

Integrated Impact Assessment (IIA) Report

Appendix 2

This form should be completed when a screening form has indicated a full Integrated Impact Assessment is required and found to be relevant to Equality Act 2010, Socio-economic Duty and Well-being of Future Generations (Wales) Act 2015

Please refer to the 'IIA Report Form Guidance' while completing this form. If you need further support, please contact accesstoservices@swansea.gov.uk.

Which service area and directorate are you from?

Service Area: Planning and City Regeneration

Directorate: Place

Q1(a) What are you assessing?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Boards which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

(b) Please name and fully describe initiative here:

Castle Square

Castle Square lies at the heart of Swansea's Central Area, and is an important stepping stone between Kingsway, High Street, the proposed Swansea Central development, and waterfront. It is also an important 'place' in the City overlooked by the landmark Castle. There is considered to be an important opportunity to enhance the Square, to give it new vibrancy and life, to raise its quality and to make it a contemporary new public space complementing other significant regeneration investments taking place in the City.

(c) It was initially screened for relevance on: 05/01/2021

(d) Lead Officer
Name: Chantel Ellis
Job title: Project EIA Coordinator
Date: 22/4/21

(e) Approved by Head of Service
Name: Phil Holmes
Job title: HoS
Date: 10/9/21

Section 1 - Aims

What are the aims of the initiative?

The overall aim is to increase visitor dwell time in the Square, create a destination suitable for a range of events, and to make it more active, distinctive and vibrant in line with other regeneration investment which is taking place in the City.

- There is an opportunity to introduce an element of commercial activity into the Square in the form of a restaurant unit with external seating. The type, quantum and location of uses should complement the Central Area and the new Swansea Central development, and must not compromise or hinder the functionality of Castle Square as the focal public space for the City capable of hosting public and creative events.
- Any new building and public realm enhancements must be of a high quality design, which are accessible and sustainable, and complements Swansea's Central Area, and its heritage. It should also include well designed linkages to the surrounding area, including in particular the Castle, and secure improvement of the connection and integration of St. Marys Square and Church areas, Wind Street, Oxford Street, Princess Way.
- The Castle Square space needs to work as a destination throughout the year, and be practical for events, appropriate temporary or pop up uses, commercial, seasonal, cultural opportunities and informal play and activity.
- The design of the scheme should adopt an overall principle of retaining and enhancing public access and contributing substantially to a "greener Central Area", with greening as a core linking principle (as set out in the SCARF document). Any proposal should not result in the net loss of useable public open space and avoid loss of trees.

Who has responsibility?

Rob Stewart – Leader
Robert Francis Davis – Councillor
Phil Roberts – Chief Executive
Martin Nicholls – Director
Phil Holmes – Head of Services

Huw Mowbray - Development and Physical Regeneration Manager
 Gail Evans – Project Manager
 Lisa Wells - City Centre Manager
 Regeneration Team
 Planning Team
 Finance Team
 Procurement Team
 Highways Team
 Legal Team
 Culture and Tourism Team

Who are the stakeholders?

All residents of and visitors to Swansea as well as local businesses and other organisations based in the area.

Section 2 - Information about Service Users (See guidance)

In order to complete this section you will need to look to data such as Census data, research and performance management information, surveys, future trends, service user data, socio-economic data from recent consultations, engagement and research

- | | | | |
|--|-------------------------------------|---------------------------------------|-------------------------------------|
| Children/young people (0-18)..... | <input checked="" type="checkbox"/> | Sexual orientation | <input checked="" type="checkbox"/> |
| Older people (50+)..... | <input checked="" type="checkbox"/> | Gender reassignment | <input checked="" type="checkbox"/> |
| Any other age group | <input checked="" type="checkbox"/> | Welsh language..... | <input checked="" type="checkbox"/> |
| Future generations (yet to be born)..... | <input type="checkbox"/> | Poverty/social exclusion..... | <input type="checkbox"/> |
| Disability | <input checked="" type="checkbox"/> | Carers (including young carers) | <input checked="" type="checkbox"/> |
| Race (including refugees) | <input checked="" type="checkbox"/> | Community cohesion | <input type="checkbox"/> |
| Asylum seekers | <input type="checkbox"/> | Marriage & civil partnership | <input type="checkbox"/> |
| Gypsies & Travellers..... | <input type="checkbox"/> | Pregnancy and maternity | <input type="checkbox"/> |
| Religion or (non-)belief..... | <input checked="" type="checkbox"/> | | |
| Sex | <input checked="" type="checkbox"/> | | |

Please provide details of the information you hold in relation to the groups above:

| Characteristic: | Description | Swansea | Wales | Reference population | Source and date |
|--------------------------------------|---|---------|-------|-------------------------------------|--|
| Age | 0 to 15 years | 17.0% | 17.9% | All people (Swansea: 246,500) | Mid-year population estimates 2018, Office for National Statistics (ONS) |
| | 16 to 64 | 63.5% | 61.3% | | |
| | 65 and over | 19.5% | 20.8% | | |
| | 85 and over | 2.6% | 2.6% | | |
| Disability | With long-term health problem or disability | 23.3% | 22.7% | All people | 2011 Census, ONS |
| | Equalities Act Core or Work-limiting disabled | 26.2% | 24.0% | Working age (16-64) | Annual Population Survey 2018-19, ONS |
| | <i>Registered disabled:</i> with Learning disability | 0.5% | 0.4% | All people | LA registers (March 2019), Welsh Government |
| | Physical/sensory disability | 1.0% | 1.7% | | |
| | Disability benefit claimants | 11.8% | 11.2% | All people | DWP, August 2018 ³ |
| Marital and civil partnership status | Single | 36.7% | 33.5% | People aged 16 & over | 2011 Census, ONS |
| | Married | 43.8% | 46.6% | | |
| | Same-sex civil partnership | 0.2% | 0.2% | | |
| | Separated | 2.3% | 2.2% | | |
| | Divorced | 9.5% | 9.7% | | |

| | | | | | |
|-----------------------------------|-------------------------------------|-------|-------|-------------|---|
| | Widowed ⁴ | 7.7% | 7.9% | | |
| Pregnancy & maternity | Conception rate | 67.2 | 71.8 | R / 1,000 | ONS conceptions and births including rates, 2018 ⁵ |
| | Fertility rate (GFR) | 50.8 | 56.3 | fem 15-44 | |
| | Crude birth rate | 9.6 | 10.0 | R / 1,000 p | |
| Race - population by ethnic group | White - British | 91.5% | 93.2% | All people | 2011 Census, ONS |
| | White - Other | 2.5% | 2.4% | | |
| | Mixed/multiple ethnic grp | 0.9% | 1.0% | | |
| | Asian/Asian British | 0.6% | 0.6% | | |
| | Black/Black British | 0.7% | 0.4% | | |
| | Other ethnic group | 0.7% | 0.3% | | |
| Religion | Christian | 55.0% | 57.6% | All people | 2011 Census, ONS |
| | Non-Christian religion ⁶ | 3.6% | 2.7% | | |
| | No religion | 34.0% | 32.1% | | |
| | Not stated | 7.5% | 7.6% | | |
| Sex | Male | 49.9% | 49.3% | All people | Mid-year estimates 2018, ONS |
| | Female | 50.1% | 50.7% | | |

Welsh language

2011 Census Key Statistics: Table
QS207WA: Welsh language skills (detailed)

| All usual residents | W06000011: SWANSEA | | WALES | |
|---|--------------------|------------|-----------|------------|
| | Numbers | Percentage | Numbers | Percentage |
| All categories: Welsh language skills | 239,023 | 100 | 3,063,456 | 100 |
| No skills in Welsh | 193,938 | 81.1 | 2,263,975 | 73.9 |
| Can understand spoken Welsh only | 12,906 | 5.4 | 162,859 | 5.3 |
| Can speak Welsh: Total | 26,532 | 11.1 | 568,500 | 18.6 |
| Can speak but cannot read or write Welsh | 4,839 | 2.0 | 85,605 | 2.8 |
| Can speak and read but cannot write Welsh | 2,703 | 1.1 | 45,767 | 1.5 |
| Can speak, read and write Welsh | 18,668 | 7.8 | 431,759 | 14.1 |
| Can speak and other combinations of skills in Welsh | 322 | 0.1 | 5,369 | 0.2 |
| Can read but cannot speak or write Welsh | 3,969 | 1.7 | 44,327 | 1.4 |
| Can read and write but cannot speak Welsh | 1,372 | 0.6 | 18,742 | 0.6 |
| Can write but cannot speak or read Welsh | 306 | 0.1 | 5,053 | 0.2 |

Age

Swansea has the second highest population of Wales' local authorities, the fifth highest population density, and a growing total population – averaging over 1,000 additional people per year during the last ten years.

In terms of age profile, Swansea currently has a higher proportion (than the Wales and UK average) of young people aged 16-24, in part reflecting the high number of resident students, but slightly lower proportions aged 0-15 and 45-74.

Over the last ten years, most of Swansea's population growth has been in the number of people aged 65 and over; a trend which the current official population projections suggest will continue in the next ten years.

However, revised local authority population projections (2018-based) are due to be published in early 2020, based on revised component data and assumptions, which may change the level of projected population change in Swansea and its impact on particular age groups.

Disability

Disability data is perhaps the most complex of the protected characteristics to analyse, with no single source providing a comprehensive overview in line with the Equality Act (EA) definition. However, there are a number of indicators available which can provide a measure of disability including administrative (benefits, LA registers) and survey sources (Census, APS).

The Census is probably the most relevant measure in terms of definition; although the usefulness of the source is compromised by the long gap between Censuses (the latest data is now nearly nine years old) and that it is based on self-assessment rather than any medical diagnoses.

On the survey-based measures, around a quarter of Swansea's population can be considered disabled; with inter-Censal (2001-2011) trends being relatively unchanged, but more of an increase recently (between 2014 and 2019) in the APS estimates.

For the administrative measures, numbers recorded (and percentages) are far lower; indicating that requests for assistance and the claiming of benefits is likely to be generally lower than need.

The trend in the last ten years is mixed, with an overall drop in registered physically/sensory

disabled people and DWP benefit claims (although rising in the latest year), but increases in people registered with learning disabilities (placed in the community) and people who are sight and hearing impaired.

Marriage and Civil Partnerships

In common with many urban areas and university cities, Swansea currently has a higher proportion of single adults (never married or in a registered same-sex civil partnership) than equivalent national averages.

Against the backdrop of a rising overall adult population, this picture and trend has been reinforced in recent years with a growth in adults who are not married or in a registered same-sex civil partnership (in simple terms the categories: never married, divorced and widowed) and a fall in the number of married adults.

In Swansea, the annual number of marriages (opposite and same-sex) has been steadily increasing in recent years, in part against national trends. There is also an increasing proportion of civil rather than religious ceremonies, as elsewhere.

The 2021 Census results will provide the next major benchmark of societal trends around marriage. In light of the Marriage (Same Sex Couples) Act 2013, the response categories for the marital status question will be reviewed. In 2022 therefore, local data on same-sex marital status will be available for the first time.

In view of the Civil Partnerships, Marriages and Deaths (Registration etc.) Act 2019, which will make couples of the opposite sex eligible to form civil partnership.

