

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: Melanie Warburton

Service Director: Richard Evans

Service Area: Human Resources

Date: 05/02/2024

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?

Strategic Equality Plan 2024

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

The Strategic Equality Plan covers a 4-year period and sets out how the Council will meet its commitment to Equality, Diversity and Inclusion (EDI), and how the Council will meet the legal obligations contained in the Equality Act 2010.

The SEP will demonstrate:

- That the Council understands the need for and will create a safe working environment where people are able to be who they really are, feel listened to, and are able to raise concerns, and feel supported.
- That the Council will communicate the rationale for decisions so that people understand why actions have been taken and decisions made.
- That the Council will take action to support the experience and career progression of under-represented groups and support everyone to understand the benefits of equity for all.

- That the Council recognises that people’s experiences across the organisation differ, and we will build a culture where everyone has a great experience.
- That the Council will call out behaviour that harms or devalues people and there will be clear consequences for behaviour that falls below our organisation’s standards.
- That the Council will commit to listening and seeking to understand the experiences of all. We will support and listen to staff to enable them to outline the culture they want to see.

This Equality Impact Assessment covers Strategic Equality Plan for the period 2024 - 2028.

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

Within the Equality Act 2010, the Council has an additional responsibility to meet the Public Sector Equality Duty’s General and, as set out by Welsh Government, the Specific duties.

The Public Sector Equality Duty ensures that all public bodies play their part in the creation of a fairer society by eliminating discrimination and providing equal opportunity for all. This is achieved by showing “due regard” to:

- Eliminating discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act.
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. These characteristics are defined as:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage or Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion or Belief
 - Sex
 - Sexual Orientation

- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Welsh Government has published its Specific Duties for Wales, which the Council must comply with.

This Strategic Equality Plan has been aligned with the equality objectives in the Council's Corporate plan 2024 – 2029.

This Strategic Equality Plan has also taken into consideration the Socio-Economic Duty, which came into force in Wales in April 2021. The Socio-Economic Duty ensures that some public bodies must consider if strategic decision, objectives, and public services, can improve inequality of outcome for people at Socio-Economic disadvantage.

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.

<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?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	<p>The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and reviewed to ensure they are appropriate for our diverse communities. This will include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>Engagement with residents and the Council’s Disability Forum has highlighted issues of accessibility within our town centres. Most up to date evidence shows that older people (65+) are more likely to have a disability or long-term health condition, meaning they will be positively impacted by any work to town centre accessibility. We will ensure that through Equality Impact Assessments that these issues are addressed through delivery plans for our town centre improvements.</p> <p>By communicating with appropriate organisations we will aim to make communication available in accessible formats, including BSL, Easy Read and</p>	<p><u>Staff Workforce data</u> 74.5% female and 25.5% male employees</p> <ul style="list-style-type: none"> • 5.7% are 16-24 • 18% are 25-34 • 23.9% are 35-44 • 27.1% are 45-54 • 21.5% are 55-64 • 3.8% are 65+ <p>The Council hosts an external Disability Forum, attended by members of the community there have been 4 meetings in 2023 attended by 40 members of the public. Many of the members are older people and there is a representative from OPAG on the group. Engagement with them recognises the intersects between disability and age in respect of accessibility of transport and highways.</p> <p>14% of people aged 65+ claim Attendance Allowance across Cwm Taf Morgannwg (payable to people over 65 who are so severely disabled, physically or mentally, that they need a great deal of health with personal care or supervision). (Cwm Taf Needs Assessment, pg. 10)</p> <p>Equality Impact Assessments are carried out for all strategic and policy decisions. 19</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>non-digital formats, we will aim for staff, service users and the community to have access to all Council messages.</p> <p>The Council have developed new training, including e-Learning modules covering a range of EDI issues to improve staff knowledge and awareness. There will be a mandatory roll out of these modules.</p> <p>By improving our recruitment and selection processes, we can aim to remove bias, promote the advantages of working for the Council and target underrepresented groups.</p> <p>Mentoring programmes across the Council will benefit underrepresented groups.</p> <p>Improved policy and mechanisms for reporting harassment will help to raise awareness of reporting and communicate a zero tolerance message.</p> <p>By reviewing our existing HR policies with the intention of removing bias, and introducing mandatory training, we can recruit and support a more diverse and inclusive workforce.</p>	<p>Equality Impact assessments have been carried out in the year 2022-2023. Full details on the decisions and cabinet reports are available here.</p> <p>‘Research shows that older people are most at risk of digital exclusion [...]. [31% of over 75s do not have access to the internet at home, and 33% of over 75s do not use the internet at all, compared to 13% of 65-74s [...]]’ Pg. 10, Access Denied: Older people’s experiences of digital exclusion in Wales, Older People’s Commissioner for Wales (2024).</p> <p>The Council have launched a standard equality monitoring toolkit and form for all service areas to use. The purpose of this form is to improve the quality of equality of data collected by the Council’s services. 2 Equality Monitoring Awareness sessions have been carried out. These sessions highlighted the importance of accurate EDI monitoring as a tool to understanding our employees. They were attended by 30 staff. This kind of session will be run again in future.</p> <p>The Equality and Human Rights Commission has identified and recommended that that Welsh Government along with local authorities work on improving collection, analysis and reporting of equality data in general.</p>

