

Equality Impact Assessment

Service Area: Corporate and Community Services

Head of Service: Head of Governance

Lead Officer: Senior Corporate and Community Services Officer

Date of Assessment: 12/10/2023

Name of policy/function/project/service area to be assessed: Equality Strategy 2023-2027

Brief description of proposal to be assessed: Revised and updated Equality Strategy for 2023-2027

Proposed implementation date of project/proposal: 6 November 2023

Brief description of the anticipated outcomes of the proposal:

Proposal	Current Arrangement	Proposed Arrangement	Comment
To adopt an updated Equality Strategy for 2023-2027	Equality Strategy 2019-2023	To adopt an updated Equality Strategy for 2023-2027	Click or tap here to enter text.
Equality Impact Assessment template updated	Equality Impact Assessment	New template will capture evidence of data collected such as demographic data by protected characteristic, equality data by characteristic and other appropriate data.	Introduction of the requirement to capture and record data as evidence as part of the Equality Impact Assessment to ensure that all appropriate data is presented to decision makers prior to taking a decision. Training will be provided to all Managers.
Monitor equality and diversity data for community consultation	Previously not collated	Include equality and diversity questions as part of all future community consultations.	Click or tap here to enter text.
Publication of community data to understand our community	Publication of basic facts about North Devon on the Council's website.	Publication of Census 2021 data in relation to protected characteristics and other additional data	
Actively encourage involvement from all communities in North Devon including those traditionally "hard to reach groups" so that everyone has a chance to represent their viewpoints on issues relevant to them.	Click or tap here to enter text.	Creation of a database of groups that represent all protected characteristics in North Devon by working with community and voluntary sector.	Click or tap here to enter text.

Consultation:

Brief description of any consultation undertaken with stakeholders and summarise the results and how it has influenced the proposal. Please attach a summary of consultation results or other relevant reports:

Consultation on the draft Equality Strategy for 2023-2027 was undertaken for a 6 week period from 1 June 2023 and 31 July 2023. 19 people responded to the consultation. The responses to each question together with the response/action taken for each response is attached as Appendix C of the committee report to the Strategy and Resources Committee on 6 November 2023. This includes where changes have been incorporated within the draft strategy following the comments made.

Demographic Data by protected characteristic:

Please detail the Census 2021 data for protected characteristics for North Devon:

- Within the North Devon District area the population is:
 - 48.7% Male and 51.3 % Female
- Age:

16.7%	Are aged 15 and under
4%	Aged 16 to 19
31.4%	Aged 20 to 49
35.6%	Aged 50 to 74
12.3%	Aged 75 and above
- Race: The population of North Devon identifies as:

○ Asian, Asian British, or Asian Welsh	1.2%
○ Black, Black British, Black Welsh, Caribbean or African	0.3%
○ Mixed or Multiple ethnic groups	1.2%
○ White	97%
○ Other	0.3%
- Religion or Belief: According to the 2021 Census, 46.7% stated they were Christian, with 45.1% stating they were not of a specific religion. 6.5% did not answer the question. The remainder (1.7%) include Buddhist, Muslim, Jew, Hindu, Sikh and 'other'.
- Sexual orientation (*asked of those over 16): 90.3 % identified as Straight or Heterosexual, 1.1% Gay or Lesbian, 1% Bi-sexual, 0.3% Pansexual or Asexual, 7.4% did not answer.

- Gender (*asked of those over 16): 94.1% identified as the same sex as registered at birth. 0.3% identified as a different sex to that registered at birth, 5.6% did not answer.
- Disability / Long term health:
 - 72.7 % stated they were not disabled under the Equality Act – with no long term physical or mental health conditions.
 - 11.6 % stated they were disabled under the equality act –with day-to-day activities limited a little.
 - 8 % stated they were disabled under the equality act –with day-to-day activities limited a lot.
 - 7.8 % stated they were disabled under the equality act – having a long term physical or mental health condition but day-to-day activities were not limited.

Equality Data by protected characteristic from consultation:

Please detail the equality data obtained as part of the consultation and compare this data to the Census 2021 data (as detailed in the EIA Guidance for Managers and on NDC website) and identify where this data does not reflect the demographics for North Devon and any disparities in outcomes by characteristic:

Not collated as part of the consultation.

Other Data:

Please detail any other data that has been obtained and taken into consideration (for example, other Census 2021 data which is not related to protected characteristics such as no household members having English as main language, vulnerable groups, education, economy, housing, access to transport etc, Public Health and NHS data, deprived neighbourhoods, workforce profile data):

Not used.

Impact:

Summarise any positive impacts or benefits, any negative impacts (i.e. potential for discrimination, disadvantage or disproportionate treatment) and any neutral impacts and the evidence/data you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic. (NOTE: please refer to the EIA Guidance for Managers

or Equality Strategy for the characteristics) Where an impact is unknown, state so, and identify what steps will be taken to address any gaps in data:

Characteristic	Impact (what information was used to assess impact? Data/feedback etc. Describe whether this is positive or negative)	Scale of Impact (High/Med/Low)	Mitigation Required (what needs to be done to reduce/remove the impact? Have service users been involved in providing this insight?)
All protected characteristics	Data was not collected	Low	Increased consultation with groups representing protected characteristics as a result of the changes in the new strategy Click or tap here to enter text.
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Consideration of Alternatives:

Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative effect identified above (attach evidence to appropriate data, reports, etc):

Not change working practices and evidence presented to decision makers. Decision makers are personally responsible under the Equality Act to have due regard to equality impacts as part of their decision making. As a public sector organisation, the council has a legal duty to consider the impact on all people, including vulnerable or excluded groups, before we take a decision or make significant changes to policy or service. If not changes are made, there is a risk of a legal challenge.

Funding Considerations:

Officer time and training provided is within approved budgets.

Monitoring Arrangements:

Briefly describe the monitoring arrangements/systems that will be put in place to monitor the effects of this proposal.

The proposed changes will be reviewed in 6 months.

Date on which you will be re-considering the project/report and submitting a further EIA if applicable.

An Equality Impact Assessment will be completed when the Equality Strategy is reviewed in 2027.

The completion of an Equality Impact Assessment is an ongoing process. Impacts will be continually reviewed during projects and the decision making process and the Assessment will be updated accordingly and published.

A further assessment will also be required between 6 to 12 months following the implementation of the policy, project, decision or service change which has been implemented.

Reporting and Publication:

Equality Impact Assessments will be published on North Devon Council's website with committee reports as part of the democratic decision making process.

For Equality Impact Assessments that are produced which are not part of the democratic decision making process, please forward to equality@northdevongov.uk for publication.

Corporate and Community Services Use Only: Date of publication to NDC
Website: 27/10/2023