

## **Equality Impact Assessment: *Future strategic planning with East Devon, Mid Devon and Teignbridge District Councils and Devon County Council***

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.

<b>Committee name and date:</b>	<b>Report Title</b>	<b>Decisions being recommended:</b>	<b>People with protected characteristics potentially impacted by the decisions to be made:</b>
Executive 1 December 2020	Future strategic planning with East Devon, Mid Devon and Teignbridge District Councils and Devon County Council	2.1 That Executive recommends to Full Council that Exeter City Council formally withdraws from preparing the Greater Exeter Strategic Plan (GESP).	As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations on people with

		<p>2.2 That Executive recommends that Full Council support in principle the production of a joint non-statutory plan, to include joint strategy and infrastructure matters, for the Greater Exeter area in partnership with East Devon, Mid Devon and Teignbridge District Councils and Devon County Council. This will be subject to agreement at a later date of details of the scope of the plan, a timetable for its production, the resources required and governance arrangements.</p>	<p>protected characteristics are at this stage assessed as neutral.</p> <p>See table below.</p>
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**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
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<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.
<b>Disability:</b> 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.	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.
<b>Sex/Gender</b>	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.
<b>Gender reassignment</b>	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.
<b>Age</b> (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).	<b>Neutral</b>		As the scope of the joint non-statutory plan has yet to be considered and agreed by the partner local authorities, the equalities impacts of the recommendations are assessed at this stage as neutral.

<b>Pregnancy and maternity</b> including new and breast feeding mothers	<b>Neutral</b>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for pregnant women/women on maternity leave.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<b>Marriage and civil partnership status</b>	<b>Neutral</b>		<p>In connection with recommendation A, there is no clear or direct impact on equal opportunities of the GESP consultation document for people who are married or within a civil partnership.</p> <p>In connection with recommendations B to H, the equalities impacts are considered to be neutral.</p>
<p><b><u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u></b></p>			

**Officer:** Katharine Smith  
**Date:** 02 November 2020