

Cardiff Council
Cardiff Recovery Strategy
Equality Impact Assessment

Draft PO3 | 25 June 2020

Draft

This report takes into account the particular instructions and requirements of our client.

It is not intended for and should not be relied upon by any third party and no responsibility is undertaken to any third party.

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1 Introduction

Cardiff, like many cities, is currently going through the most significant crisis in a generation due to the impact of Covid-19. The crisis could potentially have a catastrophic impact upon the city's businesses, transport, environment and overall resilience.

Whilst primarily a public health issue, the lockdown implemented by UK and Welsh Government to limit social interaction required temporarily closing much of the economy, including the vast majority of businesses in the retail, hospitality and leisure sectors. City centre businesses have been impacted significantly, with a survey of businesses undertaken by FOR Cardiff, the city centre's Business Improvement District, noting that most businesses in the city centre ceased operating during the initial phases of lockdown.

The recovery phase will be crucial to mitigate the impact on businesses and allow Cardiff to get back on its feet and rebuild for the future. As a result, The Cardiff Recovery Strategy defines a set of key recovery measures aimed at enabling this to occur as effectively as possible, by creating business and retail environments in the city that are perceived as safe, fully accessible, socially distanced, healthy, well managed and welcoming.

Under the Equality Act (2020) Act, whilst carrying out their functions, public sector bodies are required to have due regard to the need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Act and also to advance equality. EqIA is an ongoing process. This report presents the findings of an initial, high level review of the measures set out in the emerging Recovery Strategy. The assessment will be updated, and more detailed findings reported as the strategy continues to evolve.

1.1 Cardiff Recovery Strategy

The Cardiff Recovery Strategy established a rolling programme of measures to aid with the recovery of the city post lockdown. Below is the list of priority measures which will be taken forward first; this is only a list and the EqIA should be read alongside the full Strategy document. The measures will be constantly reviewed and updated as the situation progresses.

Part One: City Centre Actions

Getting to the City Centre

Measures to facilitate and accommodate all available transport and active travel options, including public realm improvements, changes to car parking, new walking measures and protocols, improved cycleways and cycle parking, and safe access to and from shopping centres, arcades and transport interchanges.

City Centre Plan

This part of the strategy sets out more detail around how movement around the city centre will be managed, including a street hierarchy, one-way pedestrian

movements, queuing arrangements, welcome points and signage arrangements, and spill-out areas.

Part Two: A safe connected city

Local Centres

Measures to ensure that local and district centres can re-open for businesses, whilst ensuring safe access for the public. Measures will include a package of safety and greening/clean air measures such as pavement widening, cycle routes and street greening; and 20mph speed limits.

Key Demand Centres: Parks/University

Facilitating space for socially distanced play and identifying other key locations to develop schemes to ensure social distancing and effective access.

Car Access

Measures to improve walking and cycling infrastructure, including a citywide speed awareness programme, a network of city car parks to manage the need for car access, and integrating 'park and stride' and 'park and pedal' approaches into new and existing parking areas.

Cycling

Measures to support the increase in cycling since lockdown, including a network of 'pop-up' cycle ways, additional cycle parking, and reviewing the potential for 'park and pedal' sites.

Public Transport

Public transport capacity could reduce to around 15% of pre-Covid-19 levels. The strategy includes measures to control use of services and ensure safe operation, including pavement widening, engagement with public transport bodies and operators, walking and cycling schemes, bus priority measures, and additional pavement widening adjacent to rail stations.

Schools

Measures to facilitate social distancing around schools and prevent the need for vulnerable road users to step into the road, including implementing targeted improvements such as pavement widening; temporary 20mph limits on roads around schools; and considering temporary road closures at drop-off and pick up times.

Greening and Clean Air

Measures to improve the environment in the city, including planting, ensuring that environment and clean air considerations are integrated into proposals moving forward, and recording air quality in key areas in order to understand the impact of these proposals.

1.2 Equality Impact Assessment

Undertaking an Equality Impact Assessment (EqIA) is a means of systematically identifying and assessing the potential effects arising from the design and implementation of a proposed plan, policy, project or strategy for people sharing one or more 'protected characteristics'.

The Equality Act 2010 ('the Act') identifies nine protected characteristics. These are:

- age;
- disability,
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion;
- sex; and
- sexual orientation.

Under Section 149 of the Act, all public bodies are required to have due regard to the need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristics and people who do not; and foster good relations between people who share a protected characteristic and people who do not. This is known as the Public Sector Equality Duty.

Under Section 20 of the Act, public bodies have a duty to make 'reasonable adjustments' for disabled people, where they are at a substantial disadvantage in comparison with people who are not disabled, in order to avoid that disadvantage.

Specific duties that apply in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. These include requirements that public bodies assess the likely impact of proposed policies and practices on their ability to comply with the general duty and that, in doing so, they engage with people who they consider are representative of one or more of the protected characteristic groups who have an interest in how they carry out their functions¹.

