

**29 NOVEMBER 2021**

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## **MEMBERSHIP OF WESTERN GATEWAY**

### **REPORT OF CARDIFF CAPITAL REGION DIRECTOR**

#### **AGENDA ITEM 7**

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##### **Reason for this Report**

1. To appraise Regional Cabinet of recent changes at the Western Gateway, including the appointment of a new Director of the partnership and corresponding refinement of priorities, policy direction and governance. In the context of this more focussed way forward, it is important to define and formalise CCR's relationship with, and plans for, collaboration with the Western Gateway.
2. To propose that CCR's formalises its engagement with Western Gateway via a commitment to an annual 'membership fee' of £10,000. This will further establish clarity regarding membership and representation, in particular in relation to the overarching Partnership Board.
3. To provide clarity to Regional Cabinet regarding CCR's priorities for engaging with Western Gateway and the work needed to shape the frameworks and processes that will be key to understanding and promoting those activities which Western Gateway is uniquely placed to do.

##### **Background**

###### **Greater Focus**

4. Regional Cabinet approved a report in June 2020 that established its support in principle for the Western Gateway partnership. Since that time, Cardiff, Newport and CCR (via Chair of Regional Cabinet) have supported the Western Gateway via participation at the overarching Partnership Board. Whilst there has been some progress and certainly growing policy and cross-party political support for the partnership – it has lacked the focus and clarity which comes from a dedicated team, resource certainty and a sufficiently long-term outlook.
5. In this time, the UK-policy agenda has increasingly shifted towards place-based priorities. With the onset of levelling-up, UK as a Science Superpower and emphasis on Connecting the Union – the Western Gateway is well-positioned as a cross-border partnership. This has been further supported by the establishment of an All-Party Parliamentary Group.

6. In July 2021, the partnership appointed a new Director. This has quickly resulted in a clearer articulation of the purpose, values and goals of the Western Gateway – establishing the new foundations upon which future strategy will be built. On 13 October 2021, the Partnership Board held its first Strategy Day at which issues around governance, a new priority-set and tactical ambitions were set out and agreed. This has helped cement the core role of the Western Gateway as a ‘super-convenor’ and non-direct delivery entity, which focuses on bringing together all of the collaborators needed to respond to collective challenges at scale and; equally, to align and co-ordinate around key opportunities in order to maximise influence and leverage. Further notable developments include:
- **Focussed strategic priorities:** the new priority-set is narrow but deep and will encompass Energy and Net Zero (Tidal/Hydrogen/STEP); Connectivity and Strategic Transport; Global Gateway (Inward Investment); and, Innovation and Investment (supporting and reinforcing the assets, strengths and activities of the constituent regions)
  - **Robust governance:** core membership of the Partnership Board was agreed, Terms of Reference refreshed and a networked structure promoting a more distributed approach to partnership work was approved. This provides a clear structure in which steering board, workstreams and project working groups can all align and interact, ensuring participants are clear about contribution and fit.
  - **Future resourcing:** a submission has been made to the 2021 Spending Review by Western Gateway to secure a medium-term funding base which totals £1.2M in 2022/23 increasing to £1.5M in both 2023/24 and 2024/25. Following the SR, it was announced that decisions on Western Gateway funding would be deferred to the publication of the new Levelling-up White Paper anticipated to be published imminently by Dept for Levelling-up, Housing and Communities
  - **Proposals:** a proposal for a £113M Digital Accelerator (seeking to leverage £100m of industry co-funds) was also submitted to the SR with the outcome of this to now be progressed via departmental discussion.
  - **Future strategy:** it was agreed that future strategy development will grow from the Independent Economic Review undertaken by Deloitte and importantly, will incorporate a framework for assessing proposals and determining the areas and propositions that Western Gateway might be best placed to enable.
  - **Geography:** the geographical scope of Western Gateway was confirmed ‘as is’ –continuing to cover Cities of Bristol, Bath, Cardiff and Newport and encompassing CCR, West of England, Swansea and Wiltshire and Western Super-Mare to Tewkesbury.