Pregnancy and Maternity

Recent conception rates, live birth rates and fertility rates in Swansea are below those for Wales and England & Wales, ultimately reflected in lower numbers of average children born to women in Swansea.

Over the last five years, numbers of conceptions and births have fallen slightly, both in Swansea and nationally.

In Swansea, fertility rates are above national averages for women aged under 20 and those over 35, but lower than average in the 20-34 age groups.

There are considerable variations in birth and fertility rates within Swansea, with lower rates in areas with an older age profile or higher proportions of students, and higher rates tending to be in the less affluent urban wards or near areas of recent housing expansion.

At a local level, it may be possible to estimate future area differences within Swansea by looking at planned new housing developments identified in the Local Development Plan monitoring process (new-build housing units, commitments and allocations).

Race

Whilst the Census is a key data source, its infrequent publication (every ten years) cannot fully capture the dynamics of local change in population characteristics related to race and ethnicity. In 2011, Swansea had a higher proportion of people in non-White and non White-British ethnic groups than Wales (although lower than the England & Wales average).

In Swansea (2011), there were between 1,500 and 2,000 residents (approximately) in each of the ethnic groups: Chinese, Bangladeshi, Other Asian, African, Arab and Indian. The number and percentage of people in Swansea in each of these groups has increased since the 2001 Census.

More recent research (ONS estimates, 2016) and survey/administrative statistics (APS and Schools Census, 2018/2019) suggest that the number and proportion of people from non-White ethnic groups has increased further since 2011

Religion or Belief

Whilst over half of Swansea's population identified as Christian (2011 Census), this proportion is lower than it is in Wales and England & Wales, and the number has decreased since 2001.

The number of people in Swansea affiliated with a minority religion increased between 2001 and 2011; the largest groups being Muslim, Buddhist and Hindu respectively. The number of people stating they had no religion also increased significantly between Censuses.

The next local data on population by religion will be provided by the 2021 Census results in 2022.

ONS are currently testing questions and response categories for the next Census.

Sex

In Swansea, male and female populations are currently in balance, with faster growth in the overall number of males than females in recent years.

Male: female ratios in Swansea change at different life stages, with more males than females in Swansea at ages 0-15 and 16-64, and the reverse at 65+ and (even more pronounced) at 85+

LGBT in Britain

Sexual orientation

Sixty one percent of respondents identified as gay or lesbian and a quarter (26%) identified as bisexual. A small number identified as pansexual (4%), asexual (2%) and queer (1%)².

These figures varied by age. For example, younger respondents were more likely to identify as bisexual, asexual, pansexual, queer or 'other' (39% of cisgender respondents under 35 compared to 14% of cisgender respondents over 35).³ This reflects work undertaken by the Office for National Statistics (ONS) that shows younger people are more likely to be bisexual than older people.⁴

Gender Identity

Thirteen percent of the respondents were transgender (or trans). Of the total sample, 6.9% of respondents were non-binary (i.e. they identified as having a gender that was neither exclusively that of a man nor a woman), 3.5% were trans women (i.e. they had transitioned from man to woman at some point in their life) and 2.9% were trans men (i.e. they had transitioned from woman to man).

Younger trans respondents were more likely than older respondents to identify as non-binary. For example, 57% of trans respondents under 35 were non-binary compared with 36% of those aged 35 or over. Younger respondents were also more likely to be trans men (26% of trans respondents under 35 were trans men compared with 10% aged 35 or over) and less likely to be trans women (17% of trans respondents under 35 were trans women compared with 54% aged 35 or over). This age profile partly accords with the referral figures to the children and adolescent gender identity services where the majority of referrals in 2016-17 were for people assigned female at birth (1,400 of the 2,016 referrals – 69%).⁵

Other demographics

Respondents were younger, on average, than the general UK population. Over two thirds (69%) of respondents were aged between 16 and 34; this compares with just under a third (31%) for the UK population as a whole.⁶ This is consistent with findings by the ONS that younger people are more likely to identify as LGB. In 2016, the ONS estimated that 2% of the UK population, or just over 1 million people, identify as having a minority sexual orientation. The proportion was higher for younger people (e.g. 4.1% of 16-24 year olds) than older people (e.g. 2.9%

of 25 to 34 year olds and 0.7% of those aged 65 and over).⁷ These figures are about sexual orientation only, and not gender identity.

Respondents were most likely to be resident in London (19% of respondents), the South East (15%) or the North West (12%) of England. 8% of respondents were from Scotland, 4% were from Wales and 2% were from Northern Ireland. The geographical distribution broadly replicates estimates from the ONS of where LGB people live that show, for example, that London has the highest proportion of LGB people in the UK.⁸ The ONS figures also estimate that 9% of the LGB population live in Scotland, 4% live in Wales and 2% live in Northern Ireland.

Life in the UK

Life satisfaction

On average, respondents were less satisfied with their life nowadays than the general population, scoring it 6.5 out of 10, compared with 7.7 for the general UK population.⁹ Amongst cisgender respondents, gay/lesbian people had the highest scores (6.9) and pansexual or asexual people had the lowest scores (both 5.9). Trans people had low scores: trans men scored 5.1, trans women scored 5.5 and non-binary people scored 5.5.

Average life satisfaction (out of 10)

UK Population 7.7

Gay/Lesbian 6.9

Bisexual 6.3

Pansexual 5.9

Asexual 5.9

Trans woman 5.5

Non-binary 5.5

Trans man 5.1

Feeling comfortable

Over half of the respondents (56%) felt comfortable being LGBT in the UK, rating their comfort as a 4 or 5 out of 5. Amongst cisgender respondents, gay and lesbian people were the most comfortable (63% comfortable) and asexual people were the least (49% comfortable). As with life satisfaction, trans people generally felt less comfortable. 37% of trans women, 34% of trans men and 38% of non-binary people felt comfortable being LGBT in the UK. Only 5% of all trans respondents aged under 25 said they felt very comfortable (scoring 5 out of 5), rising to

15% of those aged 55-64 and 31% of those aged 65+.

Swansea Visitor data/Tourism 2018 (Increases)

| | |
|-------------------------------------|--------|
| Total economic impact of tourism £M | 461.48 |
| % change on 2018 (£'s 2019) | 0.6% |
| Total visitor days (Millions) | 8.37 |
| % change on 2018 | 0.4% |

| | |
|---|-------|
| Total visitor numbers (Millions) | 4.74 |
| % change on 2018 | -0.7% |
| Number of FTE jobs supported by tourism spend | 5,897 |
| % change on 2018 | 2.5% |

Any actions required, e.g. to fill information gaps (write below and add to action plan)?

None as yet.

Section 3 – Assessing the Impact (See guidance)

Please consider the possible impact on the different protected characteristics and statutory considerations:

General

A greener Castle Square will improve the amenity value for residents and contribute positively to creating an attractive destination space for visitors, connecting the city centre to the waterfront by reinforcing the City’s green artery.

For all protected characteristic groups the positive impacts would be:-

- Climatic improvements resulting from the increase in green spaces which will contribute to the improvement of the environment which we live in.
- Aid in the Covid recovery plan resulting from outdoor space in which people will be able to socialise at a safe distance and if necessary under cover which will have a positive impact on the mental wellbeing of the Castle Garden visitors.

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|--|--------------------------|---|--|
|--|--------------------------|---|--|

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|-------------------|--|--|--|
| Race | The social value of castle Square's public space lies in the contribution it makes to 'people's attachment to their locality and opportunities for mixing with others. Places can provide opportunities for social interaction, social mixing and social inclusion, and can facilitate the development of community and a space that can hold diverse events. | Positive | Ethnicity Nationality Gypsies / Travellers Language: interpreter provision Refugee / Asylum Seekers Migrants Awareness events United Nations Convention on the Elimination of All Forms of Racial Discrimination (UNCERD) |
| Disability | <p>All disability groups will be affected - this project will have to look at all disability characteristics and eliminate as many obstacles as possible within the design phase i.e. ensuring external seating being adequately spaced to allow for ease of access.</p> <p>Further consultation will take place to engage with all disabilities groups.</p> <p>Materials/ Paving – Must be compliant with the Equalities Act and accessible to all. No tarmac.</p> <p>Recommend that Swansea Council should arrange for the surrounding businesses to have outside seating and canopies that complement the Square.</p> | Positive | Mobility / Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities Dementia Neurological difference / Autism Access to buildings/ facilities Access to communication methods Dietary requirements Other Long Term Health Conditions United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) |

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|---------------|--|---|--|
| Carers | The redevelopment of Castle Square will enable this group another destination in Swansea City Centre that could provide many benefits to the people that they provide care for and will also be compliant with the Equalities Act. Activation of the space can be further achieved by providing suitable locations for complementary pop up uses, and other events and seasonal facilities could still be accommodated, albeit on a smaller scale. | Positive | Providing unpaid and informal care A child caring for a disabled parent An older person caring for a friend who has a mental health issue A young adult caring for a sibling with substance misuse difficulties An adult caring for an older relative who is elderly, frail or experiencing dementia |
| Sex | | Neutral | Men / Women Gender Identity Childcare Gender Pay Gap Domestic abuse United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW) |

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|-----|---|--|---|
| Age | <p><u>Children and young people</u></p> <p>Families – F & B outdoor eating experience will be an incentive to families in the daytime. Attracting more footfall to the area.</p> <p>The provision of Wi-Fi and pop-up power points will encourage events and activities which will be an attraction for young people. Increasing the level of day time and early evening activity and diversifying the demographic of visitors to the area, in particular families.</p> <p>The introduction of a new water jet feature at ground level will also play a significant role in introducing a visual focal point and flexible play in the centre of the Square.</p> <p>There will be other play opportunities using paving/design and not formal play equipment as this is not the place for this.</p> <p>50+ These categories will be able to enjoy the experience of Castle Square more as more formal public spaces will be provided at key locations the possibility of street furniture seats/benches for informal seating for users to rest is being explored, however this may be limited by the night-time economy and potential for anti-social behaviour outcomes.</p> | Positive | <p>Older People including citizens with dementia. Could the initiative contribute to the 'age friendly' agenda or improve the experience of getting older in Swansea</p> <p>Children, Young People</p> <p>Cross-generational working offers a wide variety of benefits</p> <p>Working Age People, Young Families</p> <p>Demographics</p> <p>NB: Where children / young people are affected complete the Childrens Rights Checklist</p> <p>United Nations Convention on the Rights of the Child (UNCRC)</p> <p>Caring responsibilities</p> |

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|--|--|--|---|
| Future generations (yet to be born) | <p>This scheme will enhance the city centre for future generations and positively contribute to a better environment for the future generations.</p> <p>Any project which aims to improve the safety and environment of our local communities can only be positive for those who are yet to be born.</p> | Positive | We must ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs |
| Religion & Belief | | Neutral | Faith Communities Non Beliefs Dietary requirements Vegetarianism/Veganism Other philosophical beliefs Dress code/uniforms Religious festivals/activities, agile working |
| Sexual Orientation | | Neutral | Gay Lesbian Bi-sexual Heterosexual Terminology Confidentiality about sexuality https://www.stonewall.org.uk/ |
| Gender Reassignment | | Neutral | A person who proposes to, starts or has changed their gender identity Transgender Appropriate language use, ie, appropriate pronouns |
| Marriage & Civil Partnership | | Neutral | Marital status Civil Partnership status |
| Pregnancy & Maternity | | Neutral | Pregnant mothers Those entitled to maternity and paternity leave Foster/Adoption Breastfeeding mothers |

