

Scoping for Equality Impact

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

The duty also covers marriage and civil partnership¹ but only with regard to eliminating discrimination. And in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of StaffNet
http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities.aspx

Title and description of the policy, procedure, practice or decision (referred to as “policy” throughout form).	Improvement Plan Part 1: Improvement Objectives 2015-2016
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Who is responsible for developing and implementing the policy?

Name	Huw Isaac
Job Title	Head of Performance & Development
Division / Directorate	Resources

Summary of Objectives:

Objective 1: To deliver sustainable services including alternative methods of delivery as part of the Council’s Reshaping Services Change Programme.

Objective 2: To support more people towards independence.

Objective 3: To support and enhance the town centres of the Vale of Glamorgan for the benefit of residents, visitors and businesses

Objective 4: To reduce the number of young people who are not in employment, education or training (NEET).

Objective 5: To reduce the achievement gap between pupils in receipt of free school meals and those who are not.

1. Who will be affected by this policy?

Examples may include Vale of Glamorgan residents, internal department(s), a specific group of customers or employees, customers or residents in a specific location.

Please specify:

The Vale of Glamorgan's 2015/16 Improvement Objectives highlight five areas which the Council intends to focus its attention in order to achieve significant improvements more quickly.

Some of the services detailed within individual objectives will be universal whilst others will focus on particular groups. Our objectives for 2015/16 will impact on; everyone who receives a service from the Council; Vale of Glamorgan residents; young people who are not in employment, education or training (NEET); vulnerable young people; adults in receipt of care; older people; children and adults with a disability, school children; Council staff.

2. What will be the impact of this policy / decision / practice on people because of their age?

- Positive
- Negative
- Neutral / insignificant

What age groups will the policy impact upon?

- Young people (children and young people, up to 18)
- People 18- 50
- Older people (50+)
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Objective 1, the Reshaping Services Strategy, is the Council's proactive response to central government's austerity drive that has created a period of unprecedented financial pressures in the public sector. The challenge for the Council is to consider alternative models of service delivery to mitigate the impact of cuts and assist in continuing to provide priority services. The Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. A scoping for equality impact assessment (EIA) will be completed by relevant Managers for each specific service proposal as a minimum ensuring that due regard is paid to the Public Sector Equality Duty Wales. Where a full EIA is required, this will detail options to mitigate the impact upon protected characteristics where they can be

established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

Objective 2 aims to have a positive impact on older people by helping them become more independent in their own homes, through community based services, support for carers and encouraging reablement.

Objective 3 aims to have a positive impact on all Vale residents regardless of their age by improving the street scene and public realm and increasing viability of investment in the Vale's main towns.

Objective 4 aims to have a positive impact on young people who are NEET or at risk of becoming NEET. There is an additional focus on providing targeted and intensive support to engage vulnerable young people with particular barriers to participation or to re-engage them in education, employment, and training. The equalities impact assessment of the revised NEETs Strategy completed in 2013 details fully all anticipated impacts.

Objective 5 aims to have a positive impact on school children aged up to 18 as the focus is on reducing the achievement gap due to disadvantage. All performance data is monitored for any emerging trends so that developmental need can be identified and addressed.

3. What will be the impact of this policy / decision / practice on disabled people

Which impairment(s)?	Positive	<input type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral / insignificant	<input type="checkbox"/>
	Visual	<input type="checkbox"/>
	Hearing	<input type="checkbox"/>
	Physical disability	<input type="checkbox"/>
	Learning disability	<input type="checkbox"/>
	Mental health condition	<input type="checkbox"/>
	All	<input type="checkbox"/>
	Other (please specify) _____	

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on service users regardless of disability.

