

## 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: Lesley Lawson

Service Director: Paul Mee

Service Area: Chief Executive

Date: 26 February 2024

1.a) What are you assessing for impact?

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

1.b) **What is the name of the proposal?** The Council's Corporate Plan 2024-30

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents. The Council's Corporate Plan will be in place for 6 years from 2024-30. By putting in place this plan the Council is meeting its requirements to set Well-being Objectives, show its contribution to seven national Well-being goals, meet the four pillars of Sustainable Development and other requirements of the [Well-being of Future Generations \(Wales\) Act 2015](#) relevant to [individual public bodies](#). It also requires Public Bodies to demonstrate this by applying 5 Ways of Working. Overview and Scrutiny Committee pre-scrutinised the draft version Plan available at the time at its meeting on [29 January](#).

The Corporate Plan sets out the Council's strategic vision, Well-being Objectives, priorities, approach and commitments and sets the framework to direct our work. All Council's strategies/policies etc. reflect the Corporate Plan and how they contribute to delivering the Council's priorities. How this fits together can be seen in the Council's [Performance Management Framework](#).

The Plan is also part of the evidence that enables the Council to demonstrate it is meeting its Performance and Governance requirements under [Part 6 Chapter 1](#) of the [Local Government and Elections \(Wales\) Act 2021](#), in summary to

1. keep performance under review
2. consult on performance and
3. report on performance, producing a self-assessment report in respect of each financial year.

The EIA has asked for information about Engagement findings. The responses contained within the EIA focused on the direct engagement in respect of the Outline/draft of the Plan in [Phase 2](#). However, other sources of engagement were used to start to shape this work pre September 2023, as referenced within the Plan... '.....*have information and feedback from the many conversations and surveys we have held over the last year or so that have helped to inform and shape this Plan. For example, feedback and views about the [Council's budget setting for 2023/24](#); the Council's [Local Development Plan 2022-37](#), [Flood Risk Strategy](#), the place based [Aberdare Town Centre Strategy](#), co production proposals for day service following ['My Day, My Way'](#), 'Your Voice' survey of young people, our ['Climate Conversation'](#), the wide ranging engagement as part of the Cwm Taf Morgannwg [Well-being Assessment](#), as well as many [service specific engagement events and surveys](#)'.*

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

Given the breadth of the Plan, the delivery of the proposals will be affected by numerous legislative requirements which are contained within the draft Plan. A list of these legislative and other drivers are included in the Plan and organised by Well-being themes. The list is not exhaustive but provides an illustration of the breadth of activity.

1.e) Please outline who this proposal affects:

- Service users                      x
- Employees                                x
- Wider community                        x

## 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.

Protected Characteristics	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<b>Age</b> ( <i>Specific age groups i.e. young people or older people</i> )	Select from the following:  Positive	The priorities outlined within the Corporate Plan will positively impact on people of all ages from birth to old age. For example, people across all age groups accessing services to improve health and well-being; children and young people supported to overcome barriers to learning and fulfil their potential in school; vulnerable young people provided with safe and supportive environments suitable to their needs; better joined up health and social care so people can get the right care in the right place at the right time, which will particularly positively impact older people.	Total population: 237,497 <sup>[1]</sup> <ul style="list-style-type: none"> <li>• Age 0-15 43,680 (18.4%)</li> <li>• Age 16-64 147,030 (61.8%)</li> <li>• Age 64+ 46,787 (19.7%)</li> </ul> <p><sup>[1]</sup> <a href="#">Mid year population estimates 2022 Stats Wales</a></p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas</p>

Protected Characteristics	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>However, the requirements of the WFG Act also require the Council to think longer term as one of the pillars of Sustainable Development and population projections based on age have also been reflected in the data used to develop the draft plan. As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these will have specific impacts on people in different age groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant</p>	<p>were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement. Specific stakeholder group responses relating to age included:</p> <p><b>Consultation Response: Older Persons Advisory Group</b>  - agreed with the Council's proposed Vision, and Well-being Objectives but were not sure whether they agreed with the Commitments. Extract/feedback on a key area of importance for the network and its members:</p> <p>"To live in warm, energy efficient</p>