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|-----------------------|---|--|--|
| Welsh Language | <p>All signage etc. will also be in Welsh. Other positive impacts will be opportunities for local Welsh businesses.</p> <p>Castle Square will have its Welsh name as visible as the English. Events/announcements will be on stage /video etc. The Welsh and English Language will be treated equally. This will be essential if the council are organising any events. If radio Wales /Swansea Sound are broadcasting from the Square then we will consider inviting Radio Cymru to do so sometimes too. WL language is an advantage. As an authority we are legally required to promote the Welsh Language and to increase the number of Welsh speakers in Swansea. Public spaces and events offer valuable opportunity to do this.</p> <p>The City and County of Swansea will need to abide with all the standards laid out in the authority's Compliance Notice (under the Welsh Language (Wales) Measure 2011). We have an obligation to promote the language and increase the number of Welsh speakers in the community. How we will do this will be in a later version of this report when we are in the design phase.</p> <p>All online and onsite information will be publicised bilingually and according to the required Welsh standards. This approach will also be applied in terms of PR, social media and communications activities.</p> | Neutral | <p>Ensuring equal status of both Welsh and English languages. Availability of and access to services, activities and information. Rights of individuals to ask for WL services. Impact on Welsh speaking communities, including: Positive / negative effects on opportunities to use the WL. Possible changes to number/percentage of Welsh speakers Job opportunities / Staffing changes. Training needs and opportunities Availability of Welsh medium education</p> |

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|--------------------------------------|---|--|---|
| Socio Economic Considerations | <p>The project meets Council’s socio-economic duty by potential for job opportunities and training opportunities to contribute to reducing poverty/ socio economic disadvantage. As part of the scheme’s contract award this is agreed via the Council’s Beyond Brick And Mortar policy obligation.</p> <p>The scheme will have a positive impact on tackling poverty by providing more green space for people to gather and meet for free, as well as the potential for free events to be held in the area to attract people from all over and encourage them to enjoy the space, especially with the city centre being more accessible than some other areas for people from all over swansea.</p> <p>This scheme also has the benefit of providing space to maintain good Mental and Physical health which can have a positive effect on those experiencing poverty.</p> | Positive | <p>People living in less favourable social and economic circumstances than others in the same society. Disadvantage may be exacerbated by many factors of daily life, not just urban or rural boundaries. The impact on limited incomes are significant but also consideration needs to be given to service accessibility and barriers to participation.</p> <p>‘Intersectionality’ issues - where identity compounds socio-economic status, e.g., single parents (often women), disabled people, some BAME groups.</p> |
| Human Rights | <p>Green spaces like what are being provided in this scheme are vital to maintaining good mental and physical health. Access to the natural world should be a basic human right.</p> | Positive | <p>See Human Rights Articles.</p> |
| Intersectionality | <p>Groups i.e. race, class, and gender, time outdoors in local recreational spaces such as parks, can have positive outcomes for wellbeing and inclusion, with the potential to support respite and the beginnings of belonging.</p> | Positive | <p>The way in which power structures based on factors such as gender, race, sexuality, disability etc. interact with each other and create inequalities, discrimination and oppression. (the multiple layers of discrimination)</p> |

| | Potential Impacts | Positive / Negative/Neutral Impact/Needs further investigation | Prompts (not an exhaustive list) Consider: |
|-----------------------------------|---|--|---|
| Community Cohesion | The presence of urban green spaces can encourage positive social interactions that cultivate community social cohesion in ways that enhance health and well-being. | Positive | Think about relationship between people from different backgrounds, community tensions, community facilities http://gov.wales/topics/people-and-communities/communities/communitycohesion/?lang=en |
| Other (please state) COVID | Climatic improvements resulting from the increase in green spaces which will contribute to the improvement of the environment which we live in. Aid in the Covid recovery plan resulting from outdoor space in which people will be able to socialise at a safe distance and if necessary under cover which will have a positive impact on the mental wellbeing of the Castle Garden visitors. | | Eg, Modern Slavery, Safeguarding, Other Covid effects, Ex-offenders, Veterans, Care Leavers, Substance Abuse, Homeless |

Human Rights Act 1998

- | | |
|---|---|
| <ul style="list-style-type: none"> • Article 2 Right to life • Article 3 Freedom from torture and inhuman or degrading treatment • Article 4 Freedom from Slavery and forced labour • Article 5 Right to liberty and security • Article 6 Right to a fair trial • Article 7 No punishment without law | <ul style="list-style-type: none"> • Article 8 Respect for private life, family, home and correspondence • Article 9 Freedom of thought, belief and religion • Article 10 Freedom of expression • Article 11 Freedom of Assembly and association • Article 12 Right to marry and start a family • Article 13 Right to access effective remedy if rights are violated • Article 14 Protection from discrimination |
|---|---|

If you have identified any areas which need further investigation, these will need to be added to your action plan

Section 4 - Involvement

Please consider all of your involvement activities here, e.g. participation, consultation, engagement, co-productive approaches, etc.

What involvement has been undertaken to support your view? How did you ensure this was accessible to all?

Two Press Releases went out - One on the 10th Feb, a pre cabinet decision and a Facebook and Twitter on 17th Feb – details below:-

PRESS RELEASE

Castle Square: Public set to shape its green and welcoming future

A bright new future for a major Swansea focal point is set to move a big step closer next week (note: Feb 18).

Swansea Council's cabinet is to discuss a smart new concept for the city centre Castle Square – one that introduces more greenery, fun and reasons to visit.

The amount of space for people to gather, sit out and relax would remain the same. Green space would grow from today's 25% cover to more than 40%. Biodiversity would increase and most existing trees would remain, with new trees planted.

A dynamic new 21st Century concept, with a keen eye on the location's green past, the early design sees the existing water feature removed.

Playful new attractions would be introduced and new opportunities to eat and drink.

The plans would see:

- Green space increased significantly – from 25% of the current area to more than 40%*
- A greater number of trees – with most existing trees remaining*
- Permanent food and drink units – with green roofs - for up to four businesses*
- A fun water jets feature with mini-fountains rising from the paved area*
- An upgraded paved area*
- Improvements to make Caer Street and Castle Bailey Street more pedestrian-friendly*

If the cabinet likes the design concept it will instruct officers to ask the public, businesses and special interest groups for their views to help shape Castle Square's detailed design.

Before any final decision is taken, with the public's views on board, the cabinet must agree to fund the project and a full planning process must be followed, including further public consultation.

The vision, which takes into account public opinions expressed to the council over the past few years, has been drawn up by respected architects ACME.

A new-look Castle Square could open as early as late next year. Its new water feature would be at ground level with the square and could be turned off when not in use to accommodate events.

Council leader Rob Stewart said: “We want Castle Square to play a key role in the city’s £1bn regeneration programme that’s already making Swansea a place where people want to live, work, study and spend quality free time.

“We want to increase the time that visitors spend in Castle Square, make it suitable for a range of events and make it more active, distinctive and vibrant.

“It will be greener, more welcoming and much more family friendly – a Castle Gardens for the 21st Century.

“If cabinet approves the concept next week, I would urge everybody to make their views known in the subsequent few weeks.”

Robert Francis-Davies, the council's cabinet member for investment, regeneration and tourism, said: “Our new design concept shows that the future Castle Square would be accessible to all. It would remain a pivotal focal point for events and gatherings such as those held there before the pandemic.

“There are good examples in other towns and cities, where public squares with food, drink and fun are very successful indeed. They offer people what they want – a convivial atmosphere with modern comfort.

*“We think the Swansea public will enjoy the thought of relaxing in this space which will have playful features and a large amount of greenery.”
On Thursday, February 18, the cabinet will discuss the results of feasibility study that recommends the smart new Castle Square concept.*

Comments from public consultations on various city centre schemes over the past four years have guided the development of options for the site.

A fresh public engagement process – over around three weeks - would gather further public views to influence the detailed design.

The total cost if the scheme would be £6m-£9m. The work would be funded in a number of ways, including from the council budget. Revenue would include income from leases on the food and drink units. The big screen would remain.

Webpage FAQs

Q Why is this space – that should be green like it was in the past - being developed with cafes taking up public space?

A Our concepts show that there is no loss of public space, and greenspace will be accessible to the public. Also the food and drink units will actually become part of Castle Square’s greenery which will be much greater than at present – up from around 25% of the location to more than 40%. Each commercial unit would be south facing, have external seating and a green roof. Both would help improve the area’s biodiversity and add relaxing green space to the city centre – rather as we’ve done on the new-look Kingsway that has hundreds of trees and attractive large grassed areas. The commercial spaces would also mean revenue for the council which we can use to deliver public services, making up in some way for the hugely decreased funding we now get from central government. Your views towards the historic Swansea Castle will remain clear.

Q What if you couldn't let the commercial units? Wouldn't that be a killer for the square?

A We'd make the terms as attractive as we possibly could for local businesses to set up and thrive there; they'd be in a prime location with a high footfall and we'd do all we can to help create new jobs and opportunities for local people. We've already been encouraged by the demand from local occupiers for commercial units in the nearby Copr Bay Phase One scheme.

Q Why can't the square just go back to how it was years ago?

A Times change. As people's wishes evolve, so must our city centre. That's why we're building an arena, it's why we created and more pedestrian friendly Kingsway – and why we want to create a relaxing, comfortable and playful Castle Square that gives people reasons to visit it and reasons to linger. Also, the food and drink outlets will create jobs for local people in a pleasing environment. Of course, there'll be a lot more greenery than there is now – we'd retain as many existing trees as we can, plant new trees and bring a significant net gain in biodiversity and green space; there'll be more colour and character, including trees that offer shade, shelter and seasonal interest.

Q Won't it simply attract more anti-social behaviour?

A We don't think so. If people are using the space to eat, drink, relax and play then we think that anti-social behaviour would be less likely. There's also the prospect of a Public Spaces Protection Order that is being considered at the moment – this would target anti-social behaviour in Castle Square and other city centre areas. Our city centre rangers will continue to monitor the area.

Q How do you know this will work?

A There are good examples in other towns and cities, where public squares with food, drink and fun are very successful indeed. They offer people what they want – a convivial atmosphere with 21st Century comfort. We think the Swansea public will enjoy the thought of relaxing in this space that will have a large amount of greenery including trees – and new water features similar to a number already installed in other cities, including Bradford and Hull. In the meantime, our experienced professional team will continue to draw on experience from around the world.

Q How have we got to this stage? How do you know what people really want?

A A public open space disposal notice in 2017 attracted a significant number of comments on the future of the square, as did a public consultation on the green infrastructure strategy for the city centre. Comments from these consultations have been used to guide the development of options for the site. Cabinet are now being asked to approve a fresh public engagement process to gather your views that can be considered further in the detailed design process. There'll be further opportunities in the future to help shape our thinking, including at planning stage.

