

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: Caroline O'Neill

Service Director: Louise Davies

Service Area: Heritage

Date: June 2024

1.a) What are you assessing for impact?

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

1.b) What is the name of the proposal?

Heritage Strategy

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

As a National Lottery Heritage Fund (NLHF) Priority Area, Rhondda Cynon Taf County Borough Council received a solicited invitation to apply to the NLHF for grant funding towards a project of our selection, that would look to rebuild capacity within Rhondda Cynon Taf and the community in relation to heritage. The 'Altered Images' project was developed as a result of this approach, and was awarded a National Lottery Heritage Fund grant of £250,000 for a three-year project in August 2021.

3. One of the project's key objectives is the development and formalisation of a heritage strategy and creating connections with the sector to gain a fuller understanding of RCT's heritage and those involved in its management.

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

There is no statutory requirement for the Council to provide a Heritage Strategy.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community



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>)	Positive Impact	The Heritage Strategy aims to provide opportunities for all resident and visitors; however, there is recognition that engaging children and young people in their heritage is key to its protection and preservation.	Online Survey Engagement Sessions Altered Images project data
Disability (<i>people with visible and non-visible disabilities or long-term health conditions</i>)	Positive	The Heritage Strategy aims to provide opportunities for all resident and visitors; however, there is recognition that accessibility needs to improve.	Online Survey Engagement Sessions Altered Images project data
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>)	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data

<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?
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	The Heritage Strategy aims to provide opportunities for all resident and Visitors; however, increasing opportunities to recognise race within our heritage and celebrate cultural diversity will be developed.	Online Survey Engagement Sessions Altered Images project data
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data
Sex <i>(women and men, girls and boys)</i>	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data

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?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Positive	The Heritage Strategy aims to provide opportunities for all resident and visitors; however, protecting, preserving and commemorating the armed forces community is acknowledged within the strategy.	Online Survey Engagement Sessions Altered Images project data
Carers <i>(anyone of any age who provides unpaid care)</i>	Neutral	The Heritage Strategy aims to provide opportunities for all resident and visitors to enjoy our heritage regardless of protected characteristics.	Online Survey Engagement Sessions Altered Images project data

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:

As all protected characteristic groups will be neutrally or positively impacted by the Heritage Strategy a full equality impact assessment is not relevant. The strategy acknowledges the need to increase engagement with heritage amongst children and young people; improve the accessibility of our heritage, and protect and preserve our heritage for future generations.

Are you happy you have sufficient evidence to justify your decision?

Yes

No

Name: Caroline O'Neill

Position: Head of Arts, Culture and Library Services

Date: June 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?
<u>Low Income/Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Select from the following:		
<u>Low and / or No Wealth</u> <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>	Select from the following:		
<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>	Select from the following:		

<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?
<u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	Select from the following:		
Socio-economic background <i>(social class i.e. parents education, employment and income)</i>	Select from the following:		
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>	Select from the following:		

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:

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

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

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

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 EqlA 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
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:

Name:

Position:

Date:

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:

Position:

Date:

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