

## Equality Impact Assessment: *General Buller Statue Update*

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>
Council – 23 February 2021	General Buller statue update	That formal planning permission should now not proceed.	All 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
<p><b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).</p>	<p>Positive and Negative</p>	<p>High</p>	<p>These recommendations cover sensitive areas of work which will have a High impact on BAME people. Whether this impact is positive or negative will depend largely on how the work is carried out.</p> <p>The recommendation made to Executive in January to make an application for the relocation of the General Buller statue may have raised BAME resident’s expectations. Having voiced concerns about the legacy of empire and the glorification of colonialism for many years, disappointment about this outcome may lead to concern that the Council was not properly listening to BAME residents. Communication of the reasons for the change in recommendation to Council, which are bound up with decisions made by central Government, needs to be clear to all communities in order to mitigate this risk.</p> <p>As has been seen in other cities there are strong views both for and against relocating statues that celebrate the legacy of empire.. Exeter</p>

			<p>City Council has already received extreme right wing views over this matter. This can incite intolerance towards people of colour and an increase in hate incidents which obviously has a High Negative impact on BAME people.</p> <p>The proposed arts based engagement project looking at the role of public art in Exeter reduces the risk of negative impact as this will widen the scope of the conversation, involve experts with experience of similar pieces of work and stakeholders from different backgrounds who are able to tell their stories about what public art means to them.</p> <p>The installation of temporary information boards with a link to a webpage providing information about the context of the statue should also help to mitigate this risk.</p> <p>The development of an Anti-Racism Strategy will have a positive impact on people from BAME backgrounds as it will proactively seek to address systemic racism where the council has the ability to create change.</p> <p>The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a positive impact.</p>
<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.	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b>Sex/Gender</b>	Positive	Medium	The arts based engagement project will need to ensure that the views of women, trans gender and non-binary people are captured and given due weight.

	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b>Gender reassignment</b>	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<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).	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b>Pregnancy and maternity</b> including new and breast feeding mothers	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b>Marriage and civil partnership status</b>	Positive	High	The development of internal training for decision makers on Equality Impact Assessments will increase knowledge and awareness of equality and inclusion and should have a High Positive impact.
<b><u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u></b>			

- Inclusive proactive community consultation, engagement and communication.