Furthermore, the Wellbeing of Future Generations (Wales) Act includes 'a more equal Wales' as one of the seven wellbeing goals which all public bodies in Wales must work to achieve. A more equal Wales is defined as 'a society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)'.

¹ Equality and Human Rights Commission, *The essential guide to the public sector equality duty: An overview for listed public authorities in Wales*.

An EqIA provides evidence to show how equalities issues have been identified and considered as part of the development of a policy, plan or strategy, and documents how these considerations have influenced the decision-making process. It also ensures that measures can be put in place to mitigate any potential adverse effects for protected characteristic groups, to secure the potential benefits, and to promote equality of opportunity.

2 EqIA methodology

EqIA is a qualitative assessment which considers the potential for projects, policies or strategies to result in effects for groups of people with protected characteristics that are ‘disproportionate’ or ‘differential’.

A disproportionate equality effect arises where people with protected characteristics are likely to be impacted in a way that is proportionately greater than other members of the population, for example where a particular group makes up a higher than average proportion of an affected population. A differential equality effect arises where people with protected characteristics are likely to experience a change differently to other members of the affected population because of a particular sensitivity.

This assessment has reviewed the key recovery measures set out in the Cardiff Recovery Strategy and considered the potential for each measure to result in disproportionate or differential equality effects. The potential effects of the measures have been considered for all protected characteristics, with the exception of marriage and civil partnership. Under the Act, marriage and civil partnership is considered a protected characteristic only in relation to discrimination in the workplace and is therefore outside the scope of this assessment. Socioeconomic inequality is not currently a protected characteristic under the Act, however the assessment has considered the potential effects of the strategy for people on the basis of socioeconomic status.

The assessment includes a set of recommendations and an action plan, which sets out the measures that should be put in place as the Recovery Strategy evolves, to reduce or remove potential adverse equality effects, to strengthen potential positive equality effects, and to ensure that, where possible, the strategy promotes equality of opportunity.

2.1 Baseline

2.1.1 Protected characteristic groups in Cardiff

The following section provides data on the representation of protected characteristic groups in Cardiff, drawing on national statistics where available. There is limited relevant data available at an appropriate geographical level for the protected characteristics of gender reassignment and sexual orientation, and so data for these characteristics is not included. Data for the protected characteristics of pregnancy and maternity and sex is not included as it is considered unlikely that the strategy will result in potential disproportionate equality effects on the

basis of these characteristics. These groups have, however, been included in the assessment as there is the potential for them to experience differential effects.

Age profile

Table 1 shows the age profile of Cardiff in comparison to Wales, as of April 2019. Cardiff has a younger population than the national average, with larger proportions of children aged 0-14 and young people aged 15-24. There is also a larger than average share of residents in the 25-44 age group. There are correspondingly smaller than average proportions of residents in older age groups.

Table 1 Population of Cardiff by Age²

Age	Cardiff	Wales
0-14	17.5%	16.9%
15-24	17.9%	12.1%
25-44	28.8%	23.8%
45-64	21.7%	26.4%
65-84	12.1%	18.1%
85 and over	2.0%	2.6%

Figures 1 and 2 show the age distribution across Cardiff of 0-17 year olds and 65+ respectively.

² Mid-Year Population Estimate for the UK, Mid 2019 to April 2020, accessed via www.nomisweb.co.uk

Figure 1: Lower Layer Super Output Area Population Estimates in Cardiff; Age 0-17