Q Who's come up with the design concept?

A Spider management were appointed in 2019, to work with a professional team that included ACME to undertake a feasibility study. ACME, are a well regarded architects firm with a strong track record in contemporary urban design.

Q Wouldn't the new water features just attract abuse?

A We'd hope not! They'd be there for all to enjoy and for children to get playful. The features would include water jets, which could be turned

on and off to allow the flexible use of the space. The council would look after them but it'd be up to all of us to respect any smart new environment – just like with The Kingsway's expansive pedestrian areas, Copr Bay and its new parkland, and Wind Street where work has just started on a better environment for pedestrians and hospitality businesses. The water feature jets will be level with the square and could be turned off when not in use to accommodate events.

Q When's all this likely to happen?

A If the cabinet give the go-ahead, there will then come our public engagement, detailed design, surveys, a request to cabinet for funding plus the planning process. Cabinet would have to approve the final design before construction. The scheme could be complete by the end of next year.

Q What's the point when the pandemic means that few people now go to the city centre?

A Swansea wants to lead the way out of the pandemic. The city centre is undergoing a £1bn transformation, making it a place where people want to live, work, study and spend quality free time. City centres have got to change due to the effects of online retail and the pandemic – and Swansea is already making significant changes. In future you'll see many more people living in the city centre, prompting new businesses to start up there. Copr Bay Phase One, with its arena and parkland, will be a catalyst to this regeneration, bringing top class entertainment and opportunities to relax with friends and family. The city's long-term recovery will be assisted by a new-look Castle Square; its design concept sees the locations being a large flexible space well suited to social distancing if that is needed after the pandemic.

Q It's OK having a nice new look – but how can you guarantee you'll look after it?

A The maintenance of paving, landscaping and commercial units is something we're determined to get right. A number of plans will be considered as part of the process of working towards a new Castle Square.

Q Will it continue to be called Castle Square – or could we get its old name back?

A As the look and feel of the location may change dramatically for the better we'd offer the public a number of options for possible names – including the name it has now, the name it had in the past and variations on those themes.

Q How can I make my views known to the council?

A Please email all your ideas and thoughts on the future of Castle Square to CastleSq@swansea.gov.uk.

Castle Square Regeneration: Feedback Form :Have Your Say

If you would like any more information about this consultation or would like this information in another format please advise us by:

e-mail: castlesquare@swansea.gov.uk

website: www.swansea.gov.uk/castlesquaredevelopment

The consultation on the initial concept plan will run until 5pm on the 13th March 2021, and will help to develop ideas for the detailed design of the scheme.

In summary, the regeneration of Castle Square will aim to provide :

- A new welcoming space with more useable green space and landscaping to bring in more character, colour and biodiversity.
- New small cafes or restaurant units set within an attractive new family friendly space, with canopies providing shade and shelter for people to sit outside and relax.
- The existing water fountain will be removed, and it will be replaced with a fun water jets feature with mini-fountains rising from the paved area.
- An upgraded paved area which will be accessible to all and pedestrian friendly. The amount of space for people to gather, sit out and relax would remain the same.

You can find more information on the initial concept plan and the public engagement process here:
www.swansea.gov.uk/castlesquaredevelopment

1. When in you are in the City centre, how often do you visit or spend time in/around Castle Square?

- | | |
|--|--|
| <input type="checkbox"/> Every day | <input type="checkbox"/> Few times a month |
| <input type="checkbox"/> 1 - 2 days per week | <input type="checkbox"/> Less often |
| <input type="checkbox"/> 3 - 5 days per week | <input type="checkbox"/> Never |
| <input type="checkbox"/> Weekends only | |

2. What was the main purpose of your visit last visit to Castle Square?

Shopping at nearby shops.....

Visiting Bars/pubs

To relax/sit down.....

Watching an event.....

Participating in an event or gathering.....

Watch the tv screen.....

Just passing through/part of journey.....

3. Do you agree with the proposal to add more greenspace to Castle Square?

- Strongly agree Tend to agree Tend to disagree Strongly disagree

4. What sort of new greenspace would you like to see in the Square?

- More trees and shrubs.....
- More lawned areas.....
- More accessible space.....
- Formal planting.....
- Wildflower planting.....
- Other.....

5. Do you agree that café /restaurant uses in Castle Square with external seating and canopies would help to make the space attractive to visit and spend time?

- Strongly agree Tend to agree Tend to disagree Strongly disagree

6. A new water feature is proposed for Castle Square, which can be switched on and off to allow use of the space for events. Do you agree that a new water feature in the Square is a positive addition?

- Strongly agree Tend to agree Tend to disagree Strongly disagree

7. Do you have any comments that you would like to make in relation to the initial regeneration proposals for Castle Square?

Further to consultation taken place in 2018 the design changed therefore further consultation was carried out with the following groups:-

Tree Forums 4th March

- Present:
Swansea Council (SC
Spider management (SM)

ACME (scheme architects)
Saville's (Planning consultants)
Swansea Tree Forum (STF)

Introductions and overview:

- STF introduced how they are the urban programme link for the Woodland Trust and campaigns to protect trees in Urban places.
- Swansea Tree Forum try to support local authorities to improve planting and protection and increase canopy cover across the city.
- SM explained that we are right at the start of this scheme and that we are in the middle of a public consultation exercise that started February 22nd.
- Castle Sq Website is live with all the relevant information of the proposed scheme and a public feedback form is on the webpage during this period of engagement.
- There are a number of individual calls in place (like this one) and Saville's are collating all the feedback – which will form part of the brief that informs the concept design.
- SC explained that this is not a final scheme but the concepts of a scheme that we have been working with Spider management and Acme design for over a year on.
- Within the parameters of the concept scheme, we were looking for Castle Sq to perform a number of functions, one of which is to retain as much public space as possible while enhancing the green infrastructure of the square.
- GI strategy was recently adopted for Swansea City centre, which reinforces the council's aim of getting more GI into the city centre.

Overview of the concept scheme:

- SM presented the concept design against what Castle Square currently looks like.
- Green space will be increased from 25% to 41% of the square.
- Proposed plan is to have two commercial units within the Square, one at the Princess Way entrance. This will result in the loss of two trees – one Cherry tree and one Birch.
- All other trees will be retained. A number of the trees are planted above the current ground level, in raised areas and the concept architects have designed around these trees by extending the planters and tapering them down to a new flush edge.
- Other design features:
 - o Extended planters, new flush edges
 - o Increased permeability
 - o Green roofs over commercial units
 - o Additional planter in SW corner
 - o Planting on steps – 6 new trees to provide shade.
 - o 3 large trees added opposite the Castle
 - o Potential of further tree planting within the Castle public realm and Wind Street planter, to help enclose Castle courtyard, and screen the BT tower.

BID 3rd March

Present:

Swansea Council (SC)

Spider management (SM)

BID: Russell Greenslade (RG)

Introduction and overview

- SC gave an overview of scheme's background and objectives.
- SM presented the main aspects of the scheme, particularly focusing on the plans for softening the boundaries of the Square, and integrating the surrounding businesses.

Green Infrastructure 9th March

Present:

Swansea Council (SC)

Natural Resources Wales (NRW)

Spider management (SM)

ACME (scheme architects) (SV)

Background to scheme:

- SC has been working with Spider management and Acme designers to develop a concept scheme for Castle Square.
- Castle Sq is an important 'place' in Swansea next to the historic Castle, and has a pivotal position, connecting High St and Wind St, as well as proximity to Swansea Castle.
- We are currently in the process of public engagement exercise, and are holding targeted meetings with various parties to collate feedback for the detailed design.
- Approximately 12 months ago, there was a different concept presented – one with a harder landscape design. Comments were taken on board around need for more greenery, better GI and SUDs strategy.
- A new design was commissioned, which has increased GI and SUDs. This has been approved as a concept by Cabinet.

Overview of the concept scheme:

- SV presented the concept design against what Castle Square currently looks like.
 - Revised brief requested a lot more green while maintaining the central space within the square.
 - Option below is what has been chosen - Green space will be increased from 25% to 41% of the square.
-
- Increase in Greenery will be through increasing the size of the existing planters and grading them towards the square which will also improve accessibility for these areas.
 - Introducing new planting around East side of the site facing and facing the Strand / Castle Lane the Castle.
 - Proposed plan is to have two commercial units within the Square. These will be part sub terranean set within the steps will have green roofs. Two trees will be removed (opposite Zara- one cherry/one birch) for one of the commercial units.
 - Introducing a raingarden as part of the SUDs strategy in South West corner.
 - The current raised beds are not accessible or inviting, this new scheme will allow significant more green space for people to use and enjoy.
-
- All other trees will be retained. A number of the trees are planted above the current ground level, in raised areas and the concept architects have designed around these trees by extending the planters and tapering them down to a new flush edge.
 - Potential of further tree planting within the Castle public realm and Wind Street planters, to help enclose Castle courtyard, and screen the BT tower. Also looking at planting trees on the steps.
 - Looked at various splits at what can be flushed access and what can be flowers/shrubs/ground cover. More work to be done to get to a detailed strategy and species for planting (pollinators, coastal theme species- as Caswell water sports scheme roof).
 - Swansea Tree Forum/Woodland Trust have offered to help with suggestions for species mix/local fauna that can be used.
 - Looking at carriageway enhancements at Castle Bailey Street and Caer St area to make the Castle feel more part of the Sq. Looking at raising level of the highway, make a more accessible space. Will also build on to the work that is being done in Wind Street.
 - Some interactive play, including water jets will be incorporated into the design.

Access Groups 15th March

Present:

Swansea Council (SC)

Access groups Local area co-ordinator (AG)

Disabilities Champion (DC)

Acme (AM)

Vision Impaired WG & Guide Dogs Cymru (VI/GD)
SightLife (SL)
Leonard Cheshire/ Co-production (LC)
Coastal Housing (CH)
Swansea Disability Forum (SDF)
Wind St residents (WR)

Background to scheme:

- Swansea Council has been working with Spider management and Acme designers over the past 12-18 months to develop a feasibility study and concept scheme for Castle Square.
- Castle Sq is an important 'place' in Swansea next to the historic Castle, and has a pivotal position, connecting High St and Wind St to the core retail area.
- We recognise that Castle Sq looks tired and dated and needs a refresh, to compliment the investment that is going on around other parts of the city centre. We are also looking to increase the vitality and activity in the space.
- We are currently in the process of public engagement exercise, and are holding targeted meetings with various parties to collate feedback for the detailed design.

