

Equality Impact Assessment: *One Exeter*

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	One Exeter	For Members to endorse the One Exeter Programme Plan	The One Exeter Programme is a fundamental and far reaching transformation that will impact all council staff and stakeholders some of whom will be people with 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	Low	<p>The 'People' work stream will look at making the council a more attractive employer which may lead to attracting a more diverse workforce.</p> <p>Digitalisation of services may make it easier for customers, whose first language is not English, to transact with the council.</p> <p>The Discretionary Services work stream does not impact on the availability of services so there would be no negative impact</p> <p>The relocated CSC will still offer the same face to face and appointment services as now.</p>
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.	Negative	Medium	<p>The continuation of agile and flexible working will enable some staff with a disability to work from their homes.</p> <p>However, a recent staff survey has identified that some staff feel lonely and isolated when working from home. An Employee Wellbeing Framework will be introduced to support staff with all aspects of their wellbeing.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			<p>The shift to more digitalisation of services may make it easier for customers with disabilities to access our services. Within the Discretionary Services work stream a mitigation plan has been devised which will ensure that customers who wish to visit the Civic Centre in person will continue to be able to do so.</p> <p>The CSC corporate reception point is being relocated to phase 1 so the same level of disabled access is being maintained.</p>
Sex/Gender			
Gender reassignment			
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).			
Sexual orientation (including heterosexual, lesbian, gay, bisexual).			
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).	Negative	Medium	<p>It has been recognised from the outset that a shift to digital services may exclude some customers from accessing services. This includes, but is not limited to, older people. Work has already started on the development of a Digital Inclusion Strategy to ensure that customers are provided with the right support and technology to access council services. Customers who wish to visit the Civic Centre in person can continue to do so.</p>
Pregnancy and maternity including new and breast feeding mothers			
Marriage and civil partnership status			

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

- **Development of a Digital Inclusion Strategy**
- **Development of an Employment Wellbeing Framework**

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