

## 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 partnership<sup>1</sup> 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](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).	Tourism and Commercial Opportunities at Countryside Service Sites.
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Who is responsible for developing and implementing the policy?

Name	Bob Guy
Job Title	Operation Manager
Division / Directorate	Resources

**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:

Residents of the Vale of Glamorgan, visitors and tourists from the South Wales area.

The new initiative to work in partnership with third party providers to develop the product offer at countryside service sites will help deliver environmental, social and economic benefits of outdoor recreation to all users.

**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?

The project will complement the services already provided by contributing to physical health and mental well-being, increasing levels of physical activity, which have beneficial consequences in terms of increasing peoples` healthy lifespans and reducing the incidence of chronic disease. The continued development of facilities and access opportunities will continue to improve social inclusion. The development and enhancement of the local environment plays an important role in improving the health and well-being of users irrespective of age.

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

- Positive
- Negative
- Neutral / insignificant

Which impairment(s)?

- Visual
- Hearing
- Physical disability
- Learning disability
- Mental health condition
- All
- Other (please specify) \_\_\_\_\_

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

The project will complement the services already provided by contributing to physical health and mental well-being, increasing levels of physical activity, which have beneficial consequences in terms of increasing peoples` healthy lifespans and reducing the incidence of chronic disease. The continued development of facilities and access opportunities will improve social inclusion. The development and enhancement of the local environment will play an important role in improving the health and well-being of users, irrespective of ability. Any new facility or service provision will be open to all users and people of all abilities.

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

- Positive
- Negative
- Neutral / insignificant

Will the impact be on: Not applicable

- Men
- Women

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

Introducing new recreational activities and events will not differentiate between users because of their gender. Access to all recreational activities will be consistent and the same throughout.

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?

Introducing new recreational activities and events will not differentiate between different user groups. Access to all recreational activities will be consistent and the same throughout

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

- Positive
- Negative
- Neutral / insignificant

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

Introducing new recreational activities and events will not differentiate between users because of different marital status and civil partnership . Access to all recreational activities will be consistent and the same throughout.

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?

Introducing new recreational activities and events will not differentiate differently between pregnancy and or maternity. Access to all recreational activities will be consistent and the same throughout.

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) - None

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

Introducing new recreational activities and events will not differentiate between users because of different race. Access to all recreational activities will be consistent and the same throughout

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?

Introducing new recreational activities and events will not differentiate between users because of their religion, belief or non-belief. Access to all recreational activities will be consistent and the same throughout.

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?

Introducing new recreational activities and events will not differentiate between users because of their sexual orientation. Access to all

recreational activities will be consistent and the same throughout.

**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?

Introducing new recreational activities and events will not differentiate between users because of their language. Access to all recreational activities will be consistent and the same throughout. All literature will continue to be provided bilingually in accordance with the Vale of Glamorgan Council's Welsh Language policy.

**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

**13. Authorisation**

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

Approved by (name)	
Job Title	
Date	

Signature \_\_\_\_\_

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