## Representation and Membership

7. CCR representation to date has been organised with the Chair of Regional Cabinet attending Partnership Board meetings, supported by officers both at Partnership Board level and represented on wider project groups and

workstreams. Leaders of Cardiff and Newport Councils also sit on the Partnership Board supported by officer teams in the same way. To date, both Cardiff and Newport have been separate fee-paying members of the partnership, each contributing £10,000 per annum as a membership fee. CCR to date, has not paid this fee.

8. It is proposed that moving forwards, and given the confidence now inspired through the new arrangements, CCR pays a £10,000 per annum membership fee, with Cardiff and Newport continuing to do the same as member organisations to the Western Gateway in their own right. Whilst this is a standalone arrangement for fee-paying – Team CCR will act as one and organise to influence the Western Gateway with a shared agenda around the aims and ambitions that matter most to SE Wales.
9. It is proposed therefore that Regional Cabinet agrees the CCR political representative/s and officers that will act and speak for the interests of the Cardiff Capital Region. It is clear that some parts of the region will have a closer interest in this than others due to factors around administrative boundaries, shared economic geography and a practical need to address common challenges. Whilst this is the case, it doesn't mean a dormant role for other parts of the region, given it is clear that the fortunes of the Western Gateway will have an impact across all areas, given its proximity to the big policy issues of the day.
10. In relation to the CCR network, it has been agreed with the Western Gateway Director and put on record, that all Leaders and Chief Executive Officers within the CCR will have access to papers and key documents and an open and inclusive culture will be promoted at all times. Critical to CCR's long-term support for Western Gateway will be holding the partnership to account for the principles described above, maintaining focus on an agreed set of priorities; and, ensuring that the emphasis remains on collaboration – not competition – with Western Gateway clearly demonstrating its ability to achieve more for our places than constituent regions could achieve alone. To do this however, CCR has to be a proactive, constructive participant and accept that collective endeavour and effort is part and parcel of the quid pro quo.
11. It is suggested that in demonstrating the benefits of participation in the Western Gateway to CCR, the Western Gateway Chair and Director are invited to present an Annual Report to Regional Cabinet.

### **Priorities for Engaging with Western Gateway**

12. Being an active participant will mean being clear on the very outcomes CCR wishes to deliver through its engagement in the Western Gateway. In the context of the priority themes and areas established above, it is proposed that the following is supported:
  - **Severn Tidal Power** – responding to the challenge of harnessing and leveraging the power of the World's second highest tidal range remains a core priority for CCR. With developments in Swansea such as the DST Innovations proposed 'Blue Eden' project – it is clear that progress must be made in quick time. Western Gateway will establish a Tidal Commission to take this work forward and it is critical that CCR co-develops, influences and support this fully, engaging with Welsh Government to leverage maximum impact for Wales.

- **Connectivity and Strategic Transport** – mainline rail issues, strategic transport corridors and issues relating to investment in road infrastructure and wider public transport are high on the agenda for CCR, especially given the recent work of the SE Wales Transport Commission and the Hendy Review of Union Connectivity. Transport for Wales and Welsh Government will have a role to play in this regard, aligned to the agenda of the Regional Transport Authority.
- **Global Gateway** – with a new UK Government Trade Hub in Cardiff and Welsh Government’s continued strong commitment to International Wales and Trade and Invest Wales - as well as partnerships with diaspora such as Global Welsh – there is clear benefit in progressing inward investment opportunities that require scale and critical mass. MIPIM 2022 presents an opportunity for the Western Gateway to make in-roads on the international stage.

### **Financial Implications**

13. The report recommends approval of an annual £10,000 membership fee which will be funded within the existing Joint Committee revenue budget resources.