Overview of the concept scheme (Mark Broome)

- Acme has been involved in Castle Sq since 2019, an initial feasibility study was presented to the Cabinet, from that further work was requested, and a final presentation (of the concept scheme) has now been completed.
- There is still a lot more design detail to go into the scheme and this will be done over the next 6 months to get to planning.
- Topography was considered early on as a key consideration on the site (show the levels of the site). There is a slope of approx. 7m from the highest point by the Castle down to the lowest point.
- Picture below shows the existing square and the concept design - Green space will be increased from 25% to 41% of the square.
- The existing water feature (fountain) will be removed which opens up the space in the centre of the Sq.
- Remove the lower tier of the steps, and have a longer staircase down. Create proper amphitheatre style seating and have two defined stair entries either side of the commercial unit in front of the Castle.
- Increase in Greenery will be through increasing the size of the existing green and planters and grading them towards the Square which will also improve accessibility for these areas.
- Introducing new planting around East side of the site facing and facing the Strand / Castle Lane the Castle.
- Proposed plan is to have two commercial units within the Square. These will be part subterranean set within the steps. These will have green roofs that will be accessible where possible, with appropriate safety barriers.
- Retaining as many trees as possible. A number of the trees are planted above the current ground level, in raised areas and we have designed around these trees by extending the planters and tapering them down to a new flush edge.
- Increasing the pedestrian permeability of the Square by opening up new access routes (by McDonalds) access from Oxford St and

enhancing connectivity with St Mary's and Caer St.

- Introducing a raingarden as part of the SUDs strategy in South West corner.
 - The current raised beds are not accessible or inviting, this new scheme will allow significant more green space for people to use and enjoy.
 - There is a plan to add water jets that can be turned on or off, to keep the space flexible for events.
 - Space will be flexible and can be used for a number of events such as temporary ice-rinks or markets. Pop-up units (Vans), such as coffee vans or takeaways could be used.
 - Canopies will provide shelter from light rain or sun and appropriate lighting will be installed to create atmosphere and ensure a safer environment.
 - Wayfinding markers will be used for people to navigate their way through the city centre.
 - There are no decisions yet made on materials for paving, possibly using local materials and tying into the identify of Swansea. Coloured asphalt may also be considered in and around the square.
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WECTU 19th March

Present:

Swansea Council (SC)
Corp Health, Safety & Wellbeing HS
Emergency Management (EM)
Spider Management (SM)
Acme (AM)
Savills (SV)
South Wales Police (SWP)
Counter Terrorism (CT)

Background to scheme:

- Swansea Council has been working with Spider management and Acme designers over the past 12-18 months to develop a concept scheme for Castle Square.
- Castle Sq is an important 'place' in Swansea next to the historic Castle, and has a pivotal position, connecting High St and Wind St. We are also looking to increase the vitality and activity in the space.
- We are currently in the process of public engagement exercise, and are holding targeted meetings with various parties to collate feedback for the detailed design.

Overview of the concept scheme (Mark Broome)

- Acme has been involved in Castle Sq since 2019, an initial feasibility study was presented to the Cabinet, from that further work was requested, and a final presentation (of the concept scheme) has now been completed.
- There is still a lot more design detail to go into the scheme and this will be done over the next 6 months to get to planning.
- Picture below shows the existing square and the concept design - Green space will be increased from 25% to 41% of the square.

- The existing water feature (fountain) will be removed which opens up the space in the centre of the Sq.
- Increase in Greenery will be through increasing the size of the existing green and planters and grading them towards the square which will also improve accessibility for these areas.
- Introducing new planting around East side of the site facing and facing the Strand / Castle Lane the Castle.
- Proposed plan is to have two commercial units within the Square. These will be part subterranean set within the steps. These will have green roofs that will be accessible where possible, with appropriate safety barriers.
- Retaining as many trees as possible. A number of the trees are planted above the current ground level, in raised areas and we have designed around these trees by extending the planters and tapering them down to a new flush edge.
- Creating a new access route (by McDonalds) and maintaining the access from Oxford St and down from St Mary's and Caer St.
- Introducing a raingarden as part of the SUDs strategy in South West corner.
- The current raised beds are not accessible or inviting, this new scheme will allow significant more green space for people to use and enjoy.
- There is a plan to add water jets that can be turned on or off, to keep the space flexible for events.
- The space will be flexible and can be used for a number of events such as temporary ice-rinks or markets. Pop-up units (Vans), such as coffee vans or takeaways could be used.
- Canopies will provide shelter from light rain or sun and appropriate lighting will be installed to create atmosphere and ensure a safer environment.
- Digital bamboo - Wayfinding markers to be used for people to navigate their way through the city centre.
- There are no decisions made on materials for paving, possibly using local materials and tying into the identify of Swansea. Asphalt can also be considered in and around the square.
- Lighting will be refreshed – larger lighting poles will be integrated into the square.
- Looking at ways we can look at the highways area to make it feel part of the square. Aware that there are details to consider, especially the taxi rank area.

After all engagement has been carried out:-

- Regular project communications at key milestones including via press, web, social media, e-mail distribution list to local community, business (via BID).

- Site notice boards.

What did your involvement activities tell you? What feedback have you received?

Collated likes on Social media:-

F/Book: 156 likes and 13 Loves (and one laughing emoji!)

Twitter 36 likes

Linked in 90 likes

Feedback from Tree Forums

- The landscape proposal sounds really good, good to see the innovation with retaining all the trees with the grading of the planters. No concerns from a green infrastructure POV. Castle Square is pretty barren, and the trees are the only thing creating any bio-diversity so it's heartening to see additional bio-diversity being added.
- We have expertise within the Swansea Tree Forum, up to 50 people attend meetings and within that we have specialist knowledge that can be of help and support to this scheme. Is there scope to engage a sub set of the Tree Forum who can attend as a small working group and bring them along on the journey. They can put their thoughts forward on species selection.
- Absolutely, it's a great idea, we are looking to bring in a landscape designer, so once they are brought on board we will look to introduce him/her to that working group (Swansea Tree Forum representatives) to benefit from the local knowledge and expertise that you have.

- You've outlined the two trees to be removed and it seems like a reasonable pragmatic solution to facilitate the bigger picture. I would like to make sure that the additional planting that is going to take place, does represent an increase in canopy cover and bio-diversity. The two trees that are being taken out may be small but they are mature. Getting the Tree Forum on board to advise on species and choices is important, to look into the future to ensure new species planted will improve bio-diversity.
- Yes, this is why we have come to talk to you at this reasonably early stage and we are looking to build on that. We will need to look at the condition of the trees in castle Sq too as part of the project, we will have an arboriculture survey done.
- If you'd like to pass on any recommendations for who we could talk to for the arboriculture survey, please pass them through to us.

Timelines

- Public engagement exercise is happening at the moment and feedback will be collated back to the designers.
 - Landscape architect will be engaged in approximately 8 weeks. Once appointed they will have a workshop with Acme to understand the scheme and then we will come back to you (Swansea Tree Forum)
-

Feedback from RG (BID)

- Outdoor adaption grants and investments by businesses in this could support the scheme.
- Businesses have been keen to use the area as an extension of their trading area previously.
- Public realm furniture could accommodate data sensors supporting data and insight needs.
- BID - We are experienced in communicating with our stakeholders using a mix of channels. I am than happy to do the same we have done for The Kingsway, Wind St, Copr etc for this project. Let me know timescales in this.

Next Steps:

- SC to send BID the email communication that gives details of the scheme and directs towards the website for more details/feedback form. RG to send this out to his business contacts in Swansea city centre and will feed back in with any comments that come back to him directly.(Update March 3rd – GE Action complete)
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Feedback from GI

Questions and Feedback

- What are the multi-functionality benefits of the GI(in this concept scheme)?

We didn't want to remove green space/trees that were already there, and needed to balance between keeping the civic space useable. We don't have the details on how it will look and what will be used until landscape architect is in place.

- Will plant species be considered that help to tackle air pollution, and also how does surface water run-off into that area? How can we make the eco work as hard as possible?

Where we taper the flood water run off will be considered by the SUDS civil engineer (recommended by Fran). We also have a raingarden included in the scheme that dips to the lowest grade.

- Have you done any services survey yet? Welsh Water wont allow SUDS structures within their easements. How does it (SUDS scheme) link into the St Mary's city centre regeneration (Phase 2). How that all links is key to get the drainage to work.
- Haven't done detailed survey as yet.

There is a general awareness that it's important that the south west corner of the site connects in.

- Nice to see that green space has increased. We have 5 principles in the new GI strategy that looks at what does the greenery do. These principles need to be key for the landscape architect. Would also suggest that we chat to Welsh Water early re: SUDs. PG has sent link across.

- The Green Arteries link from the wildlife corridors (Tawe and Waterfront) and it's important that the choice of species link between the corridors.

Absolutely agree and we will set up a separate workshop to look at this and ensure the Woodland Trust and the local ecology experts are part of this.

- At the top of Castle Sq, is there scope to change the raised planters to raingarden?

SM: Yes this is something that we can look at with the landscape architect.

- We definitely welcome play within the Square and this was one of the pieces of feedback that the public would like to see within city centre

- Looking at examples of tree planting on steps, where do they get their water to drink?

AM: The soft landscape designer will be looking at that.

I believe they are SUDS trees they have water that runs through them. CM- The company 'Green Urban' have potential solutions.

It's important that they have multi-functionality, provide shade, bio-diversity and maybe SUDs. Also important that they are decent size trees from the start. Two small trees being removed for the scheme is fine, just make sure that trees being planted have a maturity so that they contribute to the bio-diversity and don't get snapped.

- Is there a possibility of coastal planting on the green roof?
 There is a scheme in Caswell that can be looked, however some of the coastal planting isn't compatible with the roof being accessible.
 Need to find a balance between the roof being accessible for people to sit and being green with planting.
 At the moment we are looking at some lawn space for people to sit, more detail will come out later in the design.
 Green roof could be used for performance/art.
 Lawn is difficult to maintain on a green roof.

 - Liked the view going into the Square from the raingarden. And seeing how the multi-layering of green is being designed. It's a more interesting space to look at.
 It's looking good, like the design. Will there be any water fountains for people in the Square? May be funding available for that.
 Could look at this, however Covid rules would not allow it at the moment.
 Really excited about the design – looking at the green roofs and seeing the different aspects. Re: open water – can we channel some water for wildlife (in a safe way)?

 We need to ensure that SUDS is designed correctly up front and it's worth speaking to Welsh Water early on to work on how best to implement the scheme.

 Ceri and Jeremy to be engaged on maintenance for the Sq.
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Feedback from Access Groups

Questions and Feedback

- Concern that the appropriate trees are planted and not fruit trees which are hazardous when they lose their fruit. Can we look at the structure of where trees are planted for visually impaired people to navigate their way around, or a base around the trees.
 We'll take that point on board. We are looking at using Evergreen trees – at the moment in winter the space looks very bare. This also ties into the coastal square element that we are looking at.

- Re: the steps going down – have a concern around how you warn people of the steps. Will need to introduce a hand rail and also think about the colour of the steps so that they stand out in all weather. Tactile indication for those who can't see at all.
 With planters, if they are narrower at the base than they are at the top, a visually impaired person who uses a cane may not pick this up

until they've hit the top of the planter.

- The current space includes a lot of steps and in the new proposal we will clearly define what will be seating and what will be steps and we will be including tactile paving and handrails. We'll take all those points on board. Regarding planters –there are no stand alone planters, but larger areas of planters. Some will remain raised planters in order to keep the existing trees but we will think about the profile of them.

- Is there any consideration to the fact that Castle Gardens was designed as a memorial garden? Delighted to see it's being restored to a more green space but it would be appropriate to recognise that it's there as a memorial garden. That has been highlighted to us and to the leader of the council Cllr Rob Stewart. We will look into adding in a plaque or something that will be appropriate.