Protected Characteristics	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>homes and to be able to use public transport for social gatherings and shopping without being in fear of antisocial behaviour”.  <i>Nb Network response received following formal consultation deadline.</i></p> <p><b>Consultation Response: County Youth Forum</b> agreed with the Council’s proposed Visions, Well-being Objectives and Commitments. Extract/Feedback on a key area of importance for the Forum:</p> <p>“Supporting people into rewarding and secure work whilst also enhancing infrastructure, including green infrastructure and prioritising affordable housing”.  <i>Network response received following consultation deadline</i></p> <p>Projected population data not required for the EIA, has been included in the draft plan.</p>

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Protected Characteristics	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>Disability</b> (people with visible and non-visible disabilities or long-term health conditions)</p>	<p>Select from the following: Positive</p>	<p>All people, regardless of protected characteristics, will be impacted by the priorities either directly or indirectly.</p> <p>Data shows that RCT has a higher proportion of people who consider themselves disabled than across Wales, and over 45% have a longstanding illness or health condition. The Well-being Objectives in the Corporate Plan aim to support all people to access service that best meet their needs and aims to tackle the growing vulnerability and complexity of need across our population, many of whom may experience poor health with complex care and support needs. A commitment in the Corporate Plan for <i>'Better joined up Health and Social Care so people can get the tight care in the right place at the right time'</i> will positively impact people with disabilities and long-term health conditions.</p> <p>However, the requirements of the WFG Act also require the Council to think longer term as one of the pillars of Sustainable Development and projected data in respect of health conditions within the population</p>	<p>Life expectancy <sup>1</sup> Male 77.0 years Male healthy life expectancy 57.1 years Female 80.5 years Female healthy life expectancy 60.7 years</p> <p>12.0% of people in RCT said they had disabilities which limited them a lot in their daily lives.</p> <p>People describe their health as Good or very good health - 76.0% (Male 76.9%, female 75.3%), Wales 79.1%) <i>Census</i></p> <p>Disability (self described) not disabled 76.2%, (Wales 78.9%) disabled and limited a lot in their daily lives 12.0%, males 11.5%, females 12.5% (10.0% Wales) disabled and limited a little in their day to day activities 11.8% (11.1% Wales)</p>

<sup>1</sup> Healthy life expectancy is the proportion of life in good health, data for RCT – [ONS](#)

Protected Characteristics	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>has also been reflected in the data used to develop the draft plan.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on people with disabilities or long term health conditions. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>(Census 2021)</p> <p>People suffering from longstanding illnesses (self described)<sup>2</sup></p> <p>Any longstanding illness 45.9%</p> <p>Limited by longstanding illness 35.2%</p> <p>Musculoskeletal complaints 13.6%</p> <p>Mental health condition 14.6%</p> <p>Heart/circulatory complaints 10.0%</p> <p>Respiratory system complaints 6.6%</p> <p>Endocrine/metabolic diseases 7.6%</p> <p>1 in 7 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). (<a href="#">Cwm Taf Needs Assessment, pg. 10</a>)</p> <p><b>Consultation Response:</b> Wide-ranging engagement was</p>

<sup>2</sup> Adult general health and illness by local authority and health board 2020-21 onwards [StatsWales](#)



Protected Characteristics	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>undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views and Welsh and English Easy Read versions of the material was made available. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement. Specific stakeholder group responses relating to disability included:</p> <p><b>Consultation Response: Cwm Taf People First (People with Learning Disabilities) –agreed with the Council's proposed Vision,</b></p>

Protected Characteristics	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>Well-being Objectives and Commitments. Extract/Feedback on a key area of importance for the network:</p> <p>“Maintain good health and keep people out of hospital. Also, more safe places for people with no dog mess or litter and better access to public transport”.</p>
<p><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></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. In addition, there may be some specific positive impacts for people within different gender identities through <i>Recognising and improving our awareness of diversity in our communities so that we strengthen community cohesion and better meet needs of our residents of all backgrounds</i>. Improved community cohesion may have a positive impact in reducing levels of hate crime.</p> <p>The Corporate Plan makes a commitment to treating all people with dignity and respect and taking into account their cultural, social and religious needs.</p>	<p>0.07% (128) of people aged 16 years and over in RCT are a trans woman (0.07% Wales) 0.07% (134) of people aged 16 years and over in RCT are a trans man (0.08% Wales) 0.05% (97) of people aged 16 years and over in RCT are non-binary (0.06% Wales) 0.03% (57) of people aged 16 years and over in RCT are another gender identity (0.04% Wales) 0.14% (281) of people aged 16 and over in RCT have a gender identity different from their sex registered at birth but no specific identity given (0.16% Wales). Not answered 6% (11,540) (6.3%)</p>