### **Legal Implications**

14. There are no legal implications in this report

### **Well-being of Future Generations (Wales) Act 2015**

15. In developing the Plan and in considering its endorsement regard should be had, amongst other matters, to:
  - (a) the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards;
  - (b) Public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. Protected characteristics are : a. Age; b. Gender reassignment; c. Sex; d. Race – including ethnic or national origin, colour or nationality; e. Disability; f. Pregnancy and maternity; g. Marriage and civil partnership; h. Sexual orientation; i. Religion or belief – including lack of belief, and;
  - (c) the Well Being of Future Generations (Wales) Act 2015. The Well-Being of Future Generations (Wales) Act 2015 ('the Act') is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language and is globally responsible. In discharging their respective duties under the Act, each public body listed in the Act (which includes the Councils comprising the CCRCD) must set and published wellbeing objectives. These objectives will show how each public body will work to achieve the

vision for Wales set out in the national wellbeing goals. When exercising its functions, the Regional Cabinet should consider how the proposed decision will contribute towards meeting the wellbeing objectives set by each Council and in so doing achieve the national wellbeing goals. The wellbeing duty also requires the Councils to act in accordance with a 'sustainable development principle'. This principle requires the Councils to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Regional Cabinet must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, Regional Cabinet must:

- look to the long term;
- focus on prevention by understanding the root causes of problems;
- deliver an integrated approach to achieving the 7 national well-being goals;
- work in collaboration with others to find shared sustainable solutions;
- involve people from all sections of the community in the decisions which affect them.

16. Regional Cabinet must be satisfied that the proposed decision accords with the principles above. To assist Regional Cabinet to consider the duties under the Act in respect of the decision sought, an assessment has been undertaken, which is attached at appendix 2.

### **Equality Act 2010**

17. In considering this matter, regard should be had, amongst other matters, to the Councils' duties under the Equality Act 2010. Pursuant to these legal duties the Regional Cabinet must in making decisions have due regard to the need to (1) eliminate unlawful discrimination (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. Protected characteristics are:

- age;
- gender reassignment;
- sex;
- race – including ethnic or national origin, colour or nationality;
- disability;
- pregnancy and maternity;
- marriage and civil partnership;
- sexual orientation;
- religion or belief – including lack of belief.

### **RECOMMENDATIONS**

18. It is recommended that the Cardiff Capital Region Joint Cabinet:
- (1) notes the contents of this report and endorses the proposed move to formalise its engagement in the Western Gateway partnership;

- (2) approves the £10,000 annual membership fee, putting CCR on a level-footing with other organisations - with an annual report that considers the progress made and benefits to the CCR;
- (3) agrees CCR representation to the Western Gateway Partnership Board.

**Kellie Beirne**  
**Director, Cardiff Capital Region**  
**29 November 2021**

**Appendices**

- Appendix 1 Partnership Board Terms of Reference
- Appendix 2 Well-being of Future Generations Assessment

## Appendix 1: Western Gateway Partnership Board

The Terms of Reference are below. Red font indicates new, additional language.

### Purpose and Strategic Priorities

The primary role of the Partnership Board is to provide leadership and accountability to the Western Gateway to ensure the delivery of the vision and action plan.

### Key Functions

The Partnership Board will carry out the following roles:

- Define the strategy for the delivery of the Western Gateway vision and objectives.
- Focus on the additionality that the group brings, and how that can be leveraged for maximum impact for the Western Gateway Area.
- Ensure that the work and impact of the Western Gateway is promoted across the region, as well as at national and international levels.
- Receive reports, papers and recommendations from those charged with delivering the strategy<sup>1</sup> seeking assurance around progress in the delivery of the stated aims and ensuring that mitigating actions are defined and taken where performance is not on track.
- Agree workstream priorities, Terms of Reference and act as the approving authority for workstream stage-gates
- Agree the budget for the Western Gateway and take funding decisions on matters presented through reports and paper to the Board.