- If paving is uneven it is very difficult to negotiate. Re: steps, they are easy to see going up but difficult going down. Handrails need to be carefully designed and what happens when you get to the top needs consideration. Planters: small raised walls are difficult to see for those with peripheral vision issues, very easy to fall over low objects. Some of the Evergreen trees in the old Castle Gardens provided areas for unsociable behaviour. Re: walls, within the principle of the design we want to omit walls where we can. Some areas where we won't be able to completely in order to keep the existing trees.

Re: Evergreen trees, we are hoping that the activity that will be coming into the square will naturally discourage anti-social behaviour.

- The Older Person's Commissioner Office wrote a report called 'Leave no one behind'. Recommendations for local authorities :Link attached: https://www.olderpeoplewales.com/en/news/news/20-08-18/Leave_no-one_behind_Action_for_an_age-friendly_recovery.aspx

- As a wheelchair user, disappointed to see there are no ramp systems at the side of the steps. The gradient is an issue coming down the sides of the gardens. It's a difficult site in terms of gradient. There is a level access into the square from Oxford St and Caer St. To introduce a ramp that would work with the gradient would have to be around 100m long. We'll take a look at it, but the level difference is going to be difficult. We will look at the feasibility of it.

Hope you will have representation throughout the design process.

Wheelchair users want to sit among their friends. Can we incorporate wheelchair users into the seating system (because it is amphitheatre style) is important and we don't want to be segregated out.

AM: Yes we will look at the feasibility of that and take the point that we need to allow everyone access to seating.

- How will visually impaired people know where the water jets were and how to avoid them? Not against the idea, but just need an

indication of where they are.

They will be positioned so that the main pedestrian desire lines of the square wouldn't take you through the fountains. Sound is also an aspect with them too.

- Walls are helpful to us, but not small walls (below knee height) that can be tripped over. Absolutely, the walls that we are looking to retain, we are hoping to incorporate benches into them where possible.

- Regarding paving. Patterned paving can be difficult for visually impaired people. Reference to coloured Asphalt, I feel that it's very attractive feature and can be very helpful can be a simpler surface to follow.

Comment noted with thanks.

- An observation. This is one of the few places in the city centre for people to come and sit. Great to hear that there are a variety of seating being looked at. Many people didn't like to sit on steps that are also used to walk across.

Gail Evans: Agreed and thanks for comment.

.....

- Passing on a comment from Melanie from Shine charity. Wanted to pass on concerns about lack of disabled toilet facilities. Nearest disabled toilets in Swansea Market, so evening events they are closed.

There is no plan to add a changing places toilet within the square and the nearest is the Market and Quadrant. There is scope to improve signage in the City Centre.

- the paving, it needs to be without dips or bumps. As a wheelchair user with brittle bones, these can be dangerous. Understand that drainage needs to be considered.

The space in the centre will be as level as we can make it. We need to agree drainage strategy in the next stage.

Feedback WECTU 19th March

- It is welcome to see new design, currently there isn't anything nice about the square. Understand we need areas for people to sit and shelters for when it's raining, but be aware of rough sleepers who would use this area. If you have a covered area in the day, can they be covered at night? Single seating is better than benches. Rough sleeping throughout Swansea is an issue but understand that we need to cater for elderly and disabled and the wider public. With having café/restaurants open, we will have that degree of surveillance of the space rather than as it is at the moment, with not a lot of through traffic.

- You are creating a crowded place, there is legislation coming out soon in government for protection of crowded places. The design looks really exciting but no details on how you are going to protect people in a crowded place. Concerned about level kerbs, that allows vehicle access, bushes that allow things to be hidden. How can threats be evaluated, how quickly will we be able to see it and assess it etc?
- This is a feasibility study at this stage, there are lots of aspects that we don't yet have detail for, and this is partly what this consultation is about to ensure we are capturing what we need to for next step design.
Re: the Highway levelling (if it happens), there are all sorts of things we can consider such as bollards, planters, security railings etc.
- We need to do a full risk review of the square and the design to flush out what the designers need to address in the next stage. Plan is to complete this early in the next stage. We'll come back to this group with the proposed remedial actions that will need to go into the square. It's really useful to have your feedback now.
The new legislation coming in, can we use that as a basis for our risk assessment?
- The legislation is not written yet but a consultation paper has gone out, called PALS (Public Accessible Locations). Findings are coming out around who takes responsibility for grey spaces. Need to ensure there are clear lines of escape (in event of an attack), how to mitigate against different aspects of attack (example in Nice). Expectation after Manchester that all local authorities take these into consideration. Include spill out areas with this. This goes hand in hand with CCTV and clear lines of surveillance.
Have to consider line of sight when looking at trees and planting, needs to be designed in at the early stages.

- Legal duty is on its way. And Castle Sq will be a key site for this, this is the area that we direct protests to. Our preference is to use planters, street furniture and minimal rise and fall bollards to give pop up vehicles access to the square.
The central CCTV that is controlled by the control room in Townhill will cover the Square, this will help with issues such as suspicious packaging and things being left because we will have line of sight.
We will bring in Justin Evans (south wales police), and we'll link you up with the CCTV team too.
 - Important point around Castle Sq and it's uses in the City Centre. If someone wants to have a protest, are they directed to Castle Sq?
 - Yes first point of contact is the events team. We'll be brought in if there are concerns or multiple protests (and we have used Museum Green or Guildhall to separate groups). Generally there is an awareness to when a protest is planned. Process and communication for protests already in place.
 - You will also need to bring in a police public order expert, you don't want to design a space that is difficult to police.
- *****
- What are the plans for the taxi rank? Is it going to be incorporated into the design?
 - At the moment, no plan to move the taxi rank, we have had feedback around how hard this area is to manage. We understand barriers will need to remain there.
 - There is a study going on called repurposing strategy and part of that is looking at vehicle movement, looking at dropping off points and taxi ranks. What is the view of keeping that location as a taxi rank?

- Possibility of Princess Way, or York Street, or the Strand. Could be an opportunity to design the taxi rank out to reduce the risk, and move the taxi rank somewhere close enough for people to get to.
- Maybe we can look at this in principle as part of the repurposing strategy.
- It would be better in terms of integrating Caer Street into the square as move as possible.
- The lower vehicle presence in that area, the better for us.

- Great that we are being consulted with and we need to work together to design a safe space and do all we can to mitigate terrorism attacks and anti-social behaviour.

Partnership and Involvement

- Under “Age” there is a big emphasis on informal play re water jets and concerns were raised previously that such an activity will naturally mean that children will play in the water but there are no plans for toilet/changing provision within this development. Concerns were raised that with water play and no opportunity for families to change small children, that other shops with toilet provision may have families using facilities and walking through wet in order to access them.
- Similarly older people raised that having coffee outlets would be welcomed but again no provision for toilets would put some people off as toilets close by are a key consideration when taking a trip into town and finding a place to stop for refreshments.
- Gail & I also spoke about potentially re-igniting the conversation around the incorporation of the “Dilly Dragon” footprints as a trail through this area. I wondered if there was any update?

The primary purpose of the water jets feature is to introduce life and vitality in the Square and something fun for people to watch. It is a feature used successfully in public spaces in many UK cities- Portsmouth, Bradford etc. Active engagement in getting very wet is really a personal choice and not something encouraged or facilitated in the scheme. If people want to do that then they need to come prepared, same as visiting the beach/waterfront- facilities aren’t provided for drying off. We are not currently planning toilet provision in the commercial units, and an operator is unlikely to want to provide or accommodate facilities for general use, but rather just limited provision for customer use only. I believe the community hub in the former BHS store will be including public toilet provision, and larger commercial units in the vicinity also have customer facilities.

Scope for using the Dilly dragon theme in the development has been briefly discussed with JRT and the consultants. However, there are so many other interesting themes that could be used as a learning focus in this space- the Castle, the Blitz, local cultural connections Dylan Thomas, biodiversity and climate change in the city centre . It has been difficult to engage with children/young people during Covid, but there will be further opportunities to more actively engage and practically involve children as the scheme progresses.

BID has sent out surveys to over 1,000 businesses – we are awaiting the results.

There has also been an onsite video showing on the big screen.

How have you changed your initiative as a result?

In response to engagement carried out the following changes were made to the design:-

Access groups – evaluation was carried out on potential ramps being included however it was decided that these would pose a detrimental impact on the design concept. The team therefore offered alternative routes for safe access and this was not considered to be any worse than currently on site. Adding to this the fountain has been relocated off-centre for ease of access.

Consultation with the tree forum highlighted the importance of retaining trees and green space/biodiversity/species in the scheme.

DCfW wanted to see the area better related to its surrounding and possibly additional areas to sit. The design now includes seating in planters and alterations have been made to the positioning of the crossings to align with Wind Street, Princess Way, The Boulevard and the 'Active Travel Route'.

Wectu/police – evaluation has taken place on the scope for integrating hostile vehicle measures such as PAS68 bollards, and avoiding areas or design formats that could present a security risk..

Additional GI has been introduced at the Members requests and to align with the current GI strategy. consultation has highlighted the need for an integrated approach between the landscape strategy and drainage strategy.

Further design work had been carried out on architectural appearance of the pavilions to respect CADWs comments on views of the Castle.

Taxi rank – strategic action was necessary to relocate so short and long term options are included.

Public art-consultations have highlighted the need to give advance consideration on relocating existing features.

Direct consultation with adjacent commercial occupiers will determine whether additional external dinging and spill out areas will be accommodated.

Consultation has highlighted the importance of future maintenance, for cleanliness and management for events

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.)? (Add to action plan)

Section 5 – Duties (please see guidance)

Please consider how the initiative might address the following issues. How will the initiative impact on the duties set out below? Think about what work you have already done to improve the outcomes.

| Public Sector Duty – how will the initiative address the below? | |
|--|--|
| Foster good relations between different groups | The increased out door social area – Event space will entice different groups/Communities to come together therefore fostering good relations. |
| Elimination of discrimination, harassment and victimisation | <p>Many people in Swansea may suffer participation poverty: not being included in activities (social, cultural, leisure etc.) or in decisions/discussions/actions affecting your life. Resulting in some cases people having lower aspirations, and ambitions.</p> <p>The proposal of increasing outdoor social space and holding outdoor events, activities etc. means that people that previously may not have been able to be included in events/activities now could be.</p> |
| Advance equality of opportunity between different groups | Many people in Swansea may suffer income poverty – with the proposal of increasing outdoor social space and holding outdoor events, activities etc. more people in Swansea will be able to attend these free events/activities etc. |
| Socio-economic Duty - Describe any issues identified as a result of the initiative for those people experiencing and living in poverty | |
| a) Communities of place | As this re development is free to all to access and to attend future events held in the square this will assist in reducing status-based discrimination and reducing inequalities related to socio-economic disadvantage. |
| b) Communities of interest | As this re development is free to all to access and to attend future events held in the square this enables communities in poverty to access this social resource and gain more access to their socio-economic rights. |
| How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011)? (beyond providing services bilingually) | |
| a) To ensure the Welsh language is not treated less favourably than the English language | All online and onsite information will be publicised bilingually and according to the required Welsh standards. This approach will also be applied in terms of PR, social media and communications activities. |

| | |
|--|--|
| b) That every opportunity is taken to promote the Welsh language | <p>All of the signposting approaching Swansea will be in Welsh and English.</p> <p>The Welsh Language Commissioner has a Welsh language promotion team which works closely with third sector businesses and organisations to increase their use of the Welsh language. The team can offer advice and support to assist in completing a Welsh language promotion plan, which is a way of planning their use of the Welsh language with an emphasis on trying to increase that use over time. The team also offers a proof-reading service which assists organisations in the private sector or the third sector in a practical way as they start to make use of the Welsh language.</p> |
|--|--|

| | |
|--|---|
| c) Increase opportunities to use and learn the language in the community | Castle Square may be able to promote welsh culture in holding events. There could possibly be the opportunity to work with the local Fforwm Iaith or Menter Iaith Abertawe. |
|--|---|

United Nations Convention on the Rights of the Child (UNCRC): Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children’s rights and their best interests

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)?