Protected Characteristics	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>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>Wales)  <a href="#">Census 2021</a>            4,355 recorded gender identity hate crimes in England and Wales  <a href="#">Hate crime in England and Wales 2021-22, Home Office</a></p>

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<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><b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>The Corporate plan makes a commitment to treating all people with dignity and respect and taking into account their cultural, social and religious needs.</p> <p>No differential impacts have been identified according to marriage or civil partnership for actions in the strategy. As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>42.4% (82,170) of people in RCT are Married or in a Civil Partnership (43.8% Wales):</p> <p>42.2% (81,828) are married (43.6% Wales) 0.2% (342) are in a civil partnership (0.2% Wales) <a href="#">Census 2021</a></p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision,</p>

			<p>Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.</p>
<p><b>Pregnancy and Maternity</b> (<i>women who are pregnant/on maternity leave</i>)</p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. In addition, there may be some specific positive impacts for woman who are pregnant/on maternity leave through <i>Giving vulnerable children and young people the best possible opportunities in life and ensuring access to safe and supportive environments suitable to their needs, to improve their well-being.</i></p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.</p>

<p><b>Race</b> (ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</p>	<p>Select from the following:</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>The Corporate plan makes a commitment to treating all people with dignity and respect and taking into account their cultural, social and religious needs. NB <i>Version subsequent to O&amp;S pre scrutiny</i></p> <p>In addition, there may be some specific positive impacts for people from different ethnic and racial groups through <i>Recognising and improving our awareness of diversity in our communities so that we strengthen community cohesion and better meet needs of our residents of all backgrounds.</i></p> <p>In addition, people in some ethnic minority groups are disproportionately more likely to be on low incomes, and therefore may be more likely to benefit positively from certain actions within the strategy e.g. Supporting people into rewarding career pathways, skilled and secure work.</p> <p>People in some ethnic minority groups are disproportionately at risk of transport poverty and will be benefitted by actions in the strategy which focus on improving public transport infrastructure and active travel.</p> <p>As more operational actions are developed to</p>	<p>Ethnic population of RCT White British - 226,123 (95.1%) White non-British - 3,800 (1.6%) Non White - (7,730 (3.3%) Mixed - 2,469 (1%) Asian - 3,506 (1.5%) Black - 997 (0.4%) Other Ethnic Group - 758 (0.3%) <a href="#">Census 2021</a></p> <p>People from ethnic minorities, young people not in education, employment or training, students, older people and women were all reported to be particularly at risk of transport poverty. <a href="#">Transport and inequality: An evidence review for the department of transport</a></p> <p>109,843 race hate crimes in England and Wales <a href="#">Hate crime, England and Wales, 2021 to 2022 - GOV.UK (www.gov.uk)</a></p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with</p>
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		<p>deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.</p>
<p><b>Religion or Belief</b> <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Select from following:</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. In addition, there may be some specific positive impacts for people with different religions or beliefs through <i>Recognising and improving our awareness of diversity in our communities so that we strengthen community cohesion and better meet needs of our residents of all backgrounds.</i> Improved</p>	<p>No religion – 56.2% (133,486) (46.5% Wales)          Christian – 36.4% (86,474) (43.6% Wales)          Buddhist – 0.2% (588) (0.3% Wales)          Hindu – 0.2% (497) (0.4% Wales)          Jewish – 0% (72) 0.1% Wales)          Muslim – 0.6% (378) 2.2%</p>