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			<p>Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>The Council also host apprenticeship, graduate, and work experience schemes to attract skilled individuals to the Council. From 2018 -2023 2011 apprentices have been recruited. LINK TO ANNUAL REPORT Whilst the schedules are not targeted specifically to young people, the majority of successful applicants have been young people.</p> <p>Our objectives were developed after engaging with residents and our workforce, and listening to their feedback. Our staff told us that not everyone is having a positive experience at work, and told us specific examples of ageism. (SEP 2024-2028, pg. 16) Internal engagement took place as part of the Annual Workplace Survey, the Sexual Harassment Survey, the Listening Circle with Black, Asian and Minority Ethnic Staff as well as with engagement with our staff equality networks, service areas and staff through managers briefings, awareness sessions and equality clinics.</p> <p><u>RCT Population Information.</u> Age of people in RCT:</p> <ul style="list-style-type: none"> • 17.3% are aged 14 and under • 11.7% are 15-24

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			<ul style="list-style-type: none"> • 13% are 25-34 • 12.1% are 35-44 • 13.2% are 45-54 • 13.1% are 55-64 • 11% are 65-74 • 8.7% are 75 and over <p>(Census 2021, Population Maps)</p>
<p>Disability (<i>people with visible and non-visible disabilities or long-term health conditions</i>)</p>	Positive	<p>As part of the SEP, we will be reviewing and improving, our Reasonable Adjustment scheme. By doing this we will aim to ensure that current and future staff are able to access the support they need easily, and feel supported in their employment.</p> <p>Engagement with residents and the Council's Disability Forum has highlighted issues of accessibility for disabled residents, and some older people, within our town centres. This includes issues with paving, public transport and Wheelchair accessible vehicles. We will ensure that through Equality Impact Assessments that these issues are addressed through delivery plans for our town centre improvements.</p>	<p><u>RCT Staff Workforce data</u></p> <ul style="list-style-type: none"> • 2.5% self identified as disabled • 85.6% self identified as non disabled • 01.5 % preferred not to say • 11.8% information not held <p>Staff data on disability is at 88% of staff. This indicates that further work is required on our Equality Monitoring recording to obtain a more accurate figure. This also highlights more work is required to ensure our recruitment processes are encouraging applicants from underrepresented groups.</p> <p>LINK TO ANNUAL REPORT</p> <p>We developed our objectives after engaging with and speaking to residents and staff. Managers have told us that they need more awareness to have conversations around disability and reasonable adjustments, and disabled members of staff highlighted that our</p>

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		<p>We are mindful of forthcoming recommendations from the Welsh Government's Disability Rights Taskforce, in particular on embedding and understanding the Social Model of Disability. When the Disability Rights Action Plan is released in 2024, we will incorporate it's recommendations into the SEP action plan.</p> <p>The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and reviewed to ensure they are appropriate for our diverse communities. This will include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>By improving our data monitoring and paying specific attention to improving data on pay gaps in Disability, Ethnicity and Gender, publishing our findings appropriately.</p>	<p>Reasonable Adjustments scheme can be improved.</p> <p>The BDF Great Big Workplace Adjustment Survey 2023 highlights that most participants felt the onus is on the disabled employee, rather than their employer, to initiate the process of reasonable adjustments. This is echoed by some of our employees. We've also heard about unnecessary delays for some employees in obtaining reasonable adjustments and the anxiety this can cause.</p> <p>The Council hosts an external Disability Forum, attended by members of the community there have been 4 meetings in 2023 attended by 40 members of the public.</p> <p>The Council has a designated members of the Senior Leadership as Disability and Carers Champion and Neurodiversity Champion</p> <p>The Council has Disability Confident Employer at Level 2 status.</p> <p>The Council has a Disability and Carers staff network. This staff network is a forum for employees to raise concerns and highlight issues faced by disabled employees.</p>

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		<p>The Council have developed new training, including e-Learning modules covering a range of EDI issues to improve staff knowledge and awareness including specifically around disability. There is also a focus for the organisation to become more Autism Aware.</p> <p>By communicating with appropriate organisations we will aim to make communication available in accessible formats, including BSL, Easy Read and non-digital formats, we will aim for staff, service users and the community to have access to all Council messages.</p> <p>By improving our recruitment and selection processes, we can aim to remove bias, promote the advantages of working for the Council and target underrepresented groups.</p> <p>Mentoring programmes across the Council will benefit underrepresented groups.</p> <p>Improved policy and mechanisms for reporting harassment will help to raise awareness of reporting and communicate a zero tolerance message.</p>	<p>The Council also has a Neurodiversity staff network that provides peer support to neurodiverse employees and to guide the senior leadership team on relevant matters and to ensure awareness is maintained in this emerging field.</p> <p>Equality Impact Assessments are carried out for all strategic and policy decisions. 19 Equality Impact assessments have been carried out in the year 2022-2023. Full details on the decisions and cabinet reports are available here.</p> <p>The Council have launched a standard equality monitoring toolkit and form for all service areas to use. The purpose of this form is to improve the quality of equality of data collected by the Council's services. 2 Equality Monitoring Awareness sessions have been carried out. These sessions highlighted the importance of accurate EDI monitoring as a tool to understanding our employees. They were attended by 30 staff. This kind of session will be run again in future.</p> <p>The disabled employment gap in Wales is 36.2% with disabled workers earning 15.1% less than non-disabled workers. Equality and Human Rights Commission Is Wales Fairer? 2023</p>

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		<p>By reviewing our existing HR policies with the intention of removing bias, and introducing mandatory training, we aim to recruit and support a more diverse and inclusive workforce.</p>	<p><u>RCT Population Information</u> 23.8% of people in RCT are classified disabled under the Equality Act (2010). Of this group:</p> <ul style="list-style-type: none"> • 33.8% of people say their day to day activities are limited in some way. <p>RCT has a higher percentage of disabled people than the Wales average (21.6%). (Census 2021, Population Maps)</p> <p>14% of people aged 65+ claim Attendance Allowance across Cwm Taf Morgannwg (payable to people over 65 who are so severely disabled, physically or mentally, that they need a great deal of health with personal care or supervision). (Cwm Taf Needs Assessment, pg. 10)</p> <p>The Equality and Human Rights Commission report 2018, highlights the disparity in the collection of data relating to Disability, Ethnicity and Gender and the requirements for employers to address this issue as a matter of good practice. Measuring and reporting on disability and ethnicity pay gaps 2018</p>