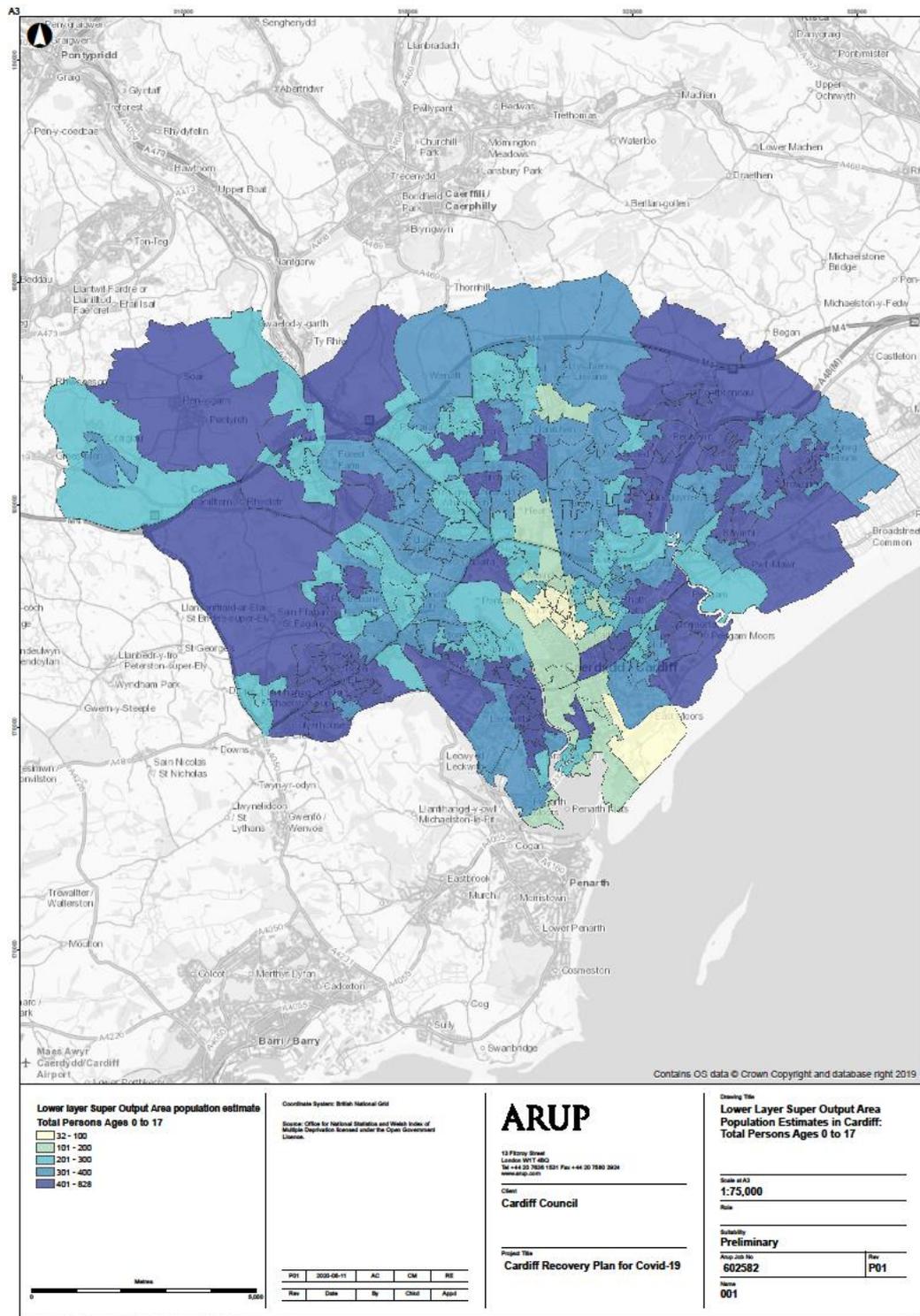
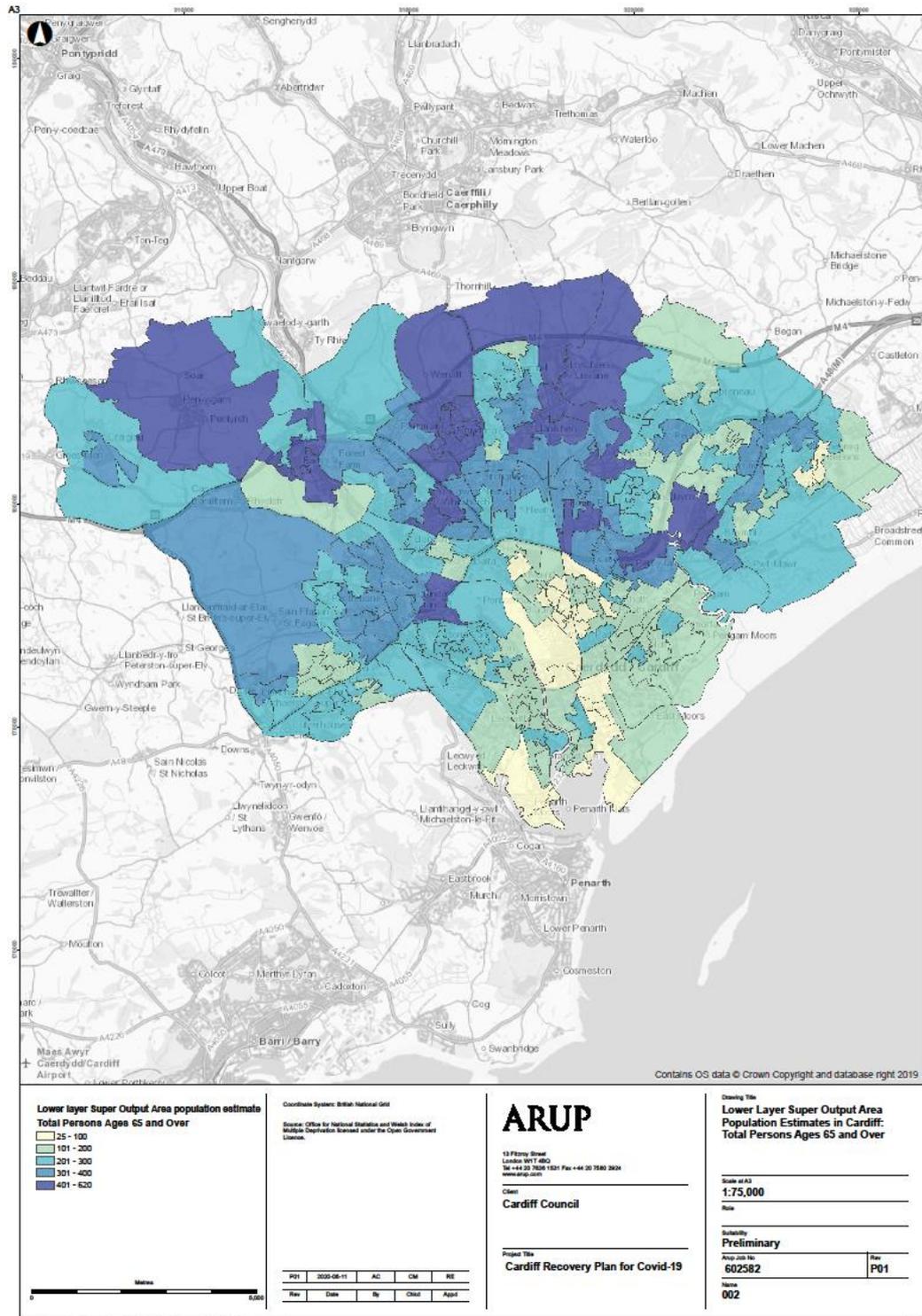