The UNCRC will be considered as part of the project’s decision making

The 4 principles that will be considered:-

1. Non-discrimination
2. Survival and development
3. Best interests
4. Participation

We are improving the City Centre and its offer for future generations whilst adhering to the Future Generations Well-Being Act/Objectives.

School surveys were disseminated through Hwb Mail to over 5,000 staff. We are awaiting the results.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

In order to meet the above – we will be engaging schools in the near future.

Section 6 - Sustainable Development

The Well-being of Future Generations Act (Wales) 2015 places a well-being duty on Swansea Council to carry out sustainable development. This is in line with the Council’s Sustainable Development Policy and our Corporate Plan’s Well-being Objectives. We must work in a way that improves the economic, social, environmental and cultural well-being of Wales, by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.

The sustainable development principle means we must act in a manner, which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. We do this by applying the five ways of working.

6a) The Sustainable Development Principle’s Ways of Working

| The Five Ways of Working | Examples or summary of how applied |
|---|--|
| <p>Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs</p> | <p>This scheme will enhance the city centre for future generations and positively contribute to a better environment for the future generations.</p> <p>Any project which aims to improve the environment of our local communities can only be positive for those who are yet to be born.</p> <p>BREEAM AND CEEQUAL are being carried out on this scheme to ensure sustainability within the long term.</p> |
| <p>Prevention - Acting to prevent problems occurring or getting worse</p> | <p>We are developing this scheme now in line with the ‘Reinvention of Wind Street’ project as the two are situated and relate to each other – carrying out this scheme later on would not be beneficial financially and could possibly increase the cost of this scheme. Adaptation and mitigation for climate change in proving a green artery through city and cooling, water absorbing infrastructure offsetting impacts of temperature change and extreme weather.</p> |
| <p>Integration -Considering impacts upon each of the well-being goals, well-being objectives, local well-being objectives, or on the objectives of other public bodies</p> | <p>Please see the appended Sustainability Statement extracts (appendix 1) which shows that we are contractually obliged that the Corporate Plan Objectives and the Well Being and Future Generations Act are adhered to, that we have to consider maximising contribution to each of the seven national well-being goals, that we are to apply each of the five ways of working and will have to do doing this without compromising the ability of future generations to meet their own needs.</p> <p>BREEAM AND CEEQUAL are being carried out on this scheme to ensure sustainability and align to the ‘Wellbeing and Future Generations Act.</p> |

| | |
|---|--|
| Collaboration - Acting together with other services or external organisation towards our well-being objectives | We have been working with Spider Management and Saville's in developing the scheme and design – we are also working alongside internal departments i.e. Planning, Legal, Procurement, Finance, Culture and Tourism, Highways, Green Infrastructure Team. Spider Management are also involved in working towards the BREEAM and CEEQUAL accreditation with the client. |
| Involvement - Involving people with an interest in achieving the well-being goals (everybody), and ensuring that those people reflect the diversity of the area served | Extensive engagement has taken place regarding this scheme with all relevant groups – details in the earlier section. |

6b) Contribution to Swansea Council's Well-being Objectives

| Our Corporate Plan's Well-being objectives | Are directly supported by this initiative | Are not directly impacted by this initiative | May be in conflict or adversely impacted by this initiative |
|--|---|--|---|
| Safeguarding People from harm | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Improving Education and Skills | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Tackling Poverty | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Transforming our economy and infrastructure | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Maintaining and enhancing Swansea's natural resources and biodiversity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Transformation and Future Council development | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

6c) Thinking about your answers above, does the initiative support our Corporate Plan's Well-being Objectives when considered together?

Please consider the positives and negatives as a whole. This is an opportunity to analyse the global impact of the proposal where some objectives will be advanced whilst others may be impacted. Where there is a residual negative impact for one or more

objectives please show that we have considered mitigation to ensure that negative impacts are lessened. Please detail any conflicts gaps and mitigation measures.

Safeguarding people from harm

We have engaged with WECTU in 'designing out crime' and as a result of attracting more people to Castle Square and having an established commercial presence overlooking the Square it will in effect be self-policing.

Tackling Poverty/Social Inclusion

The project meets Council's socio-economic duty by potential for job opportunities and training opportunities to contribute to reducing poverty/socio economic disadvantage. As part of the scheme's contract award this is agreed via the Council's Beyond Brick And Mortar policy obligation.

Human Rights - Green spaces like what are being provided in this scheme are vital to maintaining good mental and physical health. Access to the natural world should be a basic human right.

Intersectionality - groups i.e. race, class, and gender, time outdoors in local recreational spaces such as parks, can have positive outcomes for wellbeing and inclusion, with the potential to support respite and the beginnings of belonging.

Community Cohesion - The presence of urban green spaces can encourage positive social interactions that cultivate community social cohesion in ways that enhance health and well-being.

As this re development is free to all to access and to attend future events held in the square this will assist in reducing status-based discrimination and reducing inequalities related to socio-economic disadvantage.

As this re development is free to all to access and to attend future events held in the square this enables communities in poverty to access this social resource and gain more access to their socio-economic rights.

Transforming our economy and infrastructure

Increased visitors to the city centre results in increase for the surrounding businesses and therefore the economy – i.e. visitors may relax in Castle Square having attending an event in the Arena.

Maintaining and enhancing Swansea's natural resources and biodiversity

Enhancing the green spaces within the city centre therefore enhancing the environment.

Transformation and Future Council development

Along with the information provided above please see the appended Sustainability Statement extracts (appendix 1) which shows that we are contractually obliged that the Corporate Plan Objectives and the Well Being and Future Generations Act are adhered to, that we have to consider maximising contribution to each of the seven national well-being goals, that we are to apply each of the five ways of working and will have to do doing this without compromising the ability of future generations to meet their own needs.

6d) How is contribution to the National Well-being Goals maximised? Where can you add value? Consider the full goal description not just the title. Consider relevant [Journey Checkers](#). Complete the table below

| Well-being Goal (click to view definition) | Primary Goals - tick if key | Any significant positive and/or negative impacts/contributions considered/mitigated |
|---|-------------------------------------|--|
| A Prosperous Wales : An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Fair and local procurement. + Supporting the local and foundational economy. + Carbon emissions/action addressing Climate Emergency. + Minimal resource use and waste (circular economy) |
| A Resilient Wales : A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change). | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Supporting social resilience and community well-being via natural green space. + Use of Green Infrastructure new increased greenery +Climate change adaptation loss of 2 trees mitigated by 9 new trees Increased biodiverse greenery creates functioning ecosystems that link to others in city centre +This project meets our duty to maintain and enhance biodiversity and promote the resilience of ecosystems by increasing green space from 25 to 41% of square. |
| A Healthier Wales A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Green public space supports the health and well-being of people and communities. + Reduction? In noise, light, air pollutions |

| | | |
|---|-------------------------------------|---|
| <p>A More Equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances.</p> | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Ensuring equal access to decent jobs and fair work recognising everyone's value through BBM + Enabling people to develop the skills, education and knowledge to be fulfilled through BBM |
| <p>A Wales of Cohesive Communities Attractive, viable, safe and well-connected communities.</p> | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Creating high quality accessible public space where people and communities can be active and do the things that matter to them. + Supporting communities to be well connected and safe via a central meeting place with good transport links and amenities |
| <p>A Wales of Vibrant Culture & Thriving Welsh Language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, sports and recreation.</p> | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Respecting our status as a bilingual nation. + Enabling our citizens to access and engage with their own and other cultures through events and public meeting space. |
| <p>A Globally Responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> + Ensuring supply chains are fair, ethical and sustainable in line with our procurement policy. + How specifically?? + Ensuring Swansea is welcoming, safe and fair to all, the city centre is open to all to use + This investment now is a prudent financial decision which will enable future generations to thrive. + No evidence of carbon or ecological foot printing carried out?? |

Section 7 - Cumulative Impact/Mitigation

What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the IIA and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making/have made.

For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

Overall the impacts on all groups is positive due to the nature of the scheme which will enhance everyone's social well-being and enjoyment of the city centre whilst also enhancing the city centre's environment and economy.

A greener Castle Square will improve the amenity value for residents and contribute positively to creating an attractive destination space for visitors, connecting the city centre to the waterfront by reinforcing the City's green artery.

For all protected characteristic groups the other positive impacts would be:-

- Climatic improvements resulting from the increase in green spaces which will contribute to the improvement of the environment which we live in.
- Aid in the Covid recovery plan resulting from outdoor space in which people will be able to socialise at a safe distance and if necessary under cover which will have a positive impact on the mental wellbeing of the Castle Garden visitors.

Any mitigation needed:

It is important that you record the mitigating actions you will take in developing your final initiative.

Record here what measures or changes you will introduce to the initiative in the final draft, which could:

- reduce or remove any unlawful or negative impact/ disadvantage
- improve equality of opportunity/introduce positive change
- support the Well-being of Future Generations Act (Wales) 2015
- reduce inequalities of outcome resulting from socio-economic disadvantage

| Unlawful or Negative Impact Identified | Mitigation / Positive Actions Taken in the initiative (add to action plan) |
|---|--|
| The F&B lease agreements will have to be robust in such areas as rubbish management/seating plans etc. for ease of access for wheelchairs users, visually impaired etc. | Future management measures of the Square Event management/how space is managed on events with regards to accessibility Further engagement with young people Ongoing post construction/BBM |
| | |
| | |

Section 8 - Monitoring arrangements: The IIA process is an ongoing one that does not end when the initiative is agreed and implemented. Please outline the monitoring arrangements and/or any additional data collection that will help you monitor any equality impacts, risks, sustainability of your initiative once implemented:

| |
|--|
| <p>Monitoring arrangements: This report will be updated after every consultation carried out.</p> |
| <p>Actions (add to action plan):</p> |

Section 9 – Outcomes:

Having completed sections 1-8, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern

Outcome 2: Adjust the initiative – low level of concern

Outcome 3: Justify the initiative – moderate level of concern

Outcome 4: Stop and refer the initiative – high level of concern.

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 10 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this IIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the IIA from your Head of Service. The IIA will be published on the Council's website - this is a legal requirement.