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			<p>SLT, Cabinet members, HR, Public Health and Protection and the Digital Improvement Office have attained Autism Awareness certification.</p> <p>An Equality clinic on inclusive language relating to disability was carried out and attended by 47 staff. Another clinic covering Reasonable Adjustments was also hosted for all staff and managers of RCT and was attended by 58 members of staff.</p>
<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i></p>	<p>Positive</p>	<p>We have aimed to align the Strategic Equality Plan with the Welsh Government's LGBTQ+ Action plan.</p> <p>The Council have developed new training, including e-Learning modules covering a range of EDI issues to improve staff knowledge and awareness and specifically around gender identity.</p> <p>The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and reviewed to ensure they are appropriate for our diverse communities. This will include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service</p>	<p><u>RCT Workforce Information</u> There is no information available due to the potential identification of individuals.</p> <p>We developed our objectives after engaging with and speaking to residents and staff. During manager briefings, managers have told us that they need more awareness about gender identity in the workplace.</p> <p>The Council has a range or relevant polices covering Gender Reassignment. We are working on a Transitioning at Work policy and a guide for HR officers to assist when advising managers in supporting employees that are transitioning, and our Dignity at Work policy.</p>

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		<p>users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>By improving our recruitment and selection processes, we can aim to remove bias, promote the advantages of working for the Council and target underrepresented groups.</p> <p>Mentoring programmes across the Council will benefit underrepresented groups.</p> <p>Improved policy and mechanisms for reporting harassment will help to raise awareness of reporting and communicate a zero tolerance message.</p> <p>By reviewing our existing HR policies with the intention of removing bias, and introducing mandatory training, we aim to recruit and support a more diverse and inclusive workforce.</p>	<p>The Council has a senior leadership LGBTQIA+ champion.</p> <p>The Council is a founding member of the Proud Councils partnership, which seeks to ensure a unified approach to supporting staff and residents that self-identify as from the LGBTQIA+ community, including those that fall under the category of Gender Reassignment.</p> <p>The Council is an active member of the Stonewall Cross Local Authority Education Group. This collective share support and best practice across England and Wales, relating to LGBTQIA+ young people in in education.</p> <p>The Council has an LGBTQIA+ staff network, Perthyn which provides support for employees that self-identify as part of the LGBTQIA+ community. The network also advises on policy and matters relevant to sexual orientation.</p> <p><u>RCT population Information.</u> 0.36% of people aged 16 and over in RCT have a gender identity different from their sex registered at birth. (Census 2021, Population Maps)</p>

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			<p>In 2021/22, 62% of school children who identify as neither a boy nor a girl report having been bullied in the past couple of months, compared to 28% of girls and 34% of boys. Those who identify as neither a boy or girl report having poorer mental health. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>“However, trans people in Wales are afraid of facing discrimination in the workplace. A 2018 survey found almost half of trans respondents hid their gender identity at work and almost a third experienced negative comments from co-workers.” Equality and Human Rights Commission Is Wales Fairer? 2023”</p> <p>Equality Impact Assessments are carried out for all strategic and policy decisions. 19 Equality Impact assessments have been carried out in the year 2022-2023. Full details on the decisions and cabinet reports are available here.</p> <p>The Council have launched a standard equality monitoring toolkit and form for all service areas to use. The purpose of this form is to improve the quality of equality of data collected by the Council’s services. 2 Equality Monitoring</p>

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			<p>Awareness sessions have been carried out. These sessions highlighted the importance of accurate EDI monitoring as a tool to understanding our employees. They were attended by 30 staff. This kind of session will be run again in future.</p> <p>The Equality and Human Rights commission has identified and recommended that that Welsh Government along with local authorities work on improving collection, analysis and reporting of equality data in general. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>Recognising the intersections with our commitment to the Armed Forces Covenant we support and sponsor “Served with Pride”, a support network with Cardiff Council and the charity Fighting with Pride, for armed forces personnel, veterans, and their families, from the LGBTQIA+ Community, who may find integrating with other veterans or armed forces personnel and their families.</p> <p>The Council has attained the Pride in Veterans Standard from the charity Fighting with Pride. This standard identifies that The Council understand the challenge faced by LGBTQIA+ armed forces personnel and veterans.</p>

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			Staff awareness raising sessions have been introduced as part of the Equality Clinics. An example, the Personal Pronouns session had 40 attendees .
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral	The SEP's actions do not directly relate to marriage and civil partnership. However due to the nature of the SEP and the intersecting nature of protected characteristics, all objectives and actions within the SEP will have a positive impact.	<u>RCT Population information.</u> 42.4% of people aged 16 years and over in RCT are married or in a registered civil partnership. Of this group, 41.3% in an opposite-sex marriage or civil partnership, and 0.3% are in a same-sex marriage or civil partnership. (Census 2021, Population Maps)
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral	The SEP's actions do not directly relate to pregnancy or maternity. However due to the nature of the SEP and the intersecting nature of protected characteristics, all objectives and actions within the SEP will have a generally positive impact. The Council's new training on EDI topics, review of our recruitment and selection process, mechanisms for reporting harassment and HR policies with the	Equality Impact Assessments are carried out for all strategic and policy decisions. 19 Equality Impact assessments have been carried out in the year 2022-2023. Full details on the decisions and cabinet reports are available here . The Equality and Human Rights commission has identified and recommended that that Welsh Government along with local authorities

