

Equality Impact Assessment: Exeter Plan: Outline draft consultation

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 3 October 2023	Consultation on Liveable Water Lane: Development Framework and Design Code Supplementary Planning Document (Water Lane SPD)	That the Executive 1) Approves the Water Lane SPD (included in Appendix A) as the basis for public consultation commencing on 23 October 2023;	Race and Ethnicity; Disability; Religion and Belief; Age; and Pregnancy and Breastfeeding.

Committee name and date:	Report title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		2) Gives delegated authority to the Director of City Development, in consultation with the Council Leader and Portfolio Holder for City Development, to agree minor changes to the Water Lane content before it is published for consultation; and 3) Gives delegated authority to the Director of City Development, in consultation with the Council Leader and Portfolio Holder for City Development, to agree a change to the consultation start date if required.	

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**. 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, neutral or negative impact	High, medium or low impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	Medium	The SPD does not include specific guidance on this characteristic. However it does make specific reference to cultural placemaking, and the need to ensure that all people living in Water Lane feel invested in their community and have a strong sense of belonging. This is coded for under M02, Local Engagement.
	Neutral	N/A	The previous experience of some groups (e.g. gypsies and travellers, migrant workers, asylum seekers) may mean they feel marginalised and excluded from the planning process including consultation. The consultation should be planned to ensure that all groups irrespective of race and ethnicity can access the consultation process. Digital and in-person methods should be used to support engagement.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
<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.</p>	Positive	Medium	<p>The SPD requires development at Water Lane to provide for the needs of people with disabilities. For example, it specifically refers to the need to provide car parking for blue badge holders (in an otherwise low-car development area), ensure that mobility hubs are easy to find and access, and to ensure that at least one of the active travel connections on Water Lane are accessible for all users. It also makes specific reference to the need to ensure that all people living in Water Lane feel invested in their community and have a strong sense of belonging. This is coded for under M02, Local Engagement.</p>
	Neutral	N/A	<p>The previous experience of some groups may mean that they feel marginalised and excluded from the planning process including consultation. The consultation should be planned to ensure that all groups irrespective of disability can engage in the consultation. Digital and in-person methods should be used to support</p>

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
			engagement and thought should be given to ensure appropriate venues are used for events.
Sex/Gender	Neutral	N/A	The SPD does not include specific guidance relating to this protected characteristic and no impact is anticipated.
Gender reassignment	Neutral	N/A	The plan does not include specific policies relating to this protected characteristic and no impact is anticipated.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	Medium	The SPD does not include specific guidance on this characteristic. However it does make specific reference to cultural placemaking, and the need to ensure that all people living in Water Lane feel invested in their community and have a strong sense of belonging. This is coded for under M02, Local Engagement. It also makes specific reference to the need to ensure that all people living in Water Lane feel invested in their community and have a strong sense of belonging. This is coded for under M02, Local Engagement.
	Neutral	N/A	The consultation should be planned to ensure that all

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
			religious groups are able to contribute. Digital and in-person methods will support this engagement and thought should be given to ensure appropriate venues are used for events.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	N/A	The SPD does not include specific guidance on this characteristic and no impact is anticipated.
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	Medium	The SPD should have positive impacts for a broad range of age groups covered by this characteristic. For example, the SPD includes guidance on the need for development to include a mix of uses that cater for a broad demographic, including, residential (including a mix to cater for a broad demographic), workplaces, education, healthcare and community facilities. It also refers to the importance of accessibility for all in terms of public space and transport. Furthermore, it makes specific reference to the need to ensure that all people living in Water Lane feel invested in their community and have a strong sense of belonging. This is

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Neutral	N/A	<p>coded for under M02, Local Engagement.</p> <p>The consultation should be planned to ensure that all age groups are appropriately catered for. Digital activities often provide improved access for younger groups, but an over-emphasis can exclude older groups.</p>
<p>Pregnancy and maternity including new and breast feeding mothers</p>	Positive	Medium	<p>The SPD does not include specific guidance on this protected characteristic. However it does refer to the importance of accessibility for all in terms of public space and transport, identify healthcare and community facilities as suitable land uses at Water Lane, and support the provision of a range of employment opportunities including live-work units. It also makes specific reference to the need to ensure that all people living in Water Lane feel invested in their community and have a strong sense of belonging. This is coded for under M02, Local Engagement.</p>

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Neutral	N/A	The consultation should be planned to ensure that women who are pregnant or breast feeding are able to contribute. Digital and in-person methods will support this engagement and thought should be given to ensure appropriate venues are used for events
Marriage and civil partnership status	Neutral	N/A	The SPD does not include specific guidance on this characteristic and no impact is anticipated.

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

Consideration of a wide breadth of consultation methods to support the needs of groups with protected characteristics.

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