Figure 2: Lower Layer Super Output Area Population Estimates, Total persons over 65



Disability

The Office for National Statistics (ONS) defines a health problem or disability as a condition that limits day-to-day activities and has lasted, or is expected to last,

more than 12 months. Table 2 shows the percentages of all disabled Cardiff residents, compared to those for Wales, relative to their level of limitation in day-to-day activities. Cardiff has a higher percentage of disabled people whose disabilities do not affect their day-to-day activities than Wales as a whole, at 82% and 77.3% respectively. It also has lower percentages of those who are limited a little and a lot by their disabilities compared to the rest of Wales.

Table 2 Percentages of disabled people in Cardiff by relative limitations to day-to-day activities

Level of disability limitations	Cardiff	Wales
Day-to-day activities limited a little	8.8%	11.9%
Day-to-day activities limited a lot	9.2%	10.8%
Day-to-day activities not limited	82%	77.3%

Race

Table 3 shows the population of Cardiff by broad ethnic group, in comparison with the average for Wales. The proportion of the population from White ethnic backgrounds is lower in Cardiff than it is across Wales, at 84.7% compared with 95.6%. There are correspondingly larger than average proportions of the population from all other ethnic backgrounds, including 8.1% of the population who are from Asian or Asian British backgrounds, 2.9% from mixed or multiple ethnic backgrounds, and 2.4% from Black ethnic backgrounds.

Table 3 Population of Cardiff by ethnic group³

Ethnicity	Cardiff	Wales
White	84.7%	95.6%
Mixed/multiple ethnic groups	2.9%	1.0%
Asian/Asian British	8.1%	2.3%
Black/African/Caribbean/Black British	2.4%	0.6%
Other ethnic group	2.0%	0.3%

Religion

Table 4 shows the population of Cardiff by religion, in comparison with the average for Wales. The proportion of the population who describe their religion as Christian is lower in Cardiff than it is across Wales, at 51.4% compared with 57.6%. The proportions of the population who describe their religion as either Muslim or Hindu is considerably higher than the Welsh average at 6.8% and 1.4% respectively. The proportion of other religious groups are either in line with or slightly higher than average.

³ Census, ONS, 2011

Table 4 Population of Cardiff by Religion⁴

Religion	Cardiff	Wales
Christian	51.4%	57.6%
Buddhist	0.5%	0.3%
Hindu	1.4%	0.3%
Jewish	0.2%	0.1%
Muslim	6.8%	1.5%
Sikh	0.4%	0.1%
Other religion	0.4%	0.4%
No religion	31.8%	32.1%
Religion not stated	7.2%	7.6%

2.1.2 Other relevant considerations

This section sets out data for socio-economic considerations relevant to the strategy and to the assessment, including deprivation, employment and economic activity, and commuting patterns.