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		intention of removing bias, all have a cumulative positive impact on this protected characteristic.	work on improving collection, analysis and reporting of equality data in general. Equality and Human Rights Commission Is Wales Fairer? 2023
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	<p>We have aimed to align the Strategic Equality Plan with the Welsh Government's Anti- Racist Action plan.</p> <p>The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and reviewed to ensure they are appropriate for our diverse communities. This will include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>The Council have developed new training, including e-Learning modules covering a range of EDI issues to improve staff knowledge and awareness and specifically around Race.</p>	<p>All our objectives were developed by speaking to our residents and staff. We also held a Black Asian and Minority Ethnic listening circle for our employees in conjunction with Business in the Community.</p> <p>Our ethnic minority staff told us that many white colleagues have little understanding of factors that may impact upon them. Issues such as microaggressions, lack of cultural awareness and racism. (SEP 2024-2028, pg. 26)</p> <p><u>RCT Workforce information</u></p> <p>Information is held on 87% of the workforce. Staff identifying themselves as an ethnic minority other than White is 1.1% of the workforce. This is not representative of people living in RCT as the Census 2021 highlighted the ethnic population of RCT as;</p> <p>96.7% of people identified as White.</p>

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		<p>By improving our data monitoring and paying specific attention to improving data on pay gaps in Disability Ethnicity and Gender, publishing our findings appropriately.</p> <p>By improving our recruitment and selection processes, we can aim to remove bias, promote the advantages of working for the Council and target underrepresented groups.</p> <p>Mentoring programmes across the Council will benefit underrepresented groups.</p> <p>Improved policy and mechanisms for reporting harassment will help to raise awareness of reporting and communicate a zero tolerance message.</p> <p>By reviewing our existing HR policies with the intention of removing bias, and introducing mandatory training, we aim to recruit and support a more diverse and inclusive workforce.</p> <p>Having accurate data on pay gaps in Disability Ethnicity and Gender, will provide the evidence we need to address the disparity.</p>	<p>1.5% identified as Asian, Asian British or Asian Welsh. 1.0% identified as from Mixed or multiple ethnic groups. 0.4% identified as Black, Black British, Black Welsh, Caribbean, or African. 0.3% identified themselves as from other ethnic groups.</p> <p>National identity 17.28% identified as British only 47.62% identified as Welsh only 1.92% identified as English only 0.03% identified as Cornish 0.37% identified as any other UK identity 0.78% identified as non UK identity</p> <p>32.01% of staff information was not known</p> <p>There were 35 other distinct national identities were self identified.</p> <p>The Council has signed up to the Business in the Community Race at work Charter. Highlighting the need for work in recruiting Black, Asian and Minority Ethnic people and work on the ethnicity Pay gap.</p>

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		<p>Childrens Services have begun Cultural competency training with Diverse Cymru to attain Cultural Competence in Practice standard.</p> <p>The Multi Cultural guide is being reviewed and amended to bring it up to date.</p>	<p>The Council has a member of the Senior Leadership Team as Race Champion.</p> <p>The Council has a Spotlight staff network. This staff network is a forum for employees to raise concerns and highlight issues faced by ethnic minority employees.</p> <p>The Education and Inclusion team have developed an Anti-Racism action plan and launched an Anti-Racism Reflection Group and Anti Racism Monitoring Group.</p> <p><u>RCT Population Information.</u> According to Census 2021 the ethnic population of RCT was identified as;</p> <ul style="list-style-type: none"> • 96.7% of people identified as White. • 1.5% identified as Asian, Asian British or Asian Welsh. • 1.0% identified as from Mixed or multiple ethnic groups. • 0.4% identified as Black, Black British, Black Welsh, Caribbean, or African. • 0.3% identified themselves as from other ethnic groups. <p>Census 2021</p>

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			<p>According to the Census 2021, the national identity breakdown of RCT is;</p> <ul style="list-style-type: none"> • 11.5% had a British only identity • 69.8% had a Welsh only identity • 9.8% had a Welsh and British only identity • 3.9% had an English only identity • 0.8% had an English and British only identity • 1.3% had any other combination of UK identities • 2.3% had a non-UK only identity • 0.6% had both a UK and non-UK identity <p>Census 2021</p> <p>In Wales, ethnic minority workers are more likely to be in insecure employment (8.0%) than White British workers (14.2%) in 2019/20. Ethnic minority workers were also more likely to work in a low paid occupation. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>Ethnic minority groups in Wales are more likely to report experiences of discrimination and bullying in the workplace. Equality and Human Rights Commission Is Wales Fairer? 2023</p>

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			<p>Equality Impact Assessments are carried out for all strategic and policy decisions. 19 Equality Impact assessments have been carried out in the year 2022-2023. Full details on the decisions and cabinet reports are available here.</p> <p>The Council have launched a standard equality monitoring toolkit and form for all service areas to use. The purpose of this form is to improve the quality of equality of data collected by the Council's services. 2 Equality Monitoring Awareness sessions have been carried out. These sessions highlighted the importance of accurate EDI monitoring as a tool to understanding our employees. They were attended by 30 staff. This kind of session will be run again in future.</p> <p>The Equality and Human Rights commission has identified and recommended that that Welsh Government along with local authorities work on improving collection, analysis and reporting of equality data in general. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>The Equality and Human Rights Commission report 2018, highlights the disparity in the</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>collection of data relating to Disability, Ethnicity and Gender and the requirements for employers to address this issue as a matter of good practice.</p> <p>Measuring and reporting on disability and ethnicity pay gaps 2018</p> <p>Customer complaints and internal engagement has cited a lack of cultural awareness.</p> <p>Equality Clinics were held for Gypsy, Roma and Traveller History Month, attended by 18 staff and Black History Month Attended by 24 staff.</p>
<p>Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Positive</p>	<p>The Council is aware that cultural awareness across the workforce needs to improve. We have been told this through engagement with our staff at the listening circle for Black, Asian and Minority Ethnic Staff.</p> <p>By improving our recruitment and selection processes, we can remove bias, promote the advantages of working for the Council and target underrepresented groups.</p> <p>The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and</p>	<p>RCT Workforce Information</p> <ul style="list-style-type: none"> • 27.6% of staff identified as having a religion • 26% identified as Christian • 1.27% identified as either Muslim, Hindu, Buddhist, Sikh, Catholic or Other • 3.85% preferred not to say • 33.81% identified as having no religion • 34.73% information not held <p>RCT Population Information.</p> <ul style="list-style-type: none"> • 56.2% of people in RCT have no religion. • 36.4% of people in RCT are Christian.

