

Equality Impact Assessment (EqIA)

Please refer to the [Equality Impact Assessments \(EQIAs\)](#) form for details on how to complete.

The aim of an equality impact assessment is to consider the equality implications of any decision (e.g. new or revised policy, process, project, function, or service) on different groups of people including employees and customers. This document helps to evaluate whether the decision may inadvertently disadvantage groups of people and identify ways to avoid discrimination and proactively advance equality.

1. Details of the proposal

Name of the proposal:	Exeter City Centre Strategy 2026 – 2031 Public Consultation
Version number:	V1
Does this proposal impact on people?	Choose an item: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Explain your answer whether 'yes' or 'no'	The City Centre Strategy
Is this a new or existing policy/project/service?	Choose an item: <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing
Person responsible for the proposal:	Victoria Hatfield
Person responsible for the EqIA (if different to above)	Victoria Hatfield
Proposal start date:	01/10/2026
When will this proposal be implemented?	01/10/2026
Briefly describe the aims and objectives of the proposal	The report is seeking authorisation from Executive to go out to public consultation on the City Centre Vision and Strategy.

What are the anticipated outcomes of the proposal?	To gain feedback from residents and the business community on the City Centre Vision and Strategy.
Who is likely to be affected by the proposal?	You can select multiple options: <input type="checkbox"/> Staff <input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Wider community
How are they likely to be affected?	Many people who live in Exeter visit the city centre for either work, to shop and to enjoy the City Centre's hospitality and cultural offer.
Is this proposal going to be approved by SMB, Executive or Council?	Select: <input checked="" type="checkbox"/> SMB <input checked="" type="checkbox"/> Executive <input type="checkbox"/> Council
When is the proposal going to SMB, Executive or Council?	28/04/2026

3. [Consultation & Engagement](#)

You will nearly always need to involve and consult with stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal. This should include the individuals/groups who are affected by your proposal. Any proposal for consultation or engagement must be done via the [Consultation and Engagement Form](#).

<p>How are you communicating with the individuals/teams who are affected by your proposal?</p> <p>You can select multiple options:</p> <input checked="" type="checkbox"/> Social media <input type="checkbox"/> Focus groups <input checked="" type="checkbox"/> Website <input type="checkbox"/> Mail drop <input checked="" type="checkbox"/> Via community group <input type="checkbox"/> Other (please describe):
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4. Impacts on People

How will the proposed change affect people with protected characteristics? Make sure that you assess the impact based on evidence.

- Who will benefit, who won't, who can access, who can't access, who is at an advantage, who is at a disadvantage?
- What evidence has been used for this assessment? For example, employee diversity data, national statistics, customer survey, feedback etc. [Sources of equality data](#) are available on Sharepoint. (Please don't include any information that risks identifying people such as names, or the diversity data, if less than six people).

Note: You can copy and paste more rows underneath each protected characteristic if there is more than one impact

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
Age	Positive (Is an improvement)	<p>Some age groups have highlighted the feeling of safety within the city centre, which is being addressed within the Strategy and Action Tracker.</p> <p>Links to the public consultation will be sent to the Ted Wragg Trust, Exeter College, the University of Exeter, as well as VCSE groups supporting this protected characteristic.</p> <p>For those aged 0-24, there are 4,023 people living in the city centre. For those aged 50+, there are 2,702 people living in the city centre.</p> <p>The population density of the City Centre is 4,239.3 (residents per sq kilometer)</p>
Disability: including sensory, mobility, mental health, neurodiversity, long term ill health	Positive (Is an improvement)	<p>Links to the public consultation will be sent to VCSE groups supporting this protected characteristic</p> <p>Some disability groups have indicated that the City Centre is difficult to access and to move around.</p> <p>Themes identified, and supporting priority actions address accessibility and the connectivity of the City Centre.</p>

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
		Of those living within the City Centre, 28.8% have a disability or a long term physical or mental health condition. 5% have either bad or very bad health.
Gender reassignment	Positive (Is an improvement)	Some protected characteristics have highlighted the feeling of safety within the city centre. Themes identified, and supporting priority actions address accessibility and the connectivity of the City Centre. For 2026, the Community Safety Partnership, Safer Exeter, will have a focus on addressing Hate Crime in Exeter. Of the whole population of Exeter 0.6% have a different gender identity different from sex registered at birth.
Marriage and Civil partnership (work related only)	No Impact	No impact identified
Pregnancy & Maternity	No Impact	No impact identified
Race: including ethnic origin, nationality/national origin	Positive (Is an improvement)	This protected characteristic may not engage with the online public consultation. The residents survey, which has formed part of the evidence base in developing the Strategy, was representative of the population of Exeter. For 2026, the Community Safety Partnership, Safer Exeter, will have a focus on addressing Hate Crime in Exeter. Links to the public consultation will be sent to VCSE groups supporting this protected characteristic. Of the population of Exeter, 90.3% are white. 4.9% are Asian, Asian Black or Asian Welsh. 0.9% are Black, Black British, Black Welsh, Caribbean or African. 2.5% are Mixed or Multiple ethnic groups. 1.4% are other ethnic groups.

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
		10.2% of the Exeter population identify as Non-UK identity.
Religion or Belief	Positive (Is an improvement)	<p>Some groups have highlighted the feeling of safety within the city centre.</p> <p>Themes identified, and supporting priority actions address accessibility and the connectivity of the City Centre. For 2026, the Community Safety Partnership, Safer Exeter, will have a focus on addressing Hate Crime in Exeter.</p> <p>Of the 10,531 people living in the city centre, 52.6% have no religion. 31.3% classify themselves as Christian, 1.1% as Buddhist, 1.1% as Hindu, 0.2% as Jewish, 3.5% as Muslim, 0.2% as Sikh and 1.1% as other religion.</p>
Sex	Positive (Is an improvement)	<p>Females have highlighted the feeling of safety within the city centre. For 2026 the Community Safety Partnership, Safer Exeter, will have a focus on addressing Violence Against Womens and Girls.</p> <p>Themes identified, and supporting priority actions address safety within the City Centre.</p>
Sexual Orientation	Positive (Is an improvement)	<p>Some groups have highlighted the feeling of safety within the city centre, as well as venues welcoming for the LGBTQ community.</p> <p>Themes identified, and supporting priority actions address safety within the City Centre.</p> <p>Of the whole population of Exeter 86.2% identify themselves as heterosexual. 1.9% as Gay or Lesbian. 2.8% as bisexual. 0.2% as Pansexual. 0.1% as Asexual. 0.1% as Queer. 0.2% all other sexual orientations.</p>
Intersectionality: Could this proposal have an impact on people who have a	No Impact	No impact identified

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
combination or intersection of two or more characteristics?		

7. Outcome of Assessment

Select one of the following options:	Tick the relevant box
No barriers identified, proceed with proposed change.	<input type="checkbox"/>
Adjust the proposal/policy to remove barriers identified by the EQIA.	<input checked="" type="checkbox"/>
Continue with the proposal/policy despite potential for adverse impacts.	<input type="checkbox"/>
Stop the proposal/policy as there are adverse impacts that cannot be prevented/mitigated or justified.	<input type="checkbox"/>
Please explain why the option has been chosen: The City Centre Action Tracker will evolve over time, addressing barriers for residents, visitors, students and workers with a protected characteristic to visit and enjoy our city centre.	

8. Action Plan

Considering the impacts, you have identified above, please detail any actions you will need take to remove barriers, eliminate negative impacts or maximise opportunities. (Add more rows if required). If an action is to meet the needs of a particular protected group please specify this. These actions should be included in your Service Plan.

Action(s) to be taken.	Expected Outcomes	Responsible Person	Timescale	Progress	Complete
Over and above the comms plan to highlight the consultation, an email will be sent to known groups that support and work with protected characteristics with links back to the consultation.	Greater engagement from residents of Exeter, as well as the business community	Victoria Hatfield	11 May 2026		
A hard copy of the strategy will be made available at Civic Centre Reception, for those that are not able to access the online consultation	For those that are not online, they are still able to participate within the City Centre Vision and Strategy consultation	Victoria Hatfield	11 May 2026		
This EQIA will be updated once the results of the consultation has been analysed	Any concerns highlighted from the consultation are addressed within the City Centre Action Tracker, limiting the impact on protected characteristics	Victoria Hatfield	July 2026		
Once the consultation is complete, review the priority of priorities within the Action Tracker	Priorities and actions of most to be priorities within year 1 of the delivery of the action tracker	Victoria Hatfield	July 2026		

9. Monitoring

How will you monitor the impact of your proposed change once it has been implemented? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

A new officer led City Centre Task and Finish Group has been established. This group will play an important role in the delivery of the Action Tracker, ensuring key actions and initiatives align with Service Plans.

As results of the annual residents survey will be used to monitor the effectiveness of the Action Tracker, as well as metrics developed specifically to monitor impact and progress.