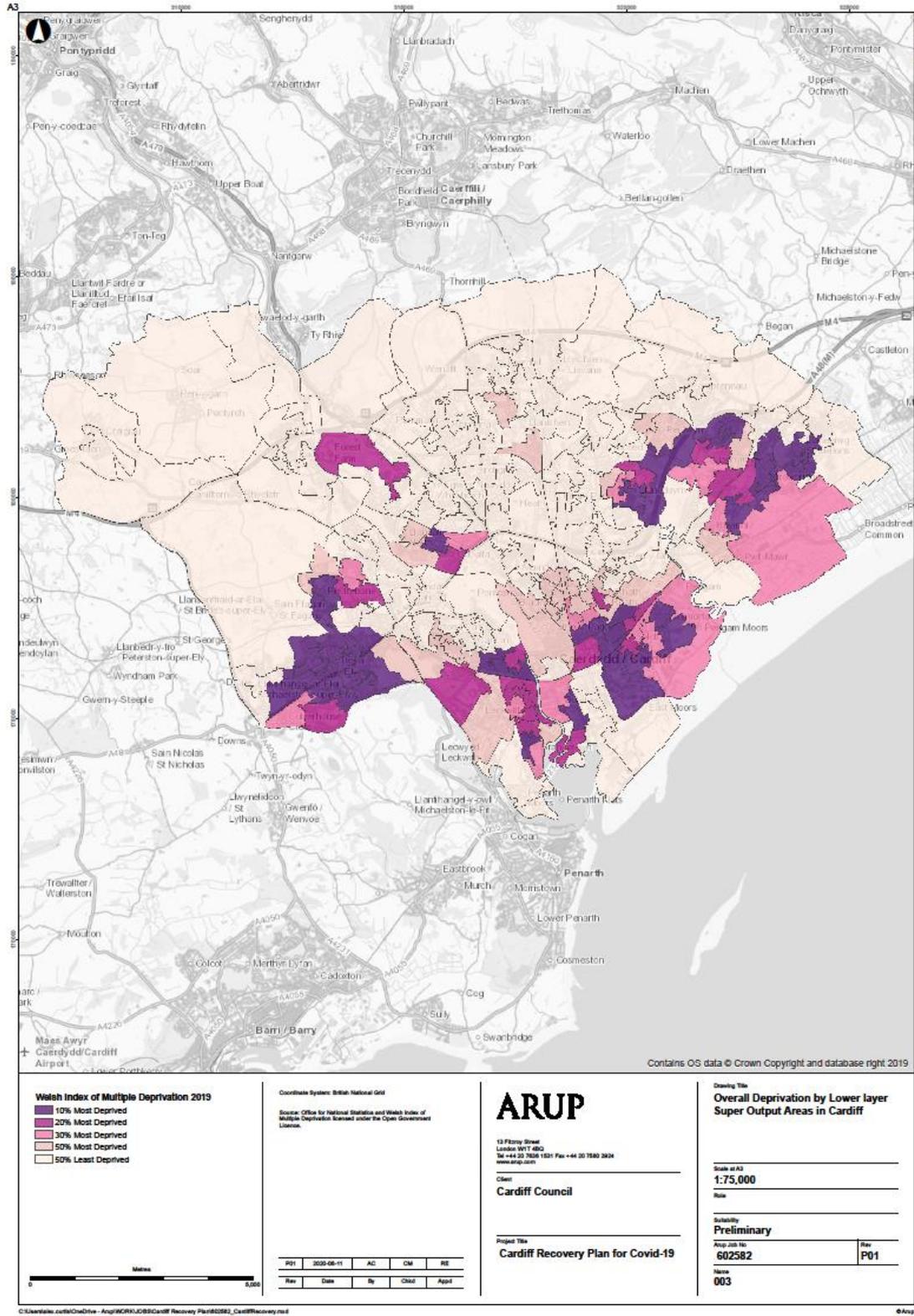
Deprivation

The Welsh Index of Multiple Deprivation (WIMD) provides a relative measure of deprivation for small areas in Wales, drawing on data for a range of indicators across eight ‘domains’. These are: income; employment; health; education; access to services; housing; community safety; and physical environment.

Figure 3 uses data from the 2019 WIMD and shows multiple deprivation across Cardiff. As can be seen, there is a large concentration of the most deprived wards in the city centre, on the coast north-east of the centre and directly west of the centre. The wards within these conglomerations range from being in the 10-40% most deprived wards in Wales. Aside from these, the vast majority of the wards in Cardiff are within the 50% least deprived in Wales. A few of these are located in the centre and on the coast but most are in the mid to far outskirts of the city to the east, north and west.

⁴ Census, ONS, 2011

Figure 3: Index of Multiple Deprivation 2019



Employment and economic activity

Cardiff has a very similar percentage of people classed as economically active compared to the whole of Wales. Of those who are economically active, it has a marginally higher overall percentage of people in employment but also a marginally higher percentage of unemployed people compared to the national average, at 4.1% and 3.9% respectively. It has a slightly higher proportion of employees and a slightly lower proportion of people who are self-employed than the Welsh average. It should be noted that these figures are likely to have changed recently due to the impact of Covid-19. For the purpose of this report however, the most recent available data is used.

Cardiff has 13.5% more students than the Welsh average which mirrors the results that Cardiff has a higher percentage of people aged under 24 than the national average (Table 1). In all other economically inactive categories, it has a lower percentage than that for the rest of Wales, including an almost 6% lower proportion of people who are long term sick.