		<p>community cohesion may have a positive impact in reducing levels of hate crime. As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>Wales) Sikh – 0.1% (248) (0.1% Wales) Other religion – 0.5% (1,083) (0.5% Wales) Census question not answered – 5.8% (13,826) (6.3% Wales) <a href="#">Census 2021</a> 8,730 religion hate crimes in England and Wales <a href="#">Hate crime, England and Wales, 2021 to 2022 - GOV.UK (www.gov.uk)</a></p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision,</p>
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			Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.
<b>Sex</b> <i>(women and men, girls and boys)</i>	Select from the following: Positive	<p>Women in the UK are disproportionately more likely to be on low incomes and therefore may be more likely to benefit positively from certain actions within the strategy e.g. Supporting people into rewarding career pathways, skilled and secure work.</p> <p>Women are more likely than men to walk or take public transport. Their travel is also more likely to involve 'trip chaining', a travel pattern of smaller interconnected trips. Women are also disproportionately at risk of transport poverty. Therefore, they will be benefitted by actions in the strategy which focus on improving public transport infrastructure and active travel and planning policy which considers the co-location of public amenities.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>People from ethnic minorities, young people not in education, employment or training, students, older people and women were all reported to be particularly at risk of transport poverty.</p> <p><a href="#">Transport and inequality: An evidence review for the department of transport</a></p> <p>Women are more likely than men to walk and take public transport.</p> <p>Women do 75% of the world's unpaid care work and this affects their travel needs</p> <p><a href="#">Invisible Women: Caroline Criado Perez</a></p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder</p>

			<p>groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.</p>
<p><b>Sexual Orientation</b> <i>(bisexual, gay, lesbian, straight)</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. In addition, there may be some specific positive impacts for people with sexual orientation through <i>Recognising and improving our awareness of diversity in our communities so that we strengthen community cohesion and better meet needs of our residents of all backgrounds.</i></p> <p>As more operational actions are developed to</p>	<p>% and number of people in RCT aged 16 years and over who identify as:          Straight 90.1% (174,581) (89.4% Wales)          Gay or Lesbian 1.5% (2,947) (1.5% Wales)          Bisexual 1.1% (2,158) (1.2% Wales)          Pansexual 0.1% (180) (0.1% Wales)          Asexual 0.1% (100) (0.1%</p>

		<p>deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>Wales)          Queer 0% (38) (0% Wales)          All other sexual orientations 0.1% (100) (0.1% Wales)          Not answered 7.6% (13,742) (7.6% Wales)  <a href="#">Census 2021</a></p> <p>26,152 sexual orientation hate crimes in England and Wales  <a href="#">Hate crime in England and Wales 2021-22, Home Office</a></p> <p><b>Consultation Response:</b>          Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The</p>
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			engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.
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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>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. In addition, there will be specific positive outcomes for the armed forces community through strengthening RCT's Community Armed Forces Covenant.</p> <p>This will be kept under review as more operational actions are developed to deliver the aims of the strategy.</p>	<p>3.9% of RCT Residents are Armed Forces Veterans -7,506 people <a href="#">Nomis Data – TS071</a> – Previously served in UK and Armed Forces (2021)</p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The</p>

			<p>engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement. Specific stakeholder group responses relating to armed forces community included:</p> <p><b>Consultation Response: (3 Valley Veteran Groups) -</b>  Three separate focus groups were conducted with Valley Veterans, Cynon Valley Veterans and Taf Ely Veterans. All responses to the emerging from these groups were from individuals via the online survey.</p>
<p><b>Carers</b>  <i>(anyone of any age who provides unpaid care)</i></p>	<p>Select from the following:  Positive</p>	<p>The Well-being Objectives in the Corporate Plan aim to support all people to access service that best meet their needs and aims to tackle the growing vulnerability and complexity of need across our population, many of whom may experience poor health with complex care and support needs.</p> <p>This will be kept under review as more operational actions are developed to deliver the aims of the strategy.</p>	<p>People aged 5 years and over who provide unpaid care  Provides no unpaid care - 88.8%  Provides 19 or less hours a week - 4.5%  Provides 20 to 49 hours a week - 2.5%  Provides 50 or more hours a week - 4.2%</p> <p><b>Consultation Response:</b> Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders. 35 Stakeholder</p>

