

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:

Service Director:

Service Area:

Date:

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 Asset Management Plan 2024-30

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.
The Council's Corporate Asset Management Plan (the Plan) will be in place for 6 years from 2024-30. The Plan comprises three clear parts:

An Asset Management Policy – which sets out the Council's vision and objectives, approach and attitude to its property assets.

An Asset Management Strategy – provides an overview of the land and property estate and our priorities.

An Asset Management Working Action Plan – what we need to do to deliver our objectives and how we are going to monitor progress.

The Plan reflects the priorities of the Council's Corporate Plan 2024-2030 and contributes to the seven national Well-Being goals, the principles of Sustainable Development and other requirements of the Well-being of Future Generations (Wales) Act 2015.

The Overview and Scrutiny Committee pre-scrutinised the draft version of the Plan available at the time of its meeting on the
XXXXX

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.
The delivery of the priorities in the Plan will be affected by numerous legislative requirements which are contained within the draft Plan, specifically the disposal of our land and buildings is affected by s123 of the Local Government Act 1972 and the acquisition of land and buildings is affected by S120 of the Local Government Act 1972.

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.

<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>)	Select from the following: Positive	The priorities outlined within the Corporate Asset Management 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 <ul style="list-style-type: none"> • Age 0-15 43,680 (18.4%) • Age 16-64 147,030 (61.8%) • Age 64+ 46,787 (19.7%) <small>(1) MID YEAR POPULATION ESTIMATES 2022</small> Stats Wales Consultation The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council’s Corporate

		<p>As more operational actions are developed to deliver the Objectives contained within the 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>Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
<p>Disability (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 longstanding illness or health condition. The objectives in the Corporate Asset Management Plan aim to support all people to access services 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>We will continue to support the granting of recreational leases ensuring access to physical activities so that residents can take care of their health and wellbeing. Through our objective “to Maximise Regeneration and</p>	<p>Life expectancy 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%) Census</p> <p>Disability (self-described) not disabled 76.2%, (Wales 78.9%) disabled and limited a lot in their daily lives 12.0%,</p>

		<p>Community Resilience we will identify land and buildings that can be used to support all sectors of our communities. Through our Objective to manage and maintain land and buildings.....collaboratively we are committed to working with other Public Sector Bodies, which includes Health, to make the best use of the Public Estate.</p> <p>As more operational actions are developed to deliver the Objectives contained within the Corporate Asset Management Plan and actions emanating from and to support the Well Being Objectives in the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>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) (Census 2021)</p> <p>People are suffering from longstanding illnesses (self-described) Any longstanding illness 45.9% limited by longstanding illness 35.2%</p> <p>Musculoskeletal complaints 13.6% Mental health condition 14.6% Heart/circulatory complaints 10.0% Respiratory system complaints 6.6% Endocrine / metabolic diseases 7.6%</p> <p>1 in 7 people ages 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>Consultation The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan</p>
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			<p>2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council’s Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p> <p>Consultation Response: Cwm Taf People First (People with Learning Disabilities) –agreed with the Council’s proposed Vision, Well-being objectives and commitments. Extract/ feedback on a key area of importance for the network: “ Maintain good health and keep people out of hospital...</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>Select from the following: Positive</p>	<p>At the heart of the Corporate Asset Management Plan is a commitment to ensure that our approach to the management of our assets is inclusive of all and provides appropriate and safe environments for all staff and service users with an intention for the Corporate Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p>	<p>0.07% (128) of people aged 16 years and over in RCT are a transwoman (0.07% Wales) 0.07% (134) of people aged 16 years and over in RCT are a transman (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</p>

		<p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>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% Wales) Census 2021</p> <p>4,355 recorded gender identity hatecrimes in England and Wales and will be monitored going forward Hate crime in England and Wales 2021-22, Home Office</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>Marriage or Civil Partnership <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 Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>No differential impacts have been identified according to marriage or civil partnership for actions in the plan.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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) Census 2021</p> <p>Consultation The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>

<p>Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service user, employees and the wider community in RCT.</p> <p>The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>In addition, there may be some specific positive impacts for woman who are pregnant/on maternity leave through the delivery of the Sustainable Communities for Learning Programme and the investment in schools to modernize and improve learning environments.</p> <p>In addition the plan supports the Council’s duty to looked after children and its commitment to providing stability for looked after young people.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>Consultation The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council’s Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
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<p>Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service user, employees and the wider community in RCT. The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>In addition, there may be some specific positive impacts for people from different ethnic and racial groups through strengthening community cohesion and better meeting the needs of our residents of all backgrounds.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>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%) Census 2021</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. Transport and inequality: An evidence review for the department of transport</p> <p>109,843 race hate crimes in England and Wales and will be monitored going forward Hate crime, England and Wales, 2021 to 2022 - GOV.UK (www.gov.uk)</p> <p>Consultation The Corporate Asset</p>
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			<p>Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
<p>Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Select from following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service user, employees and the wider community in RCT.</p> <p>The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>In addition, there may be some specific positive impacts for people with different religions or beliefs through recognising and improving our awareness of diversity in our communities so that we strengthen community cohesion and resilience and better meet needs of our residents of all backgrounds. Improved community</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% 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) Census 2021 8,730 religion hate crimes</p>

		<p>resilience may have a positive impact in reducing levels of hate crime and this will be monitored going forward .</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>in England and Wales Hate crime, England and Wales, 2021 to 2022 - GOV.UK (www.gov.uk)</p> <p>The Corporate Asset Management Plan 2024-2030 supports and complements the vision and objectives of the Corporate Plan 2024-2030. Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
<p>Sex <i>(women and men, girls and boys)</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service user, employees and the wider community in RCT.</p> <p>The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>In addition the objective to maximise regeneration and community resilience to use by using land and building to stimulate development and growth together supporting</p>	<p>Women are reported to be particularly at risk of transport poverty (along with people from ethnic minorities, young people not in education, employment or training, students, older people) Transport and inequality: An evidence review for the department of transport</p> <p>Women are more likely than men to walk and take public transport.</p>

		<p>local community needs may benefit women. 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. Women will therefore benefit by priorities to use Council buildings for the benefit of our communities so services and support are within our communities reducing the need to travel.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>Women do 75% of the world's unpaid care work and this affects their travel needs</p> <p>Invisible Women: Caroline Criado Perez</p> <p>The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
<p>Sexual Orientation (<i>bisexual, gay, lesbian, straight</i>)</p>	<p>Select from the following: Positive</p>	<p>The Intention is for the Corporate Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>In addition, there may be some specific positive impacts through recognising and improving our awareness of diversity in our</p>	<p>number of people in RCT aged 16 years and over who identify as:</p> <p>Straight 90.1% (174,581) (89.4% Wales)</p> <p>Gay or Lesbian 1.5% (2,947) (1.5% Wales)</p> <p>Bisexual 1.1% (2,158) (1.2% Wales)</p> <p>Pansexual 0.1% (180) (0.1% Wales)</p> <p>Asexual 0.1% (100) (0.1% Wales)</p> <p>Queer 0% (38) (0% Wales)</p>

		<p>communities so that we strengthen community resilience and better meet needs of our residents of all backgrounds.</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised, 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>All other sexual orientations 0.1% (100) (0.1% Wales) Not answered 7.6% (13,742) (7.6% Wales) Census 2021 26,152 sexual orientation hate crimes in England and Wales Hate crime in England and Wales 2021-22, Home Office This will be monitored going forward</p> <p>The Corporate Asset Management Plan 2024-2030 supports and complements the vision and objectives of the Corporate Plan 2024-2030. Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
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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>Armed Forces Community <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.</p> <p>The Corporate Asset Management Plan makes a commitment to ensure our approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users.</p> <p>This will be kept under review and any opportunities to use land and buildings to benefit the Armer Forces Community will be included in the work programme.</p>	<p>3.9% of RCT Residents are Armed Forces Veterans -7,506 people.</p> <p>Nomis Data – TS071 – Previously served in UK and Armed Forces (2021)</p> <p>The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide-ranging engagement was undertaken including with residents,businesses and other stakeholders as part of the Council’s Corporate Plan 2024-2030 that includedrepresentation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p>
<p>Carers <i>(anyone of any age who provides unpaid care)</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 Asset Management Plan makes a commitment to ensure our</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>approach is inclusive of all and provides appropriate and safe environments for all staff, residents and service users</p> <p>The Corporate Asset Management Plan supports the Well-being Objectives in the Corporate Plan which aim to support all people to access service that best meet their needs and aim 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 Corporate Plan and actions from the annual Service Asset Management Plans through which service priorities with a property element are raised.</p>	<p>The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</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: Paula McCarthy

Position: Head of Estates and Legal Property

Date: 6 August 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>Low Income/<u>Income Poverty</u> <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 Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>There are additionally, a number of areas within the Objectives of the Plan which will have particular or more significant benefits for people on low incomes/income poverty. Identifying land and buildings that can be used for the benefit of our communities under the Community asset Transfer Policy, ensuring property is suitable and sufficient for service delivery, using assets to stimulate and support regeneration and inward investment</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>20.6% of households in RCT are non-working (Wales 17.2%) (NOMIS).</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) Children in Low income families: local area statistics 2014 to 2022</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. Fuel Poverty Estimates for Wales, Welsh Government</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% 1 car or van or more - 77.8%</p> <p>Households without a car or</p>

		relevant	van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy)
<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>Select from the following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>There are additionally, a number of areas within the Objectives of the Plan which will have particular or more significant benefits for people on low and/ or no wealth. Identifying land and buildings that can be used for the benefit of our communities under the Community asset Transfer Policy, ensuring property is suitable and sufficient for service delivery, using assets to stimulate and support regeneration and inward investment</p> <p>As more operational actions are developed 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>20.6% of households in RCT are non working (Wales 17.2%) (NOMIS).</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) Children in Low income families: local area statistics 2014 to 2022</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. Fuel Poverty Estimates for Wales, Welsh Government</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% 1 car or van or more - 77.8%</p>

		relevant.	Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy)
<p><u>Material Deprivation</u> <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 Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>There are additionally, a number of areas within the Objectives of the Plan which will have particular or more significant benefits for people in material deprivation. Identifying land and buildings that can be used for the benefit of our communities under the Community asset Transfer Policy, ensuring property is suitable and sufficient for service delivery, using assets to stimulate and support regeneration and inward investment</p> <p>As more operational actions are developed 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>20.6% of households in RCT are non-working (Wales 17.2%) (NOMIS).</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) Children in Low income families: local area statistics 2014 to 2022</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. Fuel Poverty Estimates for Wales, Welsh Government</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>

			Households without a car or van rises to 30% in some areas of RCT (Treherbert, Ferndale and Maerdy) Census 2021
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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> <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>There are additionally, a number of areas within the Objectives of the Plan which will have particular or more significant benefits for people in area deprivation. Identifying land and buildings that can be used for the benefit of our communities under the Community asset Transfer Policy, ensuring property is suitable and sufficient for service delivery, using assets to stimulate and support regeneration and inward investment, improving the local environment by using renewable energy where appropriate, reducing CO2 emissions, contributing to the Council's Net Zero Target .</p> <p>As more operational actions are developed 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>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 Every time in rains – British Red Cross research on flooding in the UK</p> <p>Air pollutant concentrations are currently higher in areas of socioeconomic disadvantage PHW – Climate Change in Wales: Health Impact Assessment</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 PHW-Climate-Change-HIA-Summary-Report-E-17_07-FINAL-1300.pdf (phwwhocc.co.uk)</p> <p>The Corporate Asset Management Plan 2024-2030 supports and</p>