Table 5 Economic Activity in Cardiff⁵

Economic Activity		Cardiff (numbers)	Cardiff (%)	Wales (%)
Economically active		200,000	78.6%	78.9%
	In employment	193,500	76.0%	75.8%
	Employees	168,300	66.8%	64.6%
	Self-employed	24,300	8.8%	10.9%
	Unemployed	8,300	4.1%	3.9%
Economically inactive		52,800	21.4%	23.6%
	Student	20,500	38.8%	25.3%
	Looking after family/home	9,400	17.8%	19.4%
	Temporary sick	# ⁶	#	2.0%
	Long term sick	12,000	22.6%	28.2%
	Retired	6000	11.3%	15.1%
	Other	3,500	6.6%	9.5%

Travel to work

The majority of people in Cardiff travel between 0-10km to work, of which the 2-5km category has the highest percentage of commuters. After 10km, the percentage of commuters decrease as the distance increases with only a small increase again at the 60km and over distance at 2.8%.

⁵ Annual Population Survey, ONS, 2019

⁶ Sample size too small for a reliable estimate

Table 6 Distance travelled to work by Cardiff residents⁷

Distance travelled to work	Percentage of Cardiff residents
Less than 2km	20.2%
2km to less than 5km	27.4%
5km to less than 10km	20.6%
10km to less than 20km	8.0%
20km to less than 30km	3.2%
30km to less than 40km	1.3%
40km to less than 60km	1.8%
60km and over	2.8%
Work mainly at or from home	7.5%
Other	7.2%
Average distance (km)	12.7

Over half of Cardiff residents travel to work by car or van with the next most popular method of travel being on foot, though 40% fewer people choose this option than car or van. Travel by bus, minibus or coach was the next most popular, followed by being a passenger in a car or van. The rest of the travel method options were utilised by fewer than 5% of the Cardiff population, including bicycle, train and motorcycle.

Table 7 Method of travel to work by Cardiff residents⁸

Method of Travel to Work	Percentage of Cardiff residents ⁹
Driving a car or van	56.8%
On foot	15.4%
Bus, minibus or coach	10.2%
Passenger in a car or van	5.1%
Work mainly at or from home	3.8%
Bicycle	3.7%
Train	3.3%
Other method of travel to work	0.6%
Taxi	0.5%
Motorcycle, scooter or moped	0.4%
Underground, metro, light rail, tram	0.1%

⁷ Census, ONS, 2011

⁸ Census, ONS, 2011

⁹ Who are economically active

3 Assessment

Table 8 sets out the findings of the assessment of the potential positive and adverse equality effects that could arise from the implementation of the Recovery Strategy. Effects are considered for the approach set out in Part One of the Strategy, and for the individual measures set out in Part Two of the Strategy.

A summary of the groups potentially affected is included in Appendix A.

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Table 8 Assessment of potential equality effects

Proposed measures	Potential positive equality effects	Potential adverse equality effects
<i>Part One: A Safe City Centre</i>		
<p>Part One of the strategy sets out a range of measures aimed at welcoming workers, businesses, shoppers and visitors back to the city centre. These are focussed on three main strands: employment, retail and hospitality.</p> <p>Getting to the City Centre Measures to facilitate and accommodate all available transport and active travel options, including public realm improvements, changes to car parking, new walking measures and protocols, improved cycleways and cycle parking, and safe access to and from shopping centres, arcades and transport interchanges.</p> <p>City Centre Plan This part of the strategy sets out more detail around how movement around the city centre will be managed, including a street hierarchy, one-way pedestrian movements, queuing arrangements, welcome points and signage arrangements, and spill-out areas.</p>	<p>Public realm improvements and measures such as pavement-widening and increased cycling provision have the potential to improve accessibility generally, and to encourage greater uptake of active travel modes. This has the potential to result in positive equality effects for protected characteristic groups, including children, young people, older people and disabled people.</p> <p>Improved access to the city / local centre could potentially result in positive differential effects for certain groups, including those with mental health issues and those who may be lonely or isolated.</p> <p>Public transport capacity is likely to reduce significantly from pre-Covid-19 levels, which could disproportionately affect some groups with protected characteristics (young people, people with disabilities, lower income groups and people from BAME) who are more likely to be reliant on public transport as their primary means of transport. Whilst the strategy itself is not reducing public transport, measures set out in the Strategy to improve active travel options could help to mitigate this by providing safe alternatives.</p>	<p>Reducing capacity in city centre car parks and increasing capacity in park and ride facilities outside the city centre has the potential for adverse differential equality effects for disabled people, for whom public transport and active travel modes may be less suitable, as well as for older people, pregnant women and children, who may find it difficult to walk longer distances.</p> <p>These groups may also find it more difficult to stand or walk for long periods and could therefore experience potential adverse equality effects as a result of queuing and one-way pedestrian routes, if these increase overall travel distances.</p> <p>Spill-out areas providing outdoor seating for restaurants could introduce new obstacles into pedestrian walkways which could have the potential to result in adverse equality effects for groups including wheelchair users and people with impaired vision.</p> <p>Public realm improvements could have the potential to result in adverse differential effects for disabled groups as well as for older people, pregnant women and children, who may find changes more difficult to navigate, especially if new obstacles are introduced.</p>

