

## Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

### Version Control

| Version   | Author       | Job title   | Date     |
|-----------|--------------|---|----------|
| Version 1 | Rhian Headon | Corporate Policy Office - Equality and Welsh Language | 17.12.19 |
|           |              |   |          |
|           |              |   |          |

### 1. Details of the initiative

|           |  |
|-----------|--|
|           | <b>Title of the Initiative: Strategic Equality Plan – Equality Objectives</b>  |
| <b>1a</b> | <b>Service Area:</b> Corporate Policy Unit   |
| <b>1b</b> | <b>Directorate:</b> Chief Executive’s Office   |
| <b>1c</b> | <p><b>Summary of the initiative:</b></p> <p>The Strategic Equality Plan contains the Council’s Equality Objectives along with information on how the Council will address equality issues, promote equality amongst staff and the public as well as meeting the legal requirements of the Equality Act 2010 and the Public Sector Duties 2011.</p> <p>The first stage in the production of the Strategic Equality Plan is the development of the objectives along with the identification of associated potential actions. With the implementation of the objectives our aim is to reduce and tackle the causes of inequality.</p> |
| <b>1d</b> | <p><b>Who will be directly affected by this initiative?</b></p> <p>Those who share protected characteristics of age, race, disability, sex, sexual orientation, gender reassignment and religion/belief.</p> <p>It is likely that carers and possibly women who are pregnant/on maternity may be affected indirectly.</p>  |

|    |   |
|----|---|
| 1e | <p><b>When and how were people consulted?</b></p> <p><b>Initial Development</b> – an event was held with the Community of Practice for Engagement and Involvement to obtain an insight into what was important to the groups they regularly engage with. The feedback from this event, along with the themes from the ‘Is Wales Fairer?’ was to be considered by the various groups as part of a pilot with the Community of Practice, however no feedback was received.</p> <p>Based on both quantitative and qualitative evidence draft objectives were developed by the Equality and Community Cohesion Group.</p> |
| 1f | <p><b>What were the outcomes of the consultation?</b></p> <p><b>Initial Development</b> – the pilot engagement work with the Community of Practice unfortunately did not provide feedback to help shape the objectives. However, using evidence already available and pertinent to the local need, including data held but the Council, local and national initiatives, recent local research findings, national research as well as people’s lived experiences, it has been possible to draft equality objectives. However, these will be tested during the public consultation.</p>                                 |

## 2. Evidence

| What evidence was used in assessing the initiative?   |
|---|
| <p>Is Wales Fairer? – Equality and Human Rights Commission</p> <p>Healthy Relationships for Stronger Communities Strategy (currently being revised)</p> <p>Chwarae Teg Fair Play Employer Scheme - Action Plan</p> <p>Neath Port Talbot Poverty Symposium Report</p> <p>Community Cohesion Survey</p> <p>Stickability: Supportive Services for Gypsy and Traveller Communities in Neath and Port Talbot – research undertaken by Wales School for Social Care Research, Swansea University.</p> <p>Time to Change Wales Campaign Employer Pledge</p> <p>Smart and Connected - A Revised Digital Strategy</p> <p>Strategic Plan for Autistic Spectrum Disorder</p> |

Community Profile - NPT BME Community Association  
 Making Wales the best place in the world to grow older - Older People's Commissioner  
 Making Money Work (people's lived experience in Neath Port Talbot) – research undertaken by Toynbee Hall and Tai Tarian  
 Council's Website Audit  
 Community of Practice – feedback from initial event  
 SEP Annual Report 2018-2019

### 3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

| Protected Characteristic | + | - | +/- | Why will it have this impact?  |
|--------------------------|---|---|-----|--|
| Age                      | ✓ |   |     | <p>It is anticipated that the impact will be positive on children and young adults, as well as older people.</p> <p>Children and Young People – working to improve educational attainment, non-attendance and exclusions as well as to address bullying in schools will ensure pupils will achieve their full potential. The challenges faced by many prior to school is a key factor to achievement. By working to meet the objectives we and, where appropriate, our partners will endeavour to reduce obstacles to learning as well as ensuring children and young people and their families are supported throughout their school life to have the best outcomes possible.</p> <p>Older people – our aging population is increasing and our work as an individual organisation and in partnership to support people remain independent for as long as possible is anticipated to have a positive impact. As a result of the implementation of actions under the various objectives positive impacts for older people are likely.</p> |
| Disability               | ✓ |   |     | <p>Working with partners to tackle hate incidents/crimes will help provide safer and more inclusive communities which will impact positively on those who have been subject to such victimisation due to their disability.</p> <p>By focusing on mental health within the workplace we will provide support for those who experience mental health and help remove the stigma associated with it.</p>  |

|                              |   |   |   |
|------------------------------|---|---|---|
|                              |   |   | Access remains an issue for many but by working with groups to identify where improvements can be made, for example to our website and our committee rooms as well as in the digital arena we will be able to tackle and help reduce inaccessible services and communication.   |
| Gender reassignment          | ✓ |   | It is anticipated that the objectives will impact positively on the trans community – by helping dispel negative attitudes through awareness raising, opportunities for greater participation and community cohesion.   |
| Marriage & civil partnership |   | ✓ | Impacts on this group is unknown at this time but will be tested during consultation  |
| Pregnancy and maternity      |   | ✓ | Impact on this group is unknown at this time it but will be tested during consultation. However, it is possible that there will be positive indirect impacts as a result of our work to promote wellbeing and good mental health, to ensure our employment policies are fair and equitable and to reduce poverty.   |
| Race                         | ✓ |   | It has been apparent from the various pieces of national and local research that members of the BME Community have encountered negative experiences from being victims of hate crime/incidents, to language barriers when accessing services. By addressing the personal safety and living standards objectives it is likely that the community will be impacted positively.<br><br>In addition it is likely that the education and health and wellbeing objectives will have positive impacts for children and young people and their families while the employment objective will ensure we have policies and practices in place to encourage a workforce that better reflects our communities. |
| Religion or belief           | ✓ |   | Working more closely with our faith communities we will be in a position to better understand issues faced as a result of their faith which will improve the support, advice and service we are able to provide.  |
| Sex                          | ✓ |   | The objectives aim to address the inequality experienced by many due to their sex. Our work in relation to gender pay will help alleviate and in time eradicate the imbalance between the genders as well as providing a foundation for future work in relation to unequal pay gaps.<br><br>Although it is predominantly women who experience domestic abuse in NPT the number of male victims is increasing and it is recognised that there is limited support   |

|                    |   |  |  |
|--------------------|---|--|--|
|                    |   |  | <p>and advice available to them. This has been identified in the Healthy Relationships for Safer Communities Strategy that is currently being revised.</p> <p>The gap in educational attainment between boys and girls, at its most basic level, is continuing. By working with schools we aim to put in place support and practices to address as well as ensuring families are also supported.</p> |
| Sexual orientation | ✓ |  | <p>Our evidence indicates that the number of reports of hate crime/incidents for this particular group remains high, which appears to be supported by the responses received in the Community Cohesion Survey. It is anticipated that the implementation of the objectives will have a positive impact in helping reduce the numbers of instances.</p>   |

**What action will be taken to improve positive or mitigate negative impacts?**

Consultation is required to identify actual impact, particularly in relation to the protected characteristics of Marriage & Civil Partnership and Pregnancy and Maternity, and to explore potential mitigating actions for consideration

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

| <b>Public Sector Equality Duty (PSED)</b>                   | <b>+</b> | <b>-</b> | <b>+/-</b> | <b>Why will it have this impact?</b>   |
|---|----------|----------|------------|--|
| To eliminate discrimination, harassment and victimisation   | ✓        |          |            | <p>The whole ethos of the Strategic Equality Plan is to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups the implementation of the Plan will certainly progress this.</p> <p>Our commitment to engagement with different groups and communities in the development of the objectives has allowed greater understanding between groups, a shared sense of purpose, and a sense of increasing confidence to reduce inequality and tackle its causes.</p> |
| To advance equality of opportunity between different groups | ✓        |          |            |  |
| To foster good relations between different groups           | ✓        |          |            |  |

**What action will be taken to improve positive or mitigate negative impacts?**

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

#### 4. Community Cohesion/Social Exclusion/Poverty

|                    | + | - | +/- | Why will it have this impact?   |
|--------------------|---|---|-----|---|
| Community Cohesion | ✓ |   |     | Working with our various communities we will help provide support and assistance to those who experience isolation and exclusion due to language barriers, encourage community activities and events and help people participate via appropriate forms of engagement to ensure their voices are heard in the development of policies.   |
| Social Exclusion   | ✓ |   |     | <p>It would appear from available research, that the many facets of social exclusion are either a direct or indirect consequence of a small number of circumstances, for example access to public transport and digital services etc., low income or debt, isolation or limited opportunities.</p> <p>The various actions within the objectives go some way to help resolve these issues and provide opportunities for members of the various communities in Neath Port Talbot to take an active role (as far they may wish to) for their own benefit as well as for the community in which they live/associate with.</p>   |
| Poverty            | ✓ |   |     | <p>Addressing the causes and consequences of poverty will be a key feature of our work over the next few years especially based on the feedback from the Poverty Symposium and the various research projects undertaken locally and nationally. Over recent years we have become increasingly aware of the various aspects of poverty within our area and have identified work streams to address some of these; our work to address adverse childhood experiences is one such work stream.</p> <p>The development of an Anti-Poverty Strategy will provide a structured approach for our work and identify areas where greatest impacts can be made for those most in need.</p> <p>The soon to be introduced socio economic duty will provide further impetus for this work and we will ensure we are able to meet its requirements.</p> |