In relation to objective 1, the Reshaping Services Strategy, will impact upon everybody who receives services from the Council, on Vale

residents and on the Council's workforce. Consequently, a scoping for equality impact assessment will be completed by relevant Managers for each specific service proposal as a minimum ensuring that due regard is paid to the Public Sector Equality Duty Wales. Where full EIAs are required, these will detail options to mitigate the impact upon protected characteristics where they can be established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

As of March 2014, the Council employed 108 disabled people representing 3.63% of the workforce. Currently 22.6% of people living in Vale who are of working age have declared they are disabled. However there is anecdotal evidence that there is a stigma felt by employees to declaring a disability and it is anticipated that the figure is not representative of the actual number. 40 employees preferred not to answer the question. Externally, any proposal impacting on service delivery will need to have due regard to disabled people and the accessibility of the service.

In relation to objective 2, which focuses on supporting more people towards independence, due regard is paid to all service users' individual needs through existing policies and procedures including any disability needs.

The key aim of objective 3 is to improve the Vale's main town centres including the street scene, public realm and traffic management schemes by bringing forward redevelopment activities and attracting investment. Enhancements also pay due regard to improving accessibility to and within town centres.

In relation to objective 4, focus is on positive progression of the student/ young person regardless of disability. Provision is available to all young people, which is fit for purpose, accessible and appropriate to their learning needs.

Objective 5 specifically aims to impact positively on school children aged up to 18, improving their prospects. The service encourages and develops learning opportunities for all young people to improve their prospects regardless of their disability.

4. What will be the impact of this policy / decision / practice on different genders?

- Positive
- Negative
- Neutral / insignificant

Will the impact be on:

- Men
- Women

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on service users regardless of gender.

In relation to objective 1, the Reshaping Services Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. Consequently, a scoping for equality impact assessment will be completed by relevant Managers for each specific service proposals as a minimum ensuring that due regard is paid to both the equality impact and to the Public Sector Equality Duty Wales. Where full Equality Impact Assessments are required these will detail options to mitigate the impact upon protected characteristics where they can be established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

Current data establishes that the Council's workforce is roughly 70% women and 30% men. The Vale of Glamorgan is split roughly on a 50-50 basis according to the 2011 census. Clearly any adverse impact on the workforce is likely to impact more upon women than upon men. Externally, the gender mix of the recipients of services will be taken into account once specific service proposals are made.

With respect to services relating to objective 2, due regard is paid to all service user needs through existing policies and procedures regardless of gender.

Improvements/ enhancements to the Vale's main town centres, is for the benefit of all residents, visitors and businesses (objective 3).

The equality impact assessment for objective 4 notes that there are currently more male NEETS in the Vale, around 60%, however the opportunities available will be open to all genders. Progression for the student is the intended positive outcome.

Whilst objective 5 aims to have a positive impact on attainment levels of all school children aged up to 18, there is an additional focus on reducing the achievement gap between those pupils in receipt of free schools meals and those who are not.

5. What will be the impact of this policy / decision / practice on trans people?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users and council services will apply equality to transgender people.

6. What will be the impact of this policy / decision / practice on marital status and civil partnership? (1 see note on page 1)

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users and council services will apply equality to marital status and civil partnerships.

7. What will be the impact of this policy / decision / practice on pregnancy and/or maternity?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users and council services will apply equality to pregnant women and or maternity. All services adhere to the Council's policies and procedures for maternity.

8. What will be the impact of this policy / decision / practice on different groups because of their race?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Ethnic minorities
- Nationalities
- Asylum seekers / refugees
- Gypsies / Travellers
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users regardless of race, colour or ethnic origins. However, individual objectives at service level will give due consideration to the impact directly or indirectly on people based on race, colour, nationality or ethnic or national origins.

In relation to objective 1, the Reshaping Services Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. Consequently, a scoping for equality impact assessment will be completed by relevant Managers for each specific service proposal as a minimum ensuring that due regard is paid to the Public Sector Equality Duty Wales. Where required, Equality Impact Assessments will detail options to mitigate the impact upon protected characteristics where they can be established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

According to data gathered in 2014, the majority of Council employees are white. The proportion of staff from other ethnic minority groups is just under 2.5%, less than the proportion in the Vale of Glamorgan of just under 4.4%. Externally the impact of any proposal on any ethnic groups will need to be considered when specific proposals are made.