Proposed measures	Potential positive equality effects	Potential adverse equality effects
	The potential effects of individual measures are discussed in more detail below.	
<i>Part Two: A Safe, Connected City</i>		
<p>Local Centres Measures to ensure that local and district centres can re-open for businesses, whilst ensuring safe access for the public. Measures will include a package of safety and greening/clean air measures such as pavement widening, cycle routes and street greening; and 20mph speed limits.</p>	Measures such as pavement widening have the potential to improve accessibility for older people and disabled people, including wheelchair users and people who are visually impaired, with the potential for positive differential effects. These measures, along with the implementation of 20mph speed limits, could also improve road safety, with potential beneficial effects for groups including children.	Other measures such as street greening have the potential to introduce new obstacles (e.g. planters) which could result in adverse differential effects for groups such as wheelchair users and people who are visually impaired. Deaf and hearing impaired people may also be differentially affected, particularly where shared spaces are being considered.
<p>Key Demand Centres: Parks/University Facilitating space for socially distanced play and identifying other key locations to develop schemes to ensure social distancing and effective access.</p>	Access to space for outdoor play is important for the health and development of young children in particular. Measures to increase access to play space are therefore likely to have a positive differential effect for children.	None identified.
<p>Car Access Measures to improve walking and cycling infrastructure, including a citywide speed awareness programme, a network of city car parks to manage the need for car access, and integrating ‘park and stride’ and ‘park and pedal’ approaches into new and existing parking areas.</p>	Improved walking and cycling infrastructure across the city will support active travel modes, which could have potential positive differential effects for children and young people. As the strategy notes, 29% of households in Cardiff do not currently have access to a car or van, and so there is also the potential for these households to benefit from improved access to the city centre.	Some protected characteristic groups tend to be more reliant on private cars or taxis, as public transport or active travel modes are not suitable for their needs. It is important that car access is maintained as far as possible and that facilities such as Blue Badge parking continue to be provided in order to reduce the potential for any adverse differential impacts on these groups.
<p>Cycling Measures to support the increase in cycling since lockdown, including a network of ‘pop-up’ cycle ways, additional cycle parking, and reviewing the potential for ‘park and pedal’ sites.</p>	As above, improved cycling infrastructure across the city will support active travel, which could have potential positive differential effects for children and young people.	New cycling infrastructure could have the potential to introduce new obstacles which could result in adverse differential effects for groups such as wheelchair users and people who are visually impaired. Deaf and hearing impaired people may also be differentially

Proposed measures	Potential positive equality effects	Potential adverse equality effects
		affected, particularly where shared space is introduced.
<p>Public Transport</p> <p>Public transport capacity could reduce to around 15% of pre-Covid-19 levels. The strategy includes measures to control use of services and ensure safe operation, including pavement widening, engagement with public transport bodies and operators, walking and cycling schemes, bus priority measures, and additional pavement widening adjacent to rail stations.</p>	None identified.	New safety measures could have the potential to introduce new obstacles which could result in adverse differential effects for groups such as wheelchair users and people who are visually impaired, as well as for carers with pushchairs.
<p>Schools</p> <p>Measures to facilitate social distancing around schools and prevent the need for vulnerable road users to step into the road, including implementing targeted improvements such as pavement widening; temporary 20mph limits on roads around schools; and considering temporary road closures at drop-off and pick up times.</p>	Introducing 20mph speed limits and increasing space outside school gates could increase road safety for school pupils, with potential positive disproportionate and differential effects for children.	Temporary road closures could have the potential for adverse differential effects for pupils, staff and parents who require access to a car. There could also be the potential for any impact on local residential parking to result in adverse effects for local residents who have mobility issues.
<p>Greening and Clean Air</p> <p>Measures to improve the environment in the city, including planting, ensuring that environment and clean air considerations are integrated into proposals moving forward, and recording air quality in key areas in order to understand the impact of these proposals.</p>	<p>Some people with protected characteristics can be particularly sensitive to the effects of poor air quality, including children with asthma and people living with certain other chronic health conditions. There may therefore be the potential for greening and clean air measures to result in positive differential effects for children and for some groups of disabled people.</p> <p>There is also evidence that suggests that areas that experience high levels of deprivation are more likely to record poor air quality. Therefore, any</p>	Measures such as street greening have the potential to introduce new obstacles (e.g. planters) which could result in adverse differential effects for groups such as wheelchair users and people who are visually impaired.

Proposed measures	Potential positive equality effects	Potential adverse equality effects
	improvements in air quality across the city could also have the potential for positive effects for people living in these areas.	

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4 Recommendations and action plan

Table 9 sets out specific recommendations and general measures that should be considered now to address the potential adverse equality effects identified in the assessment, and to secure and enhance the potential positive effects for protected characteristic groups. The action plan also states how these actions should be delivered and monitored as the Strategy continues to evolve.