Action Plan: Please outline below any actions identified throughout the assessment or any additional data collection that will help you monitor your initiative once it is implemented:

| Action | Dates | Timeframe | Lead responsibility | Progress | Add to Service Plan |
|---|-------|---------------------------------|---|----------|---------------------|
| Consultation with schools | | Post Cabinet approval | Gail Evans | | |
| Updates to this report after further consultation | | Further consultation dates tbc | Chantel Ellis | | |
| The F&B lease agreements | | Tbc | Tbc | | |
| Future management measures of the Square | | Ongoing - post completion | Highways, Events, City Centre Management, CCTV? | | |
| Event Management/how space is managed on events with regards to accessibility | | Ongoing - post completion | Events Team | | |
| BBM | | Ongoing throughout construction | BBM/Contractors/Client | | |
| | | | | | |
| | | | | | |

* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).

Appendix 1

Extract from - SWANSEA COUNCIL

CITY CENTRE REGERNATION PROGRAMME SUSTAINAIBLITY STATEMENT

Introduction

This Sustainability Statement sets out the Councils expectations in achieving high standards of sustainable development and environmental performance which will seek to progress the economic, social, cultural and environmental goals as set out in the Swansea Central Regeneration Framework and in national and local legislation policies.

Swansea Council has recognised for many years that taking a sustainable development approach is central to ensuring Swansea is a great place to live now and in the future. Somewhere that is inclusive and safe and supports a prosperous and resilient economy, recognises and benefits fully from its exceptional environment and promotes good health.

Swansea Council has a well-being duty under the Well-being of Future Generations (Wales) Act 2015 to improve social, economic, environmental and cultural well-being in Wales by taking action to ensure that both current and future generations meet their wellbeing needs (the 'sustainable development' principle).

The Environment (Wales) Act 2016 is designed to ensure Wales's long term well-being and to enable current and future generations to benefit from a prosperous economy, a healthy and resilient environment and vibrant, cohesive communities. Under the Act Swansea Council has an enhanced biodiversity and resilience of ecosystems duty.

Design Principles:

- Deliver social benefits directly to the community in which the contractor will operate, e.g. volunteering days, landscaping and building services support to general communal areas, support for local youth groups and other community groups, providing community newsletters advising on impact of the works.
- Create distinctive, safe and vibrant spaces that encourage and promote social interaction and a range of cultural and recreational activities.
- Create safe and attractive environments with adequate lighting and good quality surfaces.
- Ensure that new residential developments are designed to be inclusive meeting the needs and providing the right services and facilities for the local community and the diversity of Swansea's wider population.
- Ensure the layout and design connect well with adjoining communities.
- Facilitate the participation of all sections of the community, to ensure the proposals strengthen and reinforce community aspirations and needs.
- New developments need to comply with current equal opportunity legalisation.
- Ensure that any consultation, questionnaires or other engagement activities are carried out over the term of the project meet the Welsh Language Standard, i.e. are providing bilingually.
- Ensure that any consultation, questionnaires and other engagement activities meet the needs of the cultural diversity of the communities involved.

Well-being of Future Generations Act (Wales) 2015

1. Safeguarding people from harm.
2. Improving Education & Skills.
3. Transforming our Economy & Infrastructure.
4. Tackling Poverty.
5. Managing and enhancing Swansea's Natural Resources and Biodiversity.
6. Transformation & Future Council development.

Swansea PSB Local Well-being Plan: 'Working Together to Build a Better Future'

Each PSB is required to carry out an Assessment of Well-being to understand current levels of well-being and to produce a Local Well-being Plan in order to improve well-being. In May 2018 Swansea's PSB published 'Working together to Build a Better Future' their first Local Well-being Plan. The Plan identifies four objectives for collective action underpinned by a cross cutting action:

1. **Early years:** to ensure that children have the best start in life to be the best they can be.
 2. **Live well, Age well:** to make Swansea a great place to live and age well.
 3. **Working with Nature:** to improve health, enhance biodiversity and reduce our carbon footprint.
 4. **Stronger Communities:** to build stronger communities with a sense of pride and belonging.
 5. **Cross Cutting Action:** to work towards integrated public services in Swansea by sharing resources, assets and expertise.
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Dublin Declaration on Age-friendly Cities and Communities in Europe 2013

As Swansea is growing, the population is ageing. Soon, people aged 60 years and over will outnumber children for the first time in history. People are living longer lives, so as a city it is crucial the Council support active ageing and ensure age friendly environments are created that foster health and wellbeing, participation and are accessible, equitable, inclusive, safe and supportive (World Health Organisation, 2007).

Community Benefits Policy

The policy aims to address barriers to entering the labour market and create opportunities for all Swansea's citizens, thereby helping to lift individuals and households out of poverty. It meets the aspirations of the Wellbeing of Future Generations Act, impacting on four of the Council's five key priorities and delivering on the commitment in Swansea Council's procurement strategy.

The approach is delivering an impact on deprivation by addressing the need for more training, job placement and employment progression routes for the economically inactive and unemployed, leading to higher skilled, higher paid and sustainable jobs; encouraging more supply chain opportunities to be made available for SME's and local businesses; working with the wider community and schools.

Beyond Bricks and Mortar Team (BB&M)

BB&M dedicated team identifies the Community Benefit requirements of all Council projects and procurement as part of the Council's Sustainable Risk Assessment, setting appropriate targets. BB&M focus is on:

1. Targeted Recruitment & Training: setting specific targets for training and recruitment opportunities on projects to be filled by NEETs, the long term unemployed and economically inactive, enabling them to gain skills and experience with a view to creating sustainable jobs at contract end.
 2. Supply chain initiatives: BB&M encourage all successful contractors working on Swansea Council's contracts to proactively encourage local sub-contractors and participate in Meet the Buyer events to ensure local businesses have an opportunity to tender. Developers can enable this by making explicit with their chosen contractor.
 3. Welsh Government Community Benefit Tool: successful contractors must complete the Welsh Government Community Benefit tool in order to capture as much data as possible on the benefits achieved from the project.
 4. Other community benefits such as working with the community, any relevant community specific projects, mentoring programmes and working with local schools and colleges on educational initiatives.
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A Prosperous Wales – An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionally (including action on climate change); and which develop a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

Design principles:

- Create high quality work and living spaces that retain talent and bring in new jobs, with a focus on retail, leisure, service and creative industries.
- Address climate change and contribute to the target 3% per annum CO₂ reduction through:
 - the design and layout and performance of buildings and by reducing the use of natural resources during construction and operation,
 - adopting good practise energy objectives including following the energy hierarchy, using passive measures like thermal mass, external shading / solar gain,
 - using renewable energy technologies where possible, i.e. PV, heat pump technology, solar hot water.

- Design out waste in line with the Waste Hierarchy:
 - set targets for waste reduction and recovery of individual waste streams,
 - minimum of 90% of all waste should be prepared for reuse, recycled or recovered,
 - 20% of the total value of materials to be derived from recycled, recovered or reused material,
 - monitor and measure and report waste through the construction phase using industry benchmarks / management tools.
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A Resilient Wales: A nation which maintains and enhances a biodiverse natural environments with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

Design principles:

- Currently terrestrial green cover in the city centre is estimated to be around 13%. The aim is to increase this to create a nature-full or biophilic city with a resilient natural environment which is biodiverse and can adapt to climate change and align to economic, social and cultural considerations.
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A Healthy Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit health are understood.

Design principles:

- Incorporate features which improve physical and mental well-being i.e. pedestrianised streets, cycle routes, access to recreational / green space.
- Carry out air quality and noise assessments to ensure people are not exposed to unacceptable levels of air or noise pollution.
- Encourage through the design the use of sustainable modes of transport:
 - the layout provides safe, direct and attractive routes for resident, pedestrians and cyclists which are permeable and legible, with clear landmarks which encourage orientation and ease of movement, linking with adjoining districts / communities.
 - Identify likely pedestrian 'desired' routes.
 - New cycle routes connect with existing cycle routes within the development site and across to adjacent districts and provide secure cycling parking facilities.

- Include electrical vehicle charging points as part of the car parking strategy to help reduce air pollution.
 - Ensure the design maximises use of natural lighting / provides good levels of solar exposure as well as shade from the sun.
 - Lighting of open spaces is designed to enhance the public realm, be energy efficient, provide lit routes whilst mitigating against negative impacts and preventing light pollution.
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A More Equal Wales: A Society that enables people to fulfil their potential no matter what their background or circumstance (including their socio-economic background and circumstance).

Design principles:

- Access and inclusiveness to be at the heart of the design stage and comply with the requirements of the Equalities Act, e.g. visual impairment, language, learning disabilities and cultural and religious needs, and the Welsh Language (Wales) Measure 2011.
- Ensure a balance of different forms of housing including affordable housing in line with the Council's policy.
- Design public realm and recreational space to be multi-generational, i.e. accessible and welcoming to all ages and cultures.
- Play strategy to be designed to enable all ages and abilities to use the different facilities and provide informal play opportunities which are accessible to all.

A Wales of Cohesive Communities: Attractive, viable, safe and well-connected communities.

A Wales of Vibrant Culture and Thriving Welsh Language: A society that promotes culture, heritage and the Welsh Language, and which encourages people to participate in the arts, sports and recreation.

Design Principles:

- Ensure the design fosters a sense of identity and local distinctiveness reflecting Swansea's natural, built heritage and diversity of language and culture in the past and present.
- Public art fosters a sense of identity and local distinctiveness i.e. past and present industry, the natural environment.
- Enhance the appearance of listed buildings and other landmarks of specific cultural and / or historical relevance to increase local heritage value.
- Design in the option to use public realm and greenspace to host a range of events and well as for recreational use.
- Include local / welsh / traditional materials in the design palette and use local skills and processes in their construction / application wherever possible to support local and traditional skills and industries.
- Ensure that any signage displayed during the construction process are bilingual with Welsh first, in line with the Welsh Language Standard.
- Ensure that any signage in public buildings are bilingual with Welsh first, in line with the Welsh Language Standard

Planning Act (Wales) 2015

The Act states that development and the use of land contribute to improving the economic, social, environmental and cultural well-being of Wales.

A Globally Responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

Design Principle's:

- Developments are 'future proofed' using current future trends information. For example:
 - buildings and the public realm are designed for the long term, with flexible spaces which can be adapted for change of use.
 - provision is built into the design for future technologies as far possible, i.e. connection points for future district heating systems.
 - provision is made for the changes in Swansea's demographics including migration and ageing population.
 - Maximising innovation potential of local knowledge economy i.e. connections with the higher education establishments locally and globally.

Environment Act (Wales) 2016

The Act is designed to ensure Wales's long term well-being and to enable current and future generations to benefit from a prosperous economy, a healthy and resilient environment and vibrant, cohesive communities.

Swansea Council must also prepare and publish a plan setting out what they propose to do to maintain and enhance biodiversity, and promote the resilience of ecosystems, in particular the following aspects:

- (a) the diversity between and within ecosystems;
- (b) the connections between and within ecosystems;
- (c) the scale of ecosystems;
- (d) the condition of ecosystems (including their structure and functioning);
- (e) the adaptability of ecosystems.