

Equality Impact Assessment (EqIA)

<p>Title of EqIA:</p>	<p>Equalities Strategy and Action Plan 2022-2025</p>
<p>Brief description of the Proposal:</p>	<p>The Council has legal duties and a community leadership role in the exercise of its functions to address discrimination, promote genuine equal opportunities and foster good relations between different communities in Eastleigh Borough. The Strategy and Action Plan proposes a plan to improve consideration of equalities in the workforce, services, and projects of the Council.</p> <p>The Equalities Strategy and Action Plan was agreed by Cabinet in March 2021 and sets out how the Council will, not only fulfil its legal duties under the Equality Act 2010 but work towards embedding an inclusive mindset within all its services, processes, and culture in order to create an approach that values every individual regardless of their background and characteristics.</p> <p>This assessment considers whether there are any equalities implications to ensure that any potential adverse impacts are addressed and mitigated where possible.</p>
<p>Summary of Impacts and Issues:</p>	<p>Complying with the Equality Duty may involve treating some people differently to others and providing a more suitable service as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic – such as providing computer training for those older people who need help to access information and services.</p> <p>The Council recognises that socioeconomic deprivation is also a characteristic which often leads to exclusion and inequalities. Socioeconomic factors play a large part in determining health and other outcomes.</p> <p>Digital exclusion is not itself a protected characteristic although it has a correlation with age, socio-economic deprivation, disability, and race. Given the reliance on digital tools during the pandemic, and the trend towards accessing public services through digital means, the Council believes that reducing digital exclusion is an important part of meeting our equality duty.</p>
<p>Potential Positive Impacts:</p>	<p>In adopting the Equality Strategy and Action Plan, Eastleigh Borough Council is ensuring its commitment to addressing equalities duties and inequality of opportunity in respect of Council operations.</p>

What engagement or consultation has been carried out?

A consultation was conducted between 15 February and 15 March 2021 last year and promoted via social media, the Spring edition of Borough News and directly to certain community groups and individuals known to the Council.

Throughout 2021, the Council made efforts to engage with groups and organisations representing people with protected characteristics to build better relationships. This was done through emails, face-to-face meetings (where possible due to restrictions) and Teams meetings. In particular, the Council was keen to know:

- What are the barriers in terms of protected characteristics (PC) and the council? Services/ facilities/ equalities issues?
- How can we improve this?
- What are the challenges?
- What works well?
- How does the council increase its understanding and awareness of PC?
- How do we involve people in equality issues?

The strategy was also considered by the Policy and Performance Scrutiny Panel Working Group in discussion with the Cabinet Member for Social Policy. The Task and Finish Group have met on 3 occasions (20 July 21, 26 October 21, and 3 February 22) and comments from the group have been included below.

Assessment

For all of categories below please consider:

- 1. Does this proposal eliminate unlawful discrimination?**
- 2. Does this proposal advance equality of opportunity between people who share a protected characteristic and those who do not share it?**
- 3. Does this proposal foster good relations between people who share a protected characteristic and those who do not share it?**

Statutory Considerations: Please highlight what impact could there be on people with protected characteristics.

Impact Assessment	Details of Impact	Possible Solutions/ Mitigating Factors
Age:	<p>The age of the Borough's population is similar to the national average, there are however slightly fewer people aged 18-29 years and slightly more in the older age groups. In Eastleigh town area the population is younger whilst in Chandler's Ford and Hittingbury there are more people in the older age groups.</p> <p>According to ONS data from 2020, the largest age group is those in the 50 – 54 range with approximately 9455 people making up this age group in the Borough.</p>	<p>The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.</p>
Disability:	<p>According to the data from the 2011 Census, generally the percentage of people who have a long term illness or disability is better in Eastleigh compared to the England average.</p> <p>However, when broken down by ward, Eastleigh South has the highest number of people living with a long term illness or disability at 1688 or 19%. This is much higher than the England average.</p>	<p>The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.</p>
Gender reassignment:	<p>The 2011 Census did not include a specific question in respects of gender reassignment. However, a question on gender identity is to be included in the 2021 Census data.</p>	<p>The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all</p>

		residents.
Pregnancy and Maternity:	In 2020 there were 1351 live births to women living in Eastleigh Borough. ONS also calculates a General Fertility Rate (GFR) using the total number of live births per 1000 women aged 15 – 44 calculated using population estimates. The GFR for Eastleigh (2020) is 54.8.	The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.
Race:	According to the data from the 2011 Census, White: English/Welsh/Scottish/Northern Irish/British makes up the largest percentage of people in the Borough (91.8%), with White: other white making up the second largest percentage (2.3%).	The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.
Religion or belief:	According to most the recent data available (2011 Census), Christians make up the majority of peoples religious belief in Eastleigh with 77,485 or 61.9%. A total of 35,639 people, or 28.5%, said they had no religion.	The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.
Sex	According to mid-year estimates from the ONS, in 2020, there were more females in the Borough than males with 69,610 females and 65,910 males. The largest group of females are in the 55 – 59 age range (4860) and males are in the 50 – 54 age range (4685).	The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.
Sexual Orientation:	The 2011 Census did not ask respondents about their sexual orientation and therefore the only available data is at a national level. In 2019, the	The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long

	<p>proportion of the UK population aged 16 years and over identifying as heterosexual or straight decreased from an estimated 94.6% in 2018 to 93.7% in 2019 (an estimated 49.9 million). This represents a continuation of the decreasing trend since 2015, when 95.2% of the population identified themselves as heterosexual or straight.</p> <p>The 2021 Census is the first to ask about sexual orientation and reliable data on the proportion of the population that is lesbian, gay, bi-sexual or transgender will be updated when this is available.</p>	<p>term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.</p>
<p>Marriage and civil partnership:</p>	<p>According to the data from ONS in 2011, there were 29,294 people who were single, or approximately 29%. Just over half (52.3%) of people were married and 12% of people were either separated or divorced. A total of 152 people or 0.1% of the resident population was in a registered same-sex civil partnership.</p>	<p>The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.</p>
<p>Social deprivation - please highlight what impact could there be on people experiencing social deprivation:</p>	<p>The English Indices of Deprivation (ID) are a useful tool for targeting services to help tackle deprivation. They provