

Equality Impact Assessment: Liveable Exeter – update on membership of the Exeter Place Board and Terms of Reference

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	Liveable Exeter – update on membership of the Exeter Place Board and Terms of Reference	To note the progress made in forming the Place Board, its membership and the Terms of Reference under which it operates.	No impact is foreseen – but consideration has been given to the impacts upon those with any of the 9 protected characteristics.

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).	Positive	Medium	Positive action has been taken to ensure that the Place Board is representative in terms of race and ethnicity. The Board has diversity in its membership and is in a good position to be able to effect positive change to the benefit of all residents.
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.	Positive	Medium	The Board, in the course of its work, will consider proposals which will have the potential to impact upon those with disabilities. Whilst all schemes will adhere to statutory requirements, the Board will also have opportunities to positively influence development and projects within the city, to the benefit of disabled residents and visitors.
Sex/Gender	Positive	Medium	The Place Board benefits from having several female members who, with their male counter-parts, will be able to ensure that the Liveable programme creates opportunities and accounts for the needs of those of those of all genders.
Gender reassignment	Neutral	Medium	Although the work of the Place Board is not expected to impact upon gender reassignment, the work of the Board will be wide ranging and opportunities may present during the lifetime of the programme to create positive outcomes around gender reassignment

Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	Medium	The Board include a religious representative who, with other Board members, will be able to represent those of faith and effect positive change.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive	Medium	Although the work of the Place Board is not expected to impact upon matters relating to sexual orientation, opportunities may present during the lifetime of the Board to create opportunities for residents.
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 age categories are for illustration only as overriding consideration should be given to needs).	Positive	High	A key aspiration of the Liveable Exeter programme is to engage with younger residents and members of our community, and to facilitate opportunities for them to engage in the Liveable programme. Work has already been undertaken to ensure this, and the Board will be able to ensure that this work continues. Equally; the programme and the Board will also have opportunities to work for those in other age groups to ensure that all needs are met. It is expected that the programme may also be able to particularly assist with younger older and older people; ensuring that development takes place which accounts for these residents' needs. The Boards oversight of the Sports England Local Delivery Pilot will also facilitate opportunities to embed inter-generational sporting opportunities and ensure that the needs of all are considered.
Pregnancy and maternity including new and breast feeding mothers	Positive	Medium	Although no impact is foreseen, the Place Board and Liveable Exeter programme will be able to consider impacts of those who are pregnant and consider the needs of parents and carers.
Marriage and civil partnership status	Positive	Medium	Although no impact is foreseen, the Place Board and programme will be able to consider opportunities for positive impact.
<u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u>			
<ul style="list-style-type: none"> • n/a 			

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