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Table 9 Action Plan

Proposed measure	Recommended action	Action owner	Monitoring
Getting to the City Centre / City Centre Plan	Ongoing engagement with disability action groups to ensure that Cardiff remains accessible and that all groups are catered for.	Cardiff City Council	This is committed to in paragraph 6.2.1 of the Strategy.
	Undertake equality impact assessments for individual measures to understand specific impacts and ensure that positive solutions can be put in place.	Cardiff City Council	This is committed to in paragraph 6.2.1 of the Strategy.
	Sufficient Blue Badge car parking to be available and located appropriately for the needs of users.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
	Design of queuing areas and pedestrian routes to meet the needs of all users, e.g. incorporating benches for those less able to stand for long periods.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
	Welcome points and street signage to be designed to be accessible and provide information in a range of accessible formats. For example, maps could be made available in Easy Read, Braille, and in languages other than English.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
	Locations of spill-out areas to be chosen to ensure they do not impact on walking routes or create obstacles for users such as wheelchair users or people with impaired vision.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
Local Centres	Consider needs of all user groups and ensure that positioning of temporary and permanent planting does not impact on accessibility for people with protected characteristics, including wheelchair users and visually impaired people.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
Key Demand Centres: Parks/University	Where possible, ensure that space for socially distanced play is accessible for all users, including wheelchair users and people with pushchairs.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.

Proposed measure	Recommended action	Action owner	Monitoring
Car Access	Car access and parking to be maintained for key facilities used by people with protected characteristics, including Blue Badge parking provision.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
	Consideration should be given to the suitability of new parking provision for all users, including Blue Badge holders, in terms of accessibility to the city centre.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
Cycling	Design of new cycling infrastructure should ensure that it does not introduce any new barriers that could impact on accessibility of walking infrastructure for people with protected characteristics, including wheelchair users and people who are visually impaired.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
Public Transport	Consider needs of all user groups and ensure that introduction of safety measures around rail and bus interchanges does not impact on accessibility for people with protected characteristics, including wheelchair users and visually impaired people.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
Schools	Engage with schools to understand their specific needs and plan measures on a case-by-case basis to ensure that safe access is maintained for all pupils.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.
Greening and Clean Air	Consider needs of all user groups and ensure that positioning of temporary and permanent planting does not impact on accessibility for people with protected characteristics, including wheelchair users and visually impaired people.	Design team	EqIAs of individual measures to assess specific impacts and identify solutions.

5 Looking forwards

5.1 Future measures of the strategy

As the strategy evolves, measures will develop, and more detailed information will become available. As measures become more defined, it will be necessary to update this EqIA so that it takes account of the detail. It will also be possible to comment more specifically from an Inclusive Design perspective.

5.2 Consultation

There will be early consultation with protected characteristic groups in regard to the current Recovery Strategy in addition to future components of it that are being considered and developed over the coming weeks and months. This will enable their feedback to shape policy development and assist with identify mitigation actions and necessary changes.

An initial list of consultees includes:

- RNIB / Guide Dogs Cymru:
- Disability Wales
- Diverse Cymru (Pan equality but would still have contacts amongst the disabled community)
- Cardiff Deaf Centre
- Deaf Blind Cymru
- Cardiff People First
- Age Connects Cardiff and the Vale

Appendix A: Assessment summary table

Table 10 Summary of groups potentially affected

Measure	Potential positive effects	Potential adverse effects
Getting to the City Centre / City Centre Plan	<ul style="list-style-type: none"> • Children • Young people • Older people • Disabled people • BAME people • Lower income groups 	<ul style="list-style-type: none"> • Disabled people, including wheelchair users and people with impaired vision • Pregnant women • Children • Older people
Local Centres	<ul style="list-style-type: none"> • Older people • Disabled people, including wheelchair users and people with impaired vision • Children 	<ul style="list-style-type: none"> • Disabled people, including wheelchair users and people with impaired vision
Key Demand Centres: Parks/University	<ul style="list-style-type: none"> • Children 	<ul style="list-style-type: none"> • None identified
Car Access	<ul style="list-style-type: none"> • Children • Young people • Households without access to a car 	<ul style="list-style-type: none"> • Disabled people
Cycling	<ul style="list-style-type: none"> • Children • Young people 	<ul style="list-style-type: none"> • Disabled people, including wheelchair users and people with impaired vision
Public Transport	<ul style="list-style-type: none"> • None identified 	<ul style="list-style-type: none"> • Disabled people, including wheelchair users, people with impaired vision and carers with young children (pushchairs)
Schools	<ul style="list-style-type: none"> • Children 	<ul style="list-style-type: none"> • Children • Disabled people
Greening and Clean Air	<ul style="list-style-type: none"> • Children • Disabled people • People living in areas of high deprivation 	<ul style="list-style-type: none"> • Disabled people, including wheelchair users and people with impaired vision