		<p>groups that included representation across protected characteristic and geographic areas were targeted directly as part of engagement. Many respondents responded to the online survey where stakeholders of this characteristic were enabled and encouraged to share their views. The majority of respondents agreed with the Council's proposed Vision, Well-being Objectives and Commitments. The engagement project made 40,600 digital impressions, highlighting the reach of the comms campaign which supported the engagement.</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: Lesley Lawson

Position: Performance Manager

Date: 26 February 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



<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><b>Low Income/<u>Income Poverty</u></b>  <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Select from the following:  Positive</p>	<p>There is a high level of socio-economic disadvantage within RCT relative to Wales and the UK.</p> <p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. There are additionally, a number of areas within the Well-being Objectives which will have particular or more significant benefits for people on low incomes/income poverty. These include support for children young people to overcome barriers to learning; support for health and wellbeing; support for our most vulnerable residents; supply of affordable and sustainable homes; supporting people into rewarding career pathways, skilled and secure work; and supporting local/community transport and active travel.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have</p>	<p>20.6% of households in RCT are non working (Wales 17.2%) (<a href="#">NOMIS</a>).</p> <p>23.8% of children in RCT are in relative low income families (22.1% in Wales) and 15.3% in absolute low income families (14.8% in Wales)  <a href="#">Children in Low income families: local area statistics 2014 to 2022</a></p> <p>In October 2021, 14% of all Welsh households, 14% of vulnerable Welsh households and 59% of lower income Welsh households were estimated to be living in fuel poverty.  <a href="#">Fuel Poverty Estimates for Wales, Welsh Government</a></p> <p>9% of adults are digitally excluded (7% Wales Average) Census 2021</p> <p>Car ownership by household  No car or van - 22.2%</p>

		<p>specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>1 car or van or more - 77.8%</p> <p>Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy) Census 2021</p>
<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>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. There are additionally a number of areas within the Well-being Objectives which will have particular or more significant benefits for people with no/low wealth. These include support for children young people to overcome barriers to learning; support for health and wellbeing; support for our most vulnerable residents; supply of affordable and sustainable homes; supporting people into rewarding career pathways, skilled and secure work; and supporting local/community transport and active travel.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering</p>	<p>20.6% of households in RCT are non working (Wales 17.2%) (<a href="#">NOMIS</a>).</p> <p>23.8% of children in RCT are in relative low income families (22.1% in Wales) and 15.3% in absolute low income families (14.8% in Wales) <a href="#">Children in Low income families: local area statistics 2014 to 2022</a></p> <p>In October 2021, 14% of all Welsh households, 14% of vulnerable Welsh households and 59% of lower income Welsh households were estimated to be living in fuel poverty. <a href="#">Fuel Poverty Estimates for Wales, Welsh Government</a></p> <p>9% of adults are digitally excluded (7% Wales Average) Census 2021</p>

		<p>these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>Car ownership by household          No car or van - 22.2%          1 car or van or more - 77.8%</p> <p>Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy)          Census 2021</p>
<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>Select from the following:          Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. There are additionally a number of areas within the Well-being Objectives which will have particular or more significant benefits for people in material deprivation. These include support for children young people to overcome barriers to learning; support for health and wellbeing; support for our most vulnerable residents; supply of affordable and sustainable homes; supporting people into rewarding career pathways, skilled and secure work; and supporting local/community transport and active travel.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the</p>	<p>20.6% of households in RCT are non working (Wales 17.2%) (<a href="#">NOMIS</a>).</p> <p>23.8% of children in RCT are in relative low income families (22.1% in Wales) and 15.3% in absolute low income families (14.8% in Wales)  <a href="#">Children in Low income families: local area statistics 2014 to 2022</a></p> <p>In October 2021, 14% of all Welsh households, 14% of vulnerable Welsh households and 59% of lower income Welsh households were estimated to be living in fuel poverty.  <a href="#">Fuel Poverty Estimates for Wales, Welsh Government</a></p>

