b><u>Area Deprivation</u></b>  <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	Positive	<p>The Strategy and any forthcoming plans will promote the development of infrastructure, employment and skills opportunities and bring additional income into the locality - from all of which this group can benefit.</p> <p>One of the key themes in the Strategy is the landscape and looking how we can develop these areas, such as the development of Zip World Tower which has created jobs as well as focus on the area. Transportation infrastructure such as the South Wales Metro is already being discussed, extending valley lines into more rural areas such as Hirwaun.</p>	Consultaion Report Draft Tourism Strategy June 2021
<p><b>Socio-economic background</b>  <i>(social class i.e. parents education, employment and income)</i></p>	Positive	<p>The Strategy and any forthcoming plans will promote the creation of more employment opportunities and improving skills within the local area to support local tourism</p> <p>The ambition is to ensure all partners are inclusive of people's socio-economic background in the practices they partake in. As a</p>	Consultaion Report Draft Tourism Strategy June 2021

		Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.	
<p><b>Socio-economic disadvantage</b>  <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	Positive	<p>The Strategy and any forthcoming plans will look to create opportunities for socio-economic disadvantaged people, not only in terms of jobs and opportunities, but also enable them to participate in activities that may not have been accessible in the past.</p> <p>The ambition is to ensure all partners are inclusive of people's socio-economic background in the practices they partake in. As a Tourism Team we will research and collate as many examples as possible of good practice, training opportunities and guest speakers for the VisitRCT Tourism Hub meetings.</p>	<p>Consultaion Report Draft  Tourism Strategy June 2021</p>



## SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**
- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.
- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.
- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.
- 4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?
- Yes                       No

## SECTION 5 – MONITORING AND REVIEW

5a) Please outline below how the implementation of the proposal will be monitored:

The RCT Tourism Strategy is a partnership document that will underpin the actions and efforts relating to tourism in RCT. The Strategy has been passed via Scrutiny and will be presented to Cabinet in due course. Already a RCT Strategic Steering Group has been established featuring the key players from within the wider tourism industry, as well as a RCT Tourism Hub, whose membership is open to all stakeholders that have a vested interest in tourism in RCT. Both these groups will drive forward the objectives of the Strategy and in turn monitor any plans/actions that are developed.

5b) When is the evaluation of the proposal due to be reviewed?

The RCT Tourism Strategy is due to be reported to Cabinet in September 2021. Once approved/formulised suitable action plans will be devised. No formal dates have been set for these yet.

5c) Who is responsible for the monitoring and review of the proposal?

RCT Council's Tourism Team will be responsible for evaluating and reporting to the Strategic Steering Group on any action plans that are derived from the Strategy.

5d) How will the results of the monitoring be used to develop future proposals?

Each theme within the Tourism Strategy will require a set action plan, within which a number of actions/proposals will be put forward. Some actions/proposals will be dependent on others and so it is uncertain at this point how results of the monitoring will be used to develop future proposals until the action plans are produced. What is evident is that the future proposals within the Strategy will look to positively influence STEAM related figures (in relation to tourism - i.e. visitor numbers, visitor spend, FTEs, etc.), the mechanism used to compare economic data between local authorities within Wales.

## SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to [Councilbusiness@rctcbc.gov.uk](mailto:Councilbusiness@rctcbc.gov.uk) for a Review Panel to be organised to discuss your proposal. The EqlA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>

## **SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL**

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

## **SECTION 7 – AUTHORISATIONS**

Lead Officer:

Name:

Position:

Date:

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name:

Position:

Date:

Please submit this impact assessment with any SLT/Cabinet Reports.