

Equality Impact Assessment: *Changes to the role of the Chief Executive & Growth Director and Strategic Management Board.*

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 Committee – 30 November 2021; and Council – 14 December 2021.	Changes to the role of the Chief Executive & Growth Director and Strategic Management Board	That Executive recommends and Council approves: (1) that the Chief Executive & Growth Director be seconded for two days per week to head up	In delivering the commitment for a carbon neutral Exeter there will be a positive impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>the work of Exeter City Futures CIC in support of the Net Zero Exeter 2030 Plan, commencing on 2 January 2022;</p> <p>(2) that the Director of Transformation be seconded for up to three days per week to Exeter City Futures, to design and lead the programme of change in support of the Net Zero Exeter 2030 goal, commencing on 2 January 2022; and</p> <p>(3) that the arrangements will be reviewed in twelve months;</p> <p>(4) that, in addition to the work currently being undertaken to establish the carbon base line position of the City Council estate and operations, work be commissioned to establish a carbon budget for the city of Exeter which will show the base line position for the city, the various sectors within the city contributing to carbon emissions, together with the required targets</p>	<p>Achieving the target will offer benefits including reduced air pollution, congestion and road fatalities, and improved health outcomes from more active travel and cleaner air. However, individual initiatives and programmes will need to take into account the impact of the Equality Act.</p>

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>to achieve Net Zero and the implications for carbon emissions in pursuing proposals set out in the Net Zero Plan. This will help the City Council and its partners understand the impact of pursuing a course of action and the scale of change required to achieve Net Zero Exeter.</p> <p>(5) Members to note changes in reporting lines for members of SMB; and</p> <p>(6) that Strata Service Solutions Ltd be requested to consider the amendment to its constitution so as to allow for the officer representation on its Joint Executive Committee to be the Chief Executive or his nominee of the three constituent authorities (rather than the Chief Executive)</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	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
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	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
Sex/Gender	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
Gender reassignment	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
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).	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
Pregnancy and maternity including new and breast feeding mothers	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy. Individual initiatives will consider the impact to the Equality Act and be reported back.
Marriage and civil partnership status	Neutral	Low Impact	The recommendations support the delivery commitment for a carbon neutral Exeter, which will have a positive impact on impact on the health and wellbeing of the residents of Exeter, community safety, the environment and the economy.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			Individual initiatives will consider the impact to the Equality Act and be reported back.

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

Officer: Phil Bialyk, Leader Exeter City Council

Date: 18 November 2021