<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>reviewed to ensure they are appropriate for our diverse communities. This will include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>Mentoring programmes across the Council will benefit underrepresented groups.</p> <p>Improved policy and mechanisms for reporting harassment will help to raise awareness of reporting and communicate a zero tolerance message.</p> <p>By reviewing our existing HR policies with the intention of removing bias, and introducing mandatory training, we aim to recruit and support a more diverse and inclusive workforce.</p> <p>Childrens Services have begun Cultural competency training with Diverse Cymru to attain Cultural Competence in Practice standard.</p>	<ul style="list-style-type: none"> • 0.2% of people in RCT are Buddhist. • 0.2% of people in RCT are Hindu. • 0.6% of people in RCT are Muslim. • 0.1% of people in RCT are Sikh. • 0.5% of people in RCT reported “any other religion”. <p>(Census 2021, Population Maps)</p> <p>Religious Minorities (53% in 2019/20) and specifically Muslims (60% in 2019/20) were less likely to be employed than those with No Religious affiliation. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>Staff data on Religion is at 65% of staff. This indicates that further work is required on our Equality Monitoring recording to obtain a more accurate figure. This also highlights more work is required to ensure our recruitment processes are encouraging applicants from underrepresented groups. LINK TO ANNUAL REPORT</p> <p>Equality Impact Assessments are carried out for all strategic and policy decisions. 19 Equality Impact assessments have been carried out in the year 2022-2023. Full details</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 Multi Cultural guide is being reviewed and amended to bring it up to date.	<p>on the decisions and cabinet reports are available here.</p> <p>The Council have launched a standard equality monitoring toolkit and form for all service areas to use. The purpose of this form is to improve the quality of equality of data collected by the Council's services. 2 Equality Monitoring Awareness sessions have been carried out. These sessions highlighted the importance of accurate EDI monitoring as a tool to understanding our employees. They were attended by 30 staff. This kind of session will be run again in future.</p> <p>The Equality and Human Rights commission has identified and recommended that that Welsh Government along with local authorities work on improving collection, analysis and reporting of equality data in general. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>Customer complaints and internal engagement have cited a lack of cultural awareness.</p>
Sex <i>(women and men, girls and boys)</i>	Positive	The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and reviewed to ensure they are appropriate for our diverse communities. This will	RCT Staff Information 74% female and 26% male employees (Workforce data)