With respect to all services relating to objective 2, regard is paid to all service user needs through existing policies and procedures regardless of race.

Improvements/ enhancements to the Vale's main town centres, is for the benefit of all residents, visitors and businesses (objective 3).

In relation to objective 4, the opportunities available will be open to all regardless of race. Progression for the student is the intended positive outcome.

In relation to objective 5, the Learning & Skills Ethnic Minority Achievement Service programme aims to improve attainment levels of black and minority ethnic pupils which will have a positive effect.

9. What will be the impact of this policy / decision / practice on different groups because of their religion, belief or non-belief?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

Religious group(s)
(please specify) _____
Belief (e.g. Humanism)
(please specify) _____
Non-belief
(please specify) _____
All

Reasons for your decision (including evidence) / How might it impact?

Generally, improvement objectives aim to impact positively on all service users regardless of their religion, beliefs, or non-beliefs.

In relation to objective 1, the Reshaping Services Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. Consequently a scoping for equality impact assessment will be completed by relevant Managers for each specific service proposal as a minimum ensuring that due regard is paid to both the equality impact and to the Public Sector Equality Duty Wales. Where EIAs are required, these will detail options to mitigate the impact upon protected characteristics where they can be established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

Just over 28% of our staff have declared their religion as Christian; 0.4% as Muslim; 21.22% declared they had no religion; 2.19% preferred not to say and 46.86% did not record their religion or belief. The 2011 census indicated that for the Vale of Glamorgan people described their religious beliefs as Christian (58.1%); Buddhist (0.3%); Hindu (0.2%); Jewish (0.1%); Sikh (0.1%); Muslim (0.6%); other religion (0.4%); no religion (32.9%) and religion not stated (7.4%). This information will be considered as appropriate when detailed service proposals are made.

With respect to all services relating to objective 2, regard is paid to all service users' needs through existing policies and procedures including their religion, beliefs or non-beliefs.

Improvements/ enhancements to the Vale's main town centres, is for the benefit of all residents, visitors and businesses (objective 3).

In relation to objective 4, the opportunities available will be open to all regardless of religion, beliefs or non-beliefs. Progression for the student is the intended positive outcome.

Objective 5 aims to improve attainment levels of all pupils with additional emphasis on those who are disadvantaged, which will have a positive impact.

10. What will be the impact of this policy / decision / practice on different groups because of their sexual orientation?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Gay men
- Lesbians
- Bisexuals
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Generally, all improvement objectives aim to impact positively on all service users regardless of their sexual origin.

In relation to objective 1, the Reshaping Services Programme, the Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. A scoping for equality impact assessment will be completed by relevant Managers for each service proposal as a minimum ensuring that due regard is paid to the Public Sector Equality Duty Wales. Where full Equality Impact Assessments are required, these will detail options to mitigate the impact upon protected characteristics where they can be established and ensuring that proposals are not discriminatory, advance equality and foster good relations wherever possible.

According to the 2001 census (latest figures available from the Office of National statistics) there were a total of 128 people living in a same sex couple relationship in the Vale of Glamorgan. Just over 1% of Council employees have indicated their sexuality as lesbian or gay, although 47% declined to record their sexuality and 2.5% preferred not to say; the remainder 49.5% stating they are heterosexual or straight. The integrated household survey conducted in 2013 indicated that 3% of the population of Cardiff & the Vale of Glamorgan identified as lesbian, gay or bisexual.

With respect to all services relating to objective 2, regard is paid to all service user needs through existing policies and procedures regardless of sexual origin.

Improvements/ enhancements to the Vale's main town centres, is for the benefit of all residents, visitors and businesses (objective 3).

In relation to objective 4, the opportunities available will be open to all regardless of sexual origin. Progression for the student is the intended positive outcome.

