

Equality Impact Assessment (EIA) Template – Part 1

Policy title and purpose (brief outline):	Consultation on Effective Partnership Arrangements for Bridgend
Name of official:	Chris Hartwell
Department:	Education and Public Services
Date:	23/11/17
Signature:	C Hartwell

1. Please provide a brief description of the policy/decision.

This consultation seeks views on a proposal that healthcare services for people in Bridgend should be provided by Cwm Taf University Health Board (UHB) instead of Abertawe Bro Morgannwg UHB.

The purpose of the proposed change is to ensure more effective partnership working and decision-making across South Wales within the broader programme of local government reform and the existing regional health planning forums.

The effect of the change would be that decisions on health services would be planned, secured and delivered by Cwm Taf UHB in place of Abertawe Bro Morgannwg UHB.

2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?

Policy colleagues across Health, Social Services and Local Government have been engaged in the proposals. Discussions about the proposal have been undertaken with key external stakeholders including Bridgend County Borough Council (CBC), Abertawe Bro Morgannwg UHB and Cwm Taf UHB.

The proposal is not anticipated to have an impact on people with protected characteristics. Stakeholders will have an opportunity to scrutinise the proposals during consultation.

All Local Health Boards are subject to the Equality Act and will therefore need to consider the Act and the public sector equality when considering any changes to the way in which services are delivered. Both Abertawe Bro Morgannwg UHB and Cwm Taf UHB have Strategic Equality Plans and undertake equality impact assessments on any changes to service provision.

3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?

The proposed health board boundary change set out in this consultation has been developed in response to responses to the consultation undertaken through the White Paper Reforming Local Government: Resilient and Renewed. The proposal is intended to support effective partnership arrangements and decision-making across public services serving people in the Bridgend area.

The proposal set out in the consultation aims to put in place simpler arrangements for decision-making on health and local government services for Bridgend, particularly where public services are working together.

Continued austerity means reform is essential if local public services are to be financially resilient, able to maintain and improve the quality of their services and to be innovative and responsive to our changing world. Strong partnership arrangements between Bridgend CBC, Abertawe Bro-Morgannwg UHB and other authorities are delivering improved public services for people across Bridgend and South Wales.

Our intention for this proposed change is to provide clarity and consistency for more effective leadership and partnership in local and regional decision-making; supporting the ambitions of Bridgend CBC in its strategic partnership arrangements for local authority functions as part of the Cardiff Capital Region City Deal. It is set in the context of our ongoing ambitions for effective efficient and high quality health services across South Wales and consistent with our ambitions for resilient and renewed local government.

It is important to note any opportunities you have identified that could advance or promote equality.

Impact

Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the



protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people <i>(Children and young people, up to 18)</i>			X	If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area. No impacts on individuals related to age are anticipated.
People 18-50			X	
Older people (50+)			X	

4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How

				might it impact?
Visual impairment			X	<p>If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area.</p> <p>No impacts on individuals because they are disabled are anticipated.</p>
Hearing impairment			X	
Physically disabled			X	
Learning disability			X	
Mental health problem			X	
Other impairments issues			X	

4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male			X	<p>If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements.</p> <p>No impacts on individuals because of their gender are</p>
Female			X	

				anticipated.
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4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
			X	<p>If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements.</p> <p>No impacts on individuals because they are transgender are anticipated.</p>

4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage			X	If implemented the proposal will change the Health Board

Civil Partnership			X	<p>that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements.</p> <p>There are not anticipated to be impacts on individuals because of marriage or civil partnership.</p>
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4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy			X	<p>If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements.</p> <p>There are not anticipated to be impacts on individuals because of pregnancy or</p>
Maternity (the period after birth)			X	

				maternity.
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4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,			X	If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements. There are not anticipated to be impacts on individuals because of their race.
National Origin (e.g. Welsh, English)			X	
Asylum Seeker and Refugees			X	
Gypsies and Travellers			X	
Migrants			X	
Others			X	

4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious			X	If implemented the proposal will change

groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)				the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements.
Belief e.g. Humanists			X	There are not anticipated to be impacts on individuals because of belief.
Non-belief			X	

4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			X	If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements. There are not anticipated to be impacts on individuals because of their sexual
Lesbians			X	
Bi-sexual			X	

				orientation.
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4.10 Do you think that this policy will have a positive or negative impact on people’s human rights? Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions			X	<p>If implemented the proposal will change the Health Board that provides healthcare services for people within the Bridgend Council area, in pursuit of more effective partnership arrangements.</p> <p>There are not anticipated to be impacts on human rights.</p>

If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.



Only if there are no or negligible positive or negative impacts should you go straight to part 2 and sign off the EIA.

Equality Impact Assessment – Part 2

1. Building on the evidence you gathered and considered in Part 1, please consider the following:

1.1 How could, or does, the policy help advance / promote equality of opportunity?

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?

1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?

2. Strengthening the policy

2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?

What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?

2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.

(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)

3. Monitoring, evaluating and reviewing

How will you monitor the impact and effectiveness of the policy?

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.



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4. Declaration

The policy does not have a significant impact upon equality issues

Official completing the EIA

Name: Chris Hartwell

Department: Education and Public Services

Date: 23/11/17

Signature: C Hartwell

Head of Division (Sign-off)

Name: Judith Cole

Job title and department: Deputy Director, Workforce Partnerships, Education and Public Services

Date: 23/11/17



Signature: J Cole
Review Date: 24 November 2011