		<p>Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>9% of adults are digitally excluded (7% Wales Average)  Census 2021  Car ownership by household  No car or van - 22.2%  1 car or van or more - 77.8%</p> <p>Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy)  Census 2021</p>
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<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><u>Area Deprivation</u> (where you live (rural areas), where you work (accessibility of public transport))</p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. There are additionally a number of areas within the Well-being Objectives which will have particular or more significant benefits for people in area deprivation. These include actions relating to strengthening local communities and providing opportunities for involvement in learning, leisure, creative activities and volunteering; actions supporting local employment and economy; supporting the development of low carbon travel and public transport; and improving the local environment e.g. air quality and coal tip safety.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken</p>	<p>Car ownership by household No car or van - 22.2% 1 car or van or more - 77.8%</p> <p>Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy) Census 2021</p> <p>The Rhondda Valleys have the highest level of social flood risk in Wales <a href="#">Every time in rains</a> – British Red Cross research on flooding in the UK</p> <p>Air pollutant concentrations are currently higher in areas of socioeconomic disadvantage PHW – <a href="#">Climate Change in Wales: Health Impact Assessment</a></p> <p>Increasing intensity and frequency of rainfall projected as a result of climate change in Wales is highly likely to increase the risk of landslides in vulnerable locations <a href="#">PHW-Climate-Change-HIA-Summary-Report-E-17_07-FINAL-</a></p>

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where relevant.

[1300.pdf \(phwwhocc.co.uk\)](https://www.phwwhocc.co.uk/1300.pdf)

8 Neighbourhood Networks responded. Relevant points arising are set out below.

**Consultation Response: Neighbourhood Network (Cwmparc)** - agreed with the Council's proposed Vision, and Well-being Objectives but disagreed with the proposed Commitments. Extract/feedback on a key area of importance for the network and its members:

"Raise communities out of deprivation. Loneliness and isolation is a big issue for many in RCT and there needs to be better community/public transport so residents can get about the County Borough more easily".

**Consultation Response: Neighbourhood Network (Maerdy Ferndale)** – agreed with the Council's proposed Vision, Well-being Objectives and Commitments. Extract/feedback on a key area

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of importance for the network and its members:

“Create more employment. If we want to encourage employers to the Rhondda, especially the Fach, the infrastructure must be upgraded to attract investment in and encourage residents to stay eliminating deprivation”.

**Consultation Response: Neighbourhood Network (North Cynon) – agreed with the Council’s proposed Vision, Well-being Objectives and Commitments.**

Extract/feedback of key area of importance for the network and its members:

“The Eisteddfod will drive footfall and encourage people to travel to RCT, but public transport needs to be improved. People won’t be able to attend from some areas of RCT currently as things are. Ease of travel/accessibility/better links needs to be a priority”.

<p><b>Socio-economic background</b> (social class i.e. parents education, employment and income)</p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. There are additionally a number of areas within the Well-being Objectives which will have particular or more significant benefits for people disadvantaged through socio-economic background. These include support for children young people to overcome barriers to learning; support for health and wellbeing; support for our most vulnerable residents; supply of affordable and sustainable homes; supporting people into rewarding career pathways, skilled and secure work.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where relevant.</p>	<p>24.2% of people in RCT have no formal qualifications Census 2021</p> <p>20.6% of households in RCT are non working (Wales 17.2%) (<a href="#">NOMIS</a>).</p> <p>23.8% of children in RCT are in relative low income families (22.1% in Wales) and 15.3% in absolute low income families (14.8% in Wales) <a href="#">Children in Low income families: local area statistics 2014 to 2022</a></p> <p>8 Neighbourhood Networks responded. Relevant points arising are set out below.</p> <p><b>Consultation Response: Neighbourhood Network (Pentre)</b> – agreed with the Council’s proposed Vision, Well-being Objectives and Commitments. Extract/feedback of a key area of importance for the network and its members:</p> <p>“The Council need to ensure</p>
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young people are gaining good, safe employment and good wages. Many young people are moving away, and communities are getting older”.

**Consultation Response: Neighbourhood Network (Porth Plaza)** – responded that they were not sure whether they agreed or disagreed with the Council’s proposed Vision, Commitments or Well-being Objective for Culture and Heritage and needed more information to consider to form a view. They agreed with the other Well-being Objectives. Extract/feedback of a key area of importance for the network:

“Focus on opportunities and employment. Lack of opportunities leads to a community in decline due to young people leaving. They will search for their own opportunities”.