In order to support the delivery of these objectives, the Partnership Board may establish committees, task & finish groups, and / or advisory panels. Where this is undertaken specific roles and responsibilities will be defined, and regular reports from the Chairs of these meetings will be provided to the Partnership Board.

### Principles

The Partnership Board will operate in accordance the following agreed principles:

- **Commitment:** All partners must commit to their role within the partnership and share ownership of a project or focus area on which the partnership will deliver
- **Additionality:** The partnership will focus on commonalities of the partners, areas that require pan-regional alignment where the partnership can add value
- **Amplification:** The partnership will promote the area as a whole and advance its purpose regionally, nationally and globally
- **Collaboration:** The culture of the partnership will be integral to its success – there must be trust, mutual respect, transparency with public, openness to challenge and the opinions of others, and cooperation

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<sup>1</sup> As sub committees and / or task and finish groups are set up, this will need to be revised to reflect the structures below the Board.

- **Equality and Inclusivity:** In all aspects of the partnership, equality and inclusivity will be evident in representation, allocation of resources, communications and engagement
- **Sustainability:** In its ways of working and its projects, the partnership will promote sustainability
- **Communication:** Regular communication will be required with partners and governments to have a functional partnership, and each partner will be responsible for embodying the Western Gateway brand.

## Ways of Working Together

Members of the Partnership Board shall at all times act reasonably and in good faith in their dealings with one another and in accordance with the Seven Principles of Public Life<sup>2</sup>. Members will participate in discussions with a view to working collectively towards the stated strategic aims. Decisions will be taken for the benefit of the population of the whole of the Western Gateway area and not on behalf of specific regions, or organisations.

All members will come prepared to meetings, having read all of the papers and relevant literature in advance.

Each of the members and their respective organisation agree that they will not disclose to any person (other than a person authorised by the Partnership Board), any information of a confidential nature in connection with or related to the other members or the Western Gateway.

Members of the partnership board are required to declare any interests, gifts or hospitality, which they have or receive which could influence any decisions they may make as members of the Partnership Board.

In case of a conflict of interest for a member in relation to their substantive day to day role, members are required to declare this interest and leave the meeting for the duration of the relevant item.

Due consultation will be carried out where appropriate (including taking relevant professional advice from officers and other organisations as required).

Members from public authorities and LEPs may be asked to contribute an annual membership fee, to be agreed annually.

## Membership

Membership of the Partnership Board during the initial phase of the Western Gateway will comprise:

- An Independent Chair
- Two representatives from Universities in the Western Gateway area
- Up to three representatives from Businesses in the Western Gateway area

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<sup>2</sup> The Seven Principles of Public Life ‘Nolan Principles’ - <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

- Leaders of the following public authorities: Bath & North East Somerset, Bristol, Cardiff, Cardiff Capital Region, Gloucestershire (plus one District Council representative), Newport, North Somerset, South Gloucestershire, Swansea, Swindon, West of England Combined Authority and Wiltshire
- Chairs of the following LEPs: Gloucestershire First LEP, Swindon & Wiltshire LEP, West of England LEP

Each member of the Partnership Board will have one equal vote. Members must commit to attending at least 75% of all meetings held within each year, and should aim to attend all scheduled meetings. Should any member not be able to attend a meeting, by agreement of the Chair, a nominated deputy with appropriate authority and powers can attend in their place.

Membership will be reviewed annually or following election / elected member changes or individual/ organisational changes. The Chair will serve an initial first term of three years, and can be re-elected for a second term of three years. The maximum term for the Chair is six years. The University and Business representatives shall serve a maximum three year term.

Representatives from partner organisations may be permitted to attend meetings of the Partnership Board, for example to present on specific agenda items where this has been previously agreed with the Chair.

Notwithstanding the role elections play in defining membership, wider membership of the partnership board should wherever possible, have a diverse and inclusive range of members which is representative of the population of the Western Gateway area. For any independent representatives (e.g. the Chair, business and university sectors) an open and transparent recruitment process will be undertaken.