**What action will be taken to improve positive or mitigate negative impacts?**

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

**5. Welsh**

|  | + | - | +/- | Why will it have this effect?   |
|--|---|---|-----|---|
| What effect does the initiative have on:<br>– people’s opportunities to use the Welsh language |   |   | ✓   | Opportunities to use Welsh will continue for all ages and linguistic abilities. We will continue to raise awareness of the language along with cultural and historic awareness as an employer as well as to support other organisations/third sector groups to also do so.<br><br>As a service provider we will continue to and work on improving the availability and quality of our services through Welsh.<br><br>Opportunities for staff will continue to be promoted so that the Welsh language is treated no less favourably than the English Language. |
| – treating the Welsh and English languages equally   |   |   | ✓   | We will continue to treat Welsh no less favourably than English as required by the Welsh language standards.  |

**What action will be taken to improve positive or mitigate negative impacts?**

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

## 6. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

| Biodiversity Duty  | + | - | +/- | Why will it have this impact?                                     |
|--|---|---|-----|---|
| To maintain and enhance biodiversity   |   |   | ✓   | It is likely there will be no change as a result of this proposal |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. |   |   | ✓   | It is likely there will be no change as a result of this proposal |

### What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

## 7. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

| Ways of Working  | Details  |
|--|--|
| i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead                       | <p><b>Initial Development</b> - Although the timescales for the Equality Objectives are relatively short, 4 years, they have been developed in line with the following long-term Wellbeing Gola goals:</p> <ul style="list-style-type: none"> <li>• A more equal Wales</li> <li>• A Wales of cohesive communities</li> <li>• A Wales of vibrant culture and thriving Welsh language.</li> </ul>  |
| ii. <b>Prevention</b> – preventing problems occurring or getting worse                           | <p><b>Initial Development</b> - It is anticipated that by working towards these objectives we will reduce and tackle the causes of inequality. The various plans and strategies linked to the objectives will further enhance this work</p>  |
| iii. <b>Collaboration</b> – working with other services internal or external                     | <p><b>Initial Development</b> - The Equality and Community Cohesion Group, with a membership of council officers and representatives from a range of local equality groups has overseen and participated in the development of the objectives. The objectives have been developed taking into account various plans and strategies that are being/have been developed to meet both legal individual responsibilities as well as in partnership with others.</p>  |
| iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population | <p><b>Initial Development</b> - A range of varied sources have been used to inform the development of the objectives including life experiences of specific communities, the Equality and Community Cohesion Group, with a membership of council officers and representatives from a range of local equality groups. While greater involvement of people who share protected characteristics was planned these opportunities were not taken up in the initial stages. However, involvement/engagement will continue and any feedback will be taken into account prior to the objectives being finalised.</p> |
| v. <b>Integration</b> – making connections to maximise contribution to:                          | <p><b>Initial Development</b> - The equality objectives as developed will help meet the Council's Wellbeing objectives and complement the anticipated priorities and steps in the revised Corporate Plan <b>2020-2023</b></p>  |
| <b>Council's well-being objectives</b>   | <p><b>Initial Development</b><br/>           Well-being Objective 1 - To improve the well-being of children and young people<br/>           Well-being Objective 2 - To improve the well-being of all adults who live in the county borough</p>  |

|                                       |   |
|---------------------------------------|---|
|                                       | Well-being Objective 3 - To develop the local economy and environment so that the well-being of people can be improved  |
| <b>Other public bodies objectives</b> | <b>Initial Development</b><br>Objective 1: Support children in their early years, especially children at risk of adverse childhood experiences<br>Objective 2: Create safe, confident and resilient communities, focusing on vulnerable people<br>Objective 3: Put more life into our later years - Ageing Well<br>Objective 4: Promote well-being through work and in the workplace<br>Objective 6: Tackle digital exclusion |

### 8. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

### 9. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

|                   | <b>Conclusion</b> |
|-------------------|-------------------|
| <b>Equalities</b> |                   |

|   |  |
|---|--|
| <b>Community Cohesion/<br/>Social Exclusion/Poverty</b> |  |
| <b>Welsh</b>  |  |
| <b>Biodiversity</b>                                     |  |
| <b>Well-being of Future<br/>Generations</b>             |  |

### Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

### 10. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

| <b>Action</b>  | <b>Who will be responsible for seeing it is done?</b> | <b>When will it be done by?</b> | <b>How will we know we have achieved our objective?</b> |
|--|---|---------------------------------|---|
| Undertaken a public Consultation exercise to test the impact of the objectives on those who share protected characteristics. | Rhian Headon  | February 2020                   | Feedback received                                       |

**11. Sign off**

|                      | <b>Name</b> | <b>Position</b>                 | <b>Signature</b> | <b>Date</b> |
|----------------------|-------------|---------------------------------|------------------|-------------|
| <b>Completed by</b>  |             |                                 |                  |             |
| <b>Signed off by</b> |             | <b>Head of Service/Director</b> |                  |             |