<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>	<p>Select from the following:  Positive</p>	<p>There is a high level of socio-economic disadvantage within RCT relative to Wales and the UK.</p> <p>The intention is for the Corporate Plan to impact positively on all service users, employees and the wider community in RCT. There are additionally a number of areas within the Well-being objectives which will have particular or more significant benefits for people in socio economic disadvantage. These include support for children, young people to overcome barriers to learning; support for health and wellbeing; support for our most vulnerable residents; supply of affordable and sustainable homes; supporting people into rewarding career pathways, skilled and secure work; and supporting local/community transport and active travel.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have specific impacts on specific groups. These will be reviewed by the relevant service areas delivering these actions, with separate Equality Impact Assessments undertaken where</p>	<p>24.2% of people in RCT have no formal qualifications  Census 2021</p> <p>20.6% of households in RCT are non working (Wales 17.2%)  (<a href="#">NOMIS</a>).</p> <p>23.8% of children in RCT are in relative low income families (22.1% in Wales) and 15.3% in absolute low income families (14.8% in Wales)  <a href="#">Children in Low income families: local area statistics 2014 to 2022</a></p> <p>Car ownership by household  No car or van - 22.2%  1 car or van or more - 77.8%</p> <p>Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy)  Census 2021</p> <p>In October 2021, 14% of all Welsh households, 14% of vulnerable Welsh households and 59% of lower income Welsh households were estimated to be living in fuel poverty.</p>
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relevant.

[Fuel Poverty Estimates for Wales, Welsh Government](#)

8 Neighbourhood Networks responded. Relevant points arising are set out below.

**Consultation Response: Neighbourhood Network (Maerdy Ferndale)** – Agreed overall with the Council’s proposed Vision, Well-being Objectives and Commitments but thought there could be improvements, particularly to ‘People and Communities’ and ‘Work and Business’.

Extract/feedback on a key area of importance for the network:

“Helping to tackle loneliness and isolation, especially for older residents and those who are disadvantaged should be a key priority for the Council”.

**Consultation Response: Neighbourhood Network (South Cynon)** - agreed with the Council’s proposed Vision and Well-being Objectives for People and Communities and

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			<p>Nature and the Environment. However, they disagreed with Well-being Objective Work and Business, Culture and Heritage and the Council's proposed Commitments. The network wanted to see more detail in these areas and raised financial concerns and questions on whether the Commitments and Well-being Objectives were achievable or too ambitious. Extract/feedback on a key area of importance for the network:</p> <p>“Caring for our most vulnerable should be a priority such as combatting loneliness, inspiring people to learn, preventing anxiety and distress in people and essentially enabling all people / residents and supporting those who are in crisis”.</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.**
- 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:**

Progress against the Well-being Objectives contained within the Corporate Plan will be monitored through regular reporting to and challenge by Senior Leadership Team, Cabinet and various Scrutiny Committees.

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

The final evaluation will take place at the end of the Plan in 2030. However, the impact and outcomes for communities will be established as Improvement Themes within the Plan are progressed or completed as part of the monitoring above.

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

The Chief Executive and Senior Leadership Team.

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

To be determined following implementation, monitoring and evaluation as set out above.

## 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 EqIA 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>
<ul style="list-style-type: none"> <li>• It was recognised that the plan is high level and therefore focuses on a high level demographic across all of RCT; and that the work translates into individual action plans and Impact Assessments;</li> <li>• It demonstrates the due regard has been paid;</li> <li>• It was noted that the Council is working towards better use of engagement/continuous conversations from the service areas rather than just consultations</li> </ul>	7 <sup>th</sup> March 2024	Final decision subject to Cabinet Decision – no proposed amendments suggested by officers to what was originally consulted upon following review panel
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>

As outlined within the Consultation Feedback report.	7 <sup>th</sup> March 2024	Final decision subject to Cabinet Decision – no proposed amendments suggested by officers to what was originally consulted upon following review panel
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## 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: Lesley Lawson

Position: Performance Manager

Date: March 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: Paul Mee

Position: Chief Executive

Date: March 2024

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