Objective 5 aims to improve attainment levels of all pupils with additional emphasis on those that are disadvantaged, which will have a positive impact.

11. What will be the impact of this policy / decision / practice on the Welsh language?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

All of the Improvement Objectives apply equality to Welsh according to the Council's current Welsh Language Scheme. Welsh speakers accessing council services will have the same opportunities as all others service users.

In relation to objective 1, the Reshaping Services Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. Consequently, a scoping for equality impact assessment will be completed by relevant Managers for each specific service proposal as a minimum ensuring that due regard is paid to the Public Sector Equality Duty Wales. Where required full Equality Impact Assessments will detail options to mitigate the impact upon protected characteristics where they can be established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

The ability to speak, read or write Welsh varies between individuals, but according to the 2011 census, 8.2% of the population of the Vale can speak, read and write in Welsh, whereas 83.7% have no skills in Welsh. A linguistic audit of staff in 2014 indicated that some 629 employees (21%) had a basic understanding of Welsh. Externally the provision of services in Welsh will be incorporated as part of any specific proposals made.

With respect to all services relating to objective 2, regard is paid to all service user needs through existing policies and procedures regardless of language spoken.

Improvements/ enhancements to the Vale's main town centres, is for the benefit of all residents, visitors and businesses (objective 3).

In relation to objective 4, the opportunities available will be open to all regardless of language. Progression for the student is the intended positive outcome.

Objective 5 aims to improve attainment levels of all pupils with additional emphasis on those that are disadvantaged, which will have a positive impact.

12. If you have identified any positive or negative impact (other than negligible) upon any protected characteristic groups or individuals then you must complete a full impact assessment.

Is a full equality impact assessment required

Yes

No

Objective 1: In relation to objective 1, the Reshaping Services Strategy will impact upon everybody who receives services from the Council, on Vale residents and on the Council's workforce. Consequently, a scoping for equality impact assessment will be completed by relevant Managers for each specific service proposal as a minimum ensuring that due regard is paid to the Public Sector Equality Duty Wales. Where full EIAs are required these will further detail options to mitigate the impact upon protected characteristics where they can be established and ensure that proposals are not discriminatory, advance equality and foster good relations wherever possible.

Objective 2: The outcomes of this objective will be met within existing service policies and procedures which give due consideration to the impact on protected characteristic groups. All Council services are required to equality impact assess new policies and procedures, however, as no new additional policies/ procedures are required in delivering the objective, an impact assessment is not required. All service users have an individual assessment to ensure bespoke services are delivered to meet individual needs. This assessment focuses on the abilities of the individual and takes into account all protected characteristics.

Objective 3: The service works in partnership with statutory partners, public and third sector organisations to support town centre enhancements throughout the Vale and ensures as standard practice, all projects pay due regard to the needs of service users. All works in the public realm follow design guidance which incorporate equalities needs. In addition, the service largely relies on external funding which emphasises equality issues within the conditions of the grant.

Objective 4: An equality impact assessment has been completed on the NEETS Strategy (August 2013) and will enable limited resources to be directed to the young people identified as NEET who are the most in need of support. Those whose need is compounded by individual challenges (disability, mental or physical health, learning need) may not be able to access some provisions; however, efforts will be directed to facilitating and brokering other options in accordance with the Welsh Government's Youth Engagement and Progression Framework as appropriate.

Objective 5: The outcomes of this objective will be met within existing service policies and procedures which give due consideration to the impact on protected characteristic groups. All council services are required to equality impact assess new policies and procedures however, as no new additional policies/ procedures are required in delivering the objective, an impact assessment is not required.

13. Authorisation

This form must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Huw Isaac
Job Title	Head of Performance and Development
Date	5 March 2015

Signature _____

On completion of this form send a signed copy and an electronic copy to the Equalities Section: tsgreaves@valeofglamorgan.gov.uk. For support, ring: 01446 709446