### Meeting Frequency and Quoracy

The Board will meet at least quarterly. In addition, where circumstances warrant, the Chair reserves the right to convene an extraordinary board meeting, if necessary, with less than 5 working days' notice to members.

The Board will be chaired by an independent chair with nominated deputies. Members of the board are able to attend a meeting virtually. The Chair must confirm who is present on the call/video conference and all participating members should be formally recorded.

Meetings will be quorate when 2/3 of the membership are in attendance. The Board will operate on a consensus basis, only looking to vote when necessary. Where a vote on an item is required, matters will generally be resolved in accordance with the Standing Orders.

The Board will hold an annual general meeting inviting representatives from key organisations in the Western Gateway area.

### Role of Chair and Deputy Chair

The Chair has a strategic role to play in ensuring the Board suitably defines the vision and purpose of the Western Gateway and this is representing in interactions with external Stakeholders. The Chair ensures, that there is full participation at meetings, all relevant matters are discussed and that effective decisions are made and carried out.

The Deputy Chair(s) will support the Chair in their leadership of the Western Gateway and, when necessary, deputise for them.

The Deputy Chair(s) will be on a rotation basis from the existing Partnership Board members, and will serve a one year term.

### **Accountability and Reporting**

The Partnership Board will devise an annual forward plan of topics for discussion, along with the dates of meetings.

Unless otherwise agreed, details of the meetings and supporting papers, shall be forwarded to each member of the Partnership Board no later than five working days before the meeting.

Meetings will be minuted by the Western Gateway Secretariat, before being approved at the next meeting of the Partnership Board.

The Partnership Board will receive reports around the performance and delivery of its objectives on a regular basis. This will include the use of a strategic risk register and accompanying risk management strategy, which will be utilised and form part of the monitoring and reporting to Board.

### **Measures of Success**

The Partnership Board will reflect on its performance on an ongoing basis, and formally on an annual basis.

### **Review**

These terms of reference will normally be reviewed on an annual basis, or earlier if changes to the structure and membership of the Western Gateway occur.

## Annex B: Board Membership

Chair	Katherine Bennett
BANES	Cllr Kevin Guy
Bristol City Council	Mayor Marvin Rees
Business Representative	Ben Pritchard
Business Representative	Ian Edwards
Business Representative	Lhosa Daly
Cardiff Capital Region & Leader, Torfaen	Cllr Anthony Hunt
Cardiff Council	Cllr Huw Thomas
Chair of GFirst LEP	Ruth Dooley
Chair of the West of England LEP	Richard Bonner
Cheltenham BC	Cllr Rowena Hay
Gloucestershire CC	Cllr Mark Hawthorne
Newport City Council	Cllr Jane Mudd
North Somerset	Cllr Donald Davies
South Gloucestershire Council	Cllr Toby Savage
Swansea Council	Cllr Rob Stewart
Swindon BC	Cllr David Renard
Chair of SWLEP	Paul Moorby
University of Bristol	Prof. Hugh Brady
University Representative	Vacant
WECA Mayor	Mayor Dan Morris
Wiltshire Council	Cllr Richard Clewer

# Future Generations Assessment Evaluation

## (includes Equalities and Sustainability Impact Assessments)

<p><b>Name of the Officer completing the evaluation:</b></p> <p>Kellie Beirne</p> <p><b>Phone no:</b> 07826 919286  <b>E-mail:</b> kellie.beirne@cardiff.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Western Gateway Membership – confirming status of CCR engagement in the partnership.</p>
<p><b>Proposal: WESTERN GATEWAY MEMBERSHIP</b></p>	<p><b>Date Future Generations Evaluation form completed:</b> 29 November 2022</p>