		<p>relevant.</p>	<p>compliments the vision and objectives of the Corporate Plan 2024-2030. Wide- ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council's Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</p> <p>8 Neighbourhood Networks responded to the consultation for the Corporate Plan . Relevant points arising are set out below.</p> <p>Consultation Response: Neighbourhood Network (Maerdy Ferndale) – agreed with the Council's proposed Vision, Well-being Objectives and Commitments. Extract/feedback on a key area of importance for the network and its members:</p> <p>“Create more employment. If we want to encourage employers to the Rhondda, especially the</p>
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			Fach, the infrastructure must be upgraded to attract investment in and encourage residents to stay eliminating deprivation”.
<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>	<p>Select from the following: Positive</p>	<p>The intention is for the Corporate Asset Management Plan to impact positively on all service users, employees and the wider community in RCT.</p> <p>There are additionally, a number of areas within the Objectives of the Corporate Asset Management Plan which will have particular or more significant benefits for people on disadvantaged through socio-economic background. These include supporting service delivery by ensuring property is suitable and sufficient for service delivery, ensuring property is flexible and is planned to respond to future needs, supporting the Sustainable Communities for Learning programme, identifying land and buildings that can be used for the benefit of our communities under the Community asset Transfer Policy, using assets to stimulate and support regeneration and inward investment</p> <p>As more operational actions are developed to deliver the Well-being Objectives contained within the Corporate Plan, these may have</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%) (NOMIS).</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) Children in Low income families: local area statistics 2014 to 2022</p> <p>The Corporate Asset Management Plan 2024-2030 supports and compliments the vision and objectives of the Corporate Plan 2024-2030. Wide-ranging engagement was undertaken including with residents, businesses and other stakeholders as part of the Council’s Corporate Plan 2024-2030 that included representation across protected characteristic and geographic areas Engagement and Involvement Report February 2024.</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>8 Neighborhood Networks responded to the Corporate Plan consultation . Relevant points arising are set out below.</p> <p>Consultation Response: Neighbourhood Network (Pentre) – 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: “The Council need to ensure young people are gaining good, safe employment and good wages. Many young people are moving away, and communities are getting older</p> <p>Consultation Response: Neighbourhood Network (Porth Plaza 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>
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<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>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 Asset Management Plan to impact positively on all service users, employees and the widercommunity in RCT.</p> <p>There are additionally a number of areas within the objectives which will have particular or more significant benefits for people in socio economic disadvantage. These include supporting service delivery by ensuring property is suitable and sufficient for service delivery, ensuring property is flexible and is planned to respond to future needs, supporting the Sustainable Communities for Learning programme, identifying land and buildings that can be used for the benefit of our communities under the Community asset Transfer Policy, using assets to stimulate and support regeneration and inward investment</p> <p>As more operational actions are developed to deliver the Objectives contained within the Corporate Asset Management 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%) (NOMIS).</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) Children in Low income families: local area statistics 2014 to 2022</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 Welshhouseholds were estimated to be living in fuel poverty. Fuel Poverty Estimates for Wales, Welsh Government</p>
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		<p>relevant.</p>	<p>8 Neighbourhood Networks responded. Relevant points arising are set out below.</p> <p>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’.</p> <p>Extract/feedback on a key area of importance for the network:</p> <p>“Helping to tackle loneliness and isolation, especially for older residents and those who are disadvantaged should be a key priority for the Council”.</p> <p>Consultation Response: Neighbourhood Network (South Cynon)</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</p>
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			supporting those who are in crisis”.
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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 objectives contained in the Corporate Asset Management Plan will be monitored by regular reporting to and challenge by the Senior Leadership Team, Cabinet and 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 objectives will be kept under review over the plan period to ensure the plan reflects and is aligned with developing corporate priorities.
- 5c) Who is responsible for the monitoring and review of the proposal?
Director of Corporate Estates 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 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

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
<ul style="list-style-type: none"> • Pleased with the amount of evidence included in the Impact Assessment • Sexual Orientation section – the words ‘people with’ needs to change as everyone has sexual orientation • The narrative on hate crime needs to be enhanced or note that data will be monitored going forward. • It would be useful to include reference to the consultation with Services to show the link between services and the Plan • It was noted that it would be beneficial to have information on the disability access of Council buildings 	10 September 2024	<ul style="list-style-type: none"> • The sexual Orientation section has been amended. • It has been noted that the data on hate crime will be monitored. • References to the actions raised by the Annual Service Asset Management Plans have been included
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

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: Paula McCarthy

Name: Paula McCarthy

Position: Head of Legal and Strategic Property

Date: 13 September 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: David Powell

Position: Director of Corporate Estates

Date: 13 September 2024

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