

Equality Impact Assessment: Exeter Plan: Full Draft consultation reporting

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not.

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive. 09.04.2024	Exeter Plan: Full Draft consultation reporting	That the Executive notes the content of the 'Exeter Plan: Full Draft Consultation Statement' (Appendix A) as a document which will be used to inform the preparation of the final draft of the emerging Exeter Plan.	The Exeter Plan: Full Draft Consultation Statement summarises the consultation activity which was held in autumn 2023 and early 2024 and reviews the consultation responses provided. The recommendation is

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
			<p>to note the report which will be used to inform the future work on the Exeter Plan.</p> <p>On this basis, groups with specific, protected characteristics are not considered to be affected by the recommendation.</p>

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.
Sex/Gender	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.
Gender reassignment	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
age categories are for illustration only as overriding consideration should be given to needs).			
Pregnancy and maternity including new and breast feeding mothers	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.
Marriage and civil partnership status	Neutral	N/A	The consultation report is for noting. It documents consultation activity which has already taken place and summarises the views of others regarding the Full Draft Exeter Plan. On this basis, groups with specific, protected characteristics are not considered to be affected by the consultation report.

Actions identified that will mitigate any negative impacts and/or promote inclusion

N/A

Officer: George Marshall: Assistant Service Lead: Local Plans

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