**1. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The report proposes to formalize engagement as a means of supporting growth and prosperity in the region and Wales.</p>	<p>The new framework agreed and revised ToR contribute to collaboration not competition – meaning CCR can reap rewards without significant risk to its own vision, aims and ambitions.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>A key programme area is around decarbonization and in particular, joint work on the Severn (tidal) and hydrogen networks.</p>	<p>ESG framework, risks focused on ED&amp;I and Carbon Disclosure Project. These will become further embedded components of the forthcoming investment strategy.</p>
<p><b>A healthier Wales</b> People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>N/A – albeit supporting clean growth and opportunities for people to reach their potential is at the heart of this proposal.</p>	<p>N/a</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Connectivity is a key programme theme with dedicated work on cross border transport and connectivity issues.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Western Gateway seeks to create critical mass through a connected approach to marketing both regions to the world.	MIPIM and proposed UKREiiF are key opportunities for this.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The engagement of CCR, alongside Swansea City is built on the premise of supporting development and growth in Wales and promoting distinctive culture.	.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This proposal is key to elevating Wales’ credentials on a world stage and creating more economic, energy-related and social opportunities for citizens –	ESG focus, ED&I and macro risk of climate change and climate reporting.

**2. How has your proposal embedded and prioritized the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 Balancing short term need with long term and planning for the future	The Western Gateway is a long-term partnership.	Setting out strategic planning framework, business plan and annual plans must form part of this commitment and will be supported by CCR through its engagement.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p> <p><small>Collaboration</small></p>	<p>The Western Gateway is a govt-led partnership across the West of England and South Wales.</p>	<p>New business reps and HEI ‘Ambassadors’ have now been brought on board.</p>
 <p>Involving those with an interest and seeking their views</p> <p><small>Involvement</small></p>	<p>The IER work has highlighted the key opportunities for engagements</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><small>Prevention</small></p>	<p>Tidal and transport priorities remain key to CCR’s continued engagement in the programme – given they are key to unlocking the most significant benefits for CCR</p>	<p>Tidal Commission and CCR being part of work to inform and better focus on the benefits of sub-national Transport Plans.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><small>Integration</small></p>	<p>CCR’s influence on the Western Gateway will be to promote and where possible, seek support to scale-up commitments to SDGs</p>	

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>The proposal is to engage in a partnership that will have its own duties and commitments as per protected characteristics. CCR’s role in this will be to ensure this is supported optimally and frameworks around Risk, Responsible Investing and EDI will be front and centre of this.</p>	<p>None arising at this time.</p>	<p>As the partnership develops and decisions are made regarding prospective funds, projects and partnerships – CCR will work to ensure its own aims and values are embedded as part of core processes.</p>
Disability	<p>As above</p>	<p>As above</p>	

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Gender reassignment	As above	As above	
Marriage or civil partnership	As above	As above	
Pregnancy or maternity	As above		
Race	As above		
Religion or Belief	As above		
Sex	As above.		
Sexual Orientation	As above		
Welsh Language	As above	Not at this time but the situation will be kept under review.	

**4. Safeguarding & Corporate Parenting. Are your proposals going to affect either of these responsibilities?**

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Not directly relevant –however, building the future economy should have a profoundly positive impact on ability to safeguard the future of our residents		
Corporate Parenting	Not directly relevant – however building strength in the economy should create opportunities for all of the young people entrusted in our care		

**5. What evidence and data has informed the development of your proposal?**

- IIF data and evidence
- Stakeholder interviews
- IIF and Industrial Growth Plan
- IIF Review
- Western Gateway Plan and Away Day
- IER by Deloitte

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

*The main positives are to do with a more professional approach to risk and embedding key principles of ED&I, ESG and sustainability. This will be an ongoing approach but it is clear that as the city deal transitions into a city region – the approach needs to flex and develop to be fit for future requirements.*

**7. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.**

<b>The impacts of this proposal will be evaluated on:</b>	<b>Via Investment Strategy, performance and monitoring reviews and proposed annual report by Western Gateway.</b>
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