<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>include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>By improving our data monitoring and paying specific attention to improving data on pay gaps in Disability Ethnicity and Gender, publishing our findings appropriately.</p> <p>The Council have developed new training, including e-Learning modules covering a range of EDI issues to improve staff knowledge and awareness.</p> <p>By improving our recruitment and selection processes, we can aim to remove bias, promote the advantages of working for the Council and target underrepresented groups.</p> <p>Mentoring programmes across the Council will benefit underrepresented groups.</p>	<p>With most Council staff being female and 25% of staff are aged between 45 and 54, it is important for the Council to support staff that may be affected by the Menopause.</p> <p>The Council has introduced a Menopause Guide for staff and managers.</p> <p>The Council's Occupational Health Unit hosts monthly Menopause "Café's" to allow staff the opportunity to share lived experience, support and be supported by other staff experiencing the Menopause.</p> <p>RCT population information. 51.1% of people in RCT are female 48.9% of people in RCT are male (Census 2021, Population Maps)</p> <p>The gender pay gap on a median hourly full-time basis (excluding overtime) in April 2023 was 5.6% in Wales and 7.7% in the UK. In Wales the gap was unchanged and, in the UK, it has widened by 0.1 percentage points compared to the previous year.</p> <p>The gender pay gap on a median hourly basis (excluding overtime) for all employees in April 2023 was 11.8% in Wales and 14.3% in the UK. In Wales the gap widened by 0.9</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>Improved policy and mechanisms for reporting harassment will help to raise awareness of reporting and communicate a zero tolerance message.</p> <p>By reviewing our existing HR policies with the intention of removing bias, and introducing mandatory training, we aim to recruit and support a more diverse and inclusive workforce.</p> <p>Whilst the Women in Leadership programme was successful in raising awareness, more work needs to be considered to address the Gender Pay Gap. The Performance Review process is now being rolled out to all staff across the Council, providing an opportunity for women to discuss opportunities for development.</p>	<p>percentage points and in the UK, it has narrowed by 0.2 percentage points compared to the previous year.</p> <p>Welsh Government Annual Survey of hours and Earnings 2023</p> <p>The Council's Gender Pay Gap was reduced in 2022 from 10.24% to 9.49%. The average hourly rate for female employees increased by 7.4% from £12.70 to £13.64 whereas the hourly rate for male employees increased by 6.1% from £14.38 to £15.25. (RCT Council Annual Report 2022-2023)</p> <p>The EHRC outlines its recommendations regarding the Gender pay gap in its report The Gender Pay Gap 2019. This highlights the requirement for accurate reporting.</p> <p>The Equality and Human Rights commission has identified and recommended that Welsh Government along with local authorities work on improving collection, analysis and reporting of equality data in general. Is Wales Fairer? 2023</p> <p>Women are still more likely to be unpaid carers (12.0%) compared to men (9.0%) in 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?
			Equality and Human Rights Commission Is Wales Fairer? 2023
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Positive	<p>We have aimed to align the Strategic Equality Plan with the Welsh Government's LGBTQ+ Action plan.</p> <p>The Council will embed EDI into its decision-making processes, ensuring service areas are monitored, and reviewed to ensure they are appropriate for our diverse communities. This will include the use and monitoring of Equality Impact assessments on all strategic and policy decisions affecting, staff, service users and the community. This will include work on all aspects of Equality Monitoring, in particular the benefits of equality monitoring data in relation to the workforce.</p> <p>The impacts on this protected characteristic are expected to be positive. The Council's new training on EDI topics, review of our recruitment and selection process, mechanisms for reporting harassment and HR policies with the intention of removing bias, all have a cumulative positive impact on this protected characteristic.</p>	<p>RCT Workforce Information 42.7% self identified as heterosexual 1.45% self identified as LGB 2.55% preferred not to say 53.3% information not held</p> <p>Staff data on sexual orientation is less than 50% of staff. This indicates that further work is required on our Equality Monitoring recording to obtain a more accurate figure. LINK TO ANNUAL REPORT</p> <p><u>RCT Population information</u> Sexual orientation breakdown of people aged 16 and over in RCT:</p> <ul style="list-style-type: none"> • 90.06% are straight or heterosexual. • 1.52% are gay or lesbian. • 1.11% are bisexual. • 0.21% have another sexual orientation. <p>(Census 2021, Population Maps)</p> <p>Equality Impact Assessments are carried out for all strategic and policy decisions. 19 Equality Impact assessments have been carried out in the year 2022-2023. Full details</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>on the decisions and cabinet reports are available here.</p> <p>The Council have launched a standard equality monitoring toolkit and form for all service areas to use. The purpose of this form is to improve the quality of equality of data collected by the Council's services. 2 Equality Monitoring Awareness sessions have been carried out. These sessions highlighted the importance of accurate EDI monitoring as a tool to understanding our employees. They were attended by 30 staff. This kind of session will be run again in future.</p> <p>The Equality and Human Rights commission has identified and recommended that that Welsh Government along with local authorities work on improving collection, analysis and reporting of equality data in general. Is Wales Fairer? 2023</p> <p>The Council has a senior leadership LGBTQIA+ champion.</p> <p>The Council has an LBGTQIA+ staff network, Perthyn which provides support for employees that self-identify as part of the LGBTQIA+ community. The network also advises on policy and matters relevant to sexual orientation</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>The Council is a founding member of the Proud Councils partnership, which seeks to ensure a unified approach to supporting staff and residents that self-identify as from the LGBTQIA+ community, including those that fall under the category of Gender Reassignment.</p> <p>The Council is an active member of the Stonewall Cross Local Authority Education Group. This collective share support and best practice across England and Wales, relating to LGBTQIA+ education and young people in general.</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?
Armed Forces Community (<i>anyone who is serving, has served, family members and the bereaved</i>)	Neutral	The SEP's actions do not directly relate to a person's veteran status. However due to the nature of the SEP and the intersecting nature of protected characteristics, all objectives and actions	<p>RCT population information.</p> <ul style="list-style-type: none"> • 3.2% of people in RCT have previously served in the UK regular armed forces. • 0.7% of people in RCT have previously serviced in the UK reserve armed forces.

within the SEP will have a generally positive impact.

The Council's new training on EDI topics, review of our recruitment and selection process, mechanisms for reporting harassment and HR policies with the intention of removing bias, all have a cumulative positive impact on the Armed Forces community.

- 0.2% of people in RCT have previously served in both regular and reserve UK armed forces.

([Census 2021](#), [Population Maps](#))

The Council has signed the [Armed forces Covenant](#), which is a voluntary statement of mutual support between the civilian community of Rhondda Cynon Taf and the Armed Forces Community based in the County Borough. The pledge recognises the dual respect between the Council, its partner agencies, its communities, and our Armed Forces Personnel (serving and retired) and their families.

In 2022 the Council signed up to the Guaranteed Interview Scheme for Veterans. Aimed at all Service leavers, Veterans and Reservists who meet the required essential criteria for any vacancy set out in any Council employment pack, this initiative will guarantee the individuals an interview invitation for the position available, further cementing the relationship between the Council and its Armed Forces.

Valley Veterans is a veteran-led organisation, supported by the Council, based in the Rhondda Valley. Founded over 10 years ago as an informal support group for PTSD sufferers, with 140 members. Valley Veterans were consulted with directly for this Strategic Equality Plan.

			<p>Taf Ely Veterans is a veteran led organisation based in Rhydyfelin. and is supported by the Council, through our Armed Forces Covenant team. Taf Ely Veterans were consulted with directly for this Strategic plan and highlighted that awareness of veterans in the wider community was low and issues relating to both age and disability were important for veterans.</p> <p>The Council has attained the Pride in Veterans Standard from the forces LGBTQ+ charity, Fighting with Pride. This standard identifies that the Council understand the challenges faced by LGBTQIA+ armed forces personnel and veterans.</p> <p>By Supporting “Served with Pride”, the Council not only strengthens its support for LGBTQIA+ armed forces personnel, veterans, and their families, but to its overall commitment to the Armed Forces Covenant.</p>
<p>Carers <i>(anyone of any age who provides unpaid care)</i></p>	<p>Positive</p>	<p>When looking at workplace action, carers rights, will be considered, to build upon the recent launch of the Working Carers Guide.</p> <p>The Council’s new training on EDI topics, review of our recruitment and selection process, mechanisms for reporting harassment and HR policies with the intention of removing bias, all have a cumulative positive impact on those with caring responsibilities.</p>	<p>The Council has a senior leadership Disability and Carers champion.</p> <p>The Council has a disability and Carers staff network to support employees that have a disability or have a caring responsibility.</p> <p>In addition to the Council’s EDI policy, the Council has launched a Working Carers Guide to support employees and managers when dealing with the challenges faced by employees who are working carers. Feedback</p>

			<p>in the consultation report highlights that Working Carers rights needs to be included in the SEP action plan.</p> <p>A Working Carers Support Plan has been introduced through the Working Carers Guidance to help employees track and manage their caring responsibilities with their working responsibilities.</p> <p>RCT Population Information. 11.2% of people aged 5 years and over in RCT provide unpaid care. Of this group:</p> <ul style="list-style-type: none"> • 4.5% provide 19 or less hours unpaid care a week • 2.5% provide 20 – 49 hours unpaid care a week • 4.2% provide 50 or more hours unpaid care a week <p>(Census 2021, Population Maps)</p> <p>Women are still more likely to be unpaid carers (12.0%) compared to men (9.0%) in 2021. Equality and Human Rights Commission Is Wales Fairer? 2023</p>
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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:

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

Yes

No

Name: Gareth Mugridge

Position: Temporary Diversity & Inclusion Officer

Date: 26/02/2024

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

DUE TO THE NATURE OF THE STRATEGIC EQUALITY PLAN, ELEMENTS OF THE SOCIO-ECONOMIC DUTY AND ASSESSMENT HAVE BEEN REVIEWED TOGETHER, LOOKING AT CUMALATIVE IMPACT.

<u>Socio-economic disadvantage</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>Low Income/<u>Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Neutral</p>	<p>Due to the nature of the Strategic Equality Plan, socio-economic outcomes for residents of RCT are not affected by this proposal. However, we recognise that RCT has a number of low socio-economic areas, including a number of areas with high levels of poverty.</p>	<p>According to the overall deprivation domain in the Welsh Index of Multiple Deprivation:</p> <ul style="list-style-type: none"> • RCT contains 27 LSOA's in the 0-10% most deprived LSOA's in Wales • Above works out to 17.5% of RCT • 1.4% of most deprived areas in Wales <p>(WIMD Population Map: Overall)</p>
<p>Low and / or No Wealth <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>		<p>While the objectives in the SEP don't directly relate to those experiencing low income or income poverty, low or no wealth, material deprivation or socio-economic background, it's important to recognise the intersects and that there may be some wider positive impacts to these groups. Data shows that disabled people, ethnic minorities, young carers and single-parent households are more likely to live in poverty, meaning that the SEP's work may benefit the socio-economic status of those with these protected characteristics inadvertently.</p>	<p>31.3%of children in Wales live in Poverty EHRC Is Wales Fairer 2023</p> <p>There are 8,200 young carers in Wales, who are more likely than others of their age to live in deprived areas and experience disruption to their education. Equality and Human Rights Commission Is Wales Fairer? 2023</p>
<p><u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical</i></p>		<p>89.1% of single-parent households in Wales are headed by women. Households most likely to be living in poverty are single parent households (38%). Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>31.1% of households in RCT are one-person households.</p>	

<p><i>goods, warm home, hobbies etc.)</i></p>			
<p><u>Socio-economic disadvantage</u></p>			
<p><u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport)</i></p>		<p>Engagement with residents and the Council’s Disability Forum has highlighted issues of accessibility for disabled residents, and some older people, within our town centres. This includes issues with paving, public transport and Wheelchair accessible vehicles. We will ensure that through Equality Impact Assessments that these issues are addressed through delivery plans for our town centre improvements. By ensuring that EDI objectives and robust Equality Impact Assessments are embedded throughout Council services, we hope to positively impact those experiencing area deprivation in RCT, by making sure that their local areas are accessible and safe spaces for all.</p>	<p>Of this group:</p> <ul style="list-style-type: none"> • 13.6 are one person aged 66 years and over • 17.5% are one person aged less than 66 years <p>64% of households in RCT are single-family households. Of this group:</p> <ul style="list-style-type: none"> • 8.8% are single-family households of a lone parent family with dependent children • 4.8% are single-family households of a lone parent family with non-dependent children. <p>(Census 2021: Population Maps)</p> <p>Ethnic minorities in Wales are more likely to be living in poverty, as 40% of ethnic minority-headed households (excl. White minorities) were living in poverty, compared to 22% of White-headed households. Some ethnic minority groups are also more likely to experience homelessness and overcrowding and are less likely to be homeowners. Equality and Human Rights Commission Is Wales Fairer? 2023</p> <p>“Poverty is consistently higher for disabled people – 32% of disabled people, compared to 20% of non-disabled people.”</p> <p>“While more disabled people are working, they are still less likely to be able to access full-time work, and then must rely on income-related benefits to supplement income.”</p> <p>Joseph Rowntree Foundation</p> <p>WIMD Physical Environment:</p>
<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>			
<p>Socio-economic disadvantage <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>			

			<p>“The purpose of this domain is to measure factors in the local area that may impact on the wellbeing or quality of life of those living in an area. The indicators are:</p> <ul style="list-style-type: none">• Air concentrations• Air emissions• Proximity to waste disposal and industrial sites• Flood risk <p>According to this definition:</p> <ul style="list-style-type: none">• RCT contains 11 of the most deprived areas in Wales within the physical environment domain.• This is 7.1% of RCT, and 0.6% of Wales. <p>(WIMD Population Map: Physical Environment)</p> <p>WIMD: Access to Services:</p> <p>RCT has 12 of the most deprived (0-20%) LSOAs in Wales in terms of access to services. ‘Access to services’ as a domain aims to “capture deprivation as a result of a household’s inability to access a range of services considered necessary for day-to-day living.” A full list of the services that are considered can be found on the WIMD website.</p> <p>Of the people aged 16 and over in employment in RCT,</p> <ul style="list-style-type: none">• 21.8% work mainly at or from home• 4.5% travel using public transport• 0.2% travel by taxi• 66.7% travel by car, van or motorbike/scooter either as a driver or passenger• 0.4% cycle to work• 5.6% walk to work
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			<ul style="list-style-type: none"> • 0.8% use other transport means (Census 2021, Population Maps) <p>23.8% of people in RCT are classified disabled under the Equality Act (2010). Of this group:</p> <ul style="list-style-type: none"> • 33.8% of people say their day-to-day activities are limited in some way. <p>Welsh Index of Multiple Deprivation Maps – “Deep rooted deprivation”</p> <p>“Small areas (LSOAs) of ‘deep-rooted’ deprivation are those that have remained within the top 50 most deprived – roughly equal to the top 2.6% - small areas in Wales for the last five publications of WIMD ranks.”</p> <p>(Stats Wales, Welsh Index of Multiple Deprivation, para 2)</p> <p>Of the LSOAs in RCT, 4 are considered to be “deep-rooted deprivation”</p> <p>(StatsWales, Welsh Index of Multiple Deprivation, Deep-rooted deprivation)</p>
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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.**

8 positive impacts and 3 neutral impacts were identified. While neutral impacts were identified, all characteristics are expected to be positive due to the wide ranging scope of this Strategic Equality Plan. Many of the impacts are intersectional in nature which will further strengthen the effect of the Strategic Equality Plan.

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Not applicable

- 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.

Information sources for this impact assessment include:

Consultation with Service users / staff and members of the public. Over 400 engaged in the consultation through face-to-face conversations and an online survey accessed through the Councils website.

Census 2021 – Population data on RCT and Wales.

Itrent Workforce Data – Information on RCT Staff workforce demographics.

Stats Wales – Welsh Index of Material Deprivation.

Equality and Human Rights Commission – Is Wales Fairer Report 2023.

Cwm Taf Needs assessment 2023 – Information on Disability and care needs.

Welsh Government Annual report on Hours and Earnings – Gender Pay data.

RCT Data Insights Data Library – Additional population information.

Joseph Rowntree Foundation – For information on Disability and poverty.

- 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.

An electronic consultation was used to canvas public opinion of the Strategic Equality Plan. This consultation was for a 10-week period from 12th December to 9th February 2024. It was accessible on the Councils consultation website and advertised on social media and posters in Libraries and Leisure centres. Over 400 people were engaged in this consultation with 86 online surveys received and 5 online “ideas” collected from the website.

In addition, Face-to-face consultations with RCT Disability Forum, Taf Ely Veterans, Valley Veterans and Valleys Ethnic Support Group. Additional lived experience qualitative data was obtained from Fighting with Pride – LGBT+ Veterans Charity and the RCT Council staff networks; Allies, Disability and Carers Network, ND Neurodiverse Network, Perthyn LGBTQIA+ Network and Spotlight.

Comments raised as part of this engagement have been added to the draft SEP to better reflect the needs of residents and staff that responded.

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, EVALUATING AND REVIEWING

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

The plan will be monitored for the duration of its 4 year period. As part of the SEP, an EDI Steering Group will be developed to monitor the progress of the action plan. Actions within individual service area delivery plans will be monitored through established performance management processes.

Progress of the SEP will be reported annually in the Annual Equality Report.

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

The Strategic Equality Plan will be reviewed in 2028. The evaluation will support the replacement Strategic Equality Plan.

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

Diversity and Inclusion Manager and Director of Human Resources

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

The results of the monitoring will be used and integrated in the creation of future Council strategies and delivery plans.

SECTION 6 – REVIEW

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – equality@rctcbc.gov.uk and the Consultation and Engagement team – consultation@rctcbc.gov.uk in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed impact assessment, policy proposal/report and consultation report to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. See our guidance document for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

Diversity and Inclusion team Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations

SECTION 7 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Equality

Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

An Equality Impact Assessment has been completed and the main findings are as follows:-

The main focus of Impact Assessment is to assess the Strategic Equality Plan 2024- 2028 to ensure that it complies with the requirements of the Equality Act 2010 and the Public Sector Equality duty, ensure that due regard has been paid to the Strategic Equality Plan 2024 – 2028, that all protected characteristics have been given due regard in its creation. This includes the Socio-Economic impact of this proposal.

There are 8 positive impacts and 3 neutral impacts indicated in the protected characteristics section. Whilst the 3 neutral characteristics were identified, it is expected that due to the intersectional aspects of these characteristics and the broad aims of the Strategic Equality Plan 2024-2028, there will be an overall positive impact on these characteristics.

The socio-economic assessment has been categorised as having a neutral impact. However, engagement with residents and the Disability Forum, along with robust EDI policies and equality impact assessments embedded within the Council's service delivery, it is hoped the equality objectives will have a positive impact on those experiencing socio-economic disadvantage...

SECTION 8 – AUTHORISATIONS

Lead Officer:

Name: Melanie Warburton

Position: Diversity & Inclusion Manager

Date: 28/02/2024

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: Richard Evans

Position: Director Human Resources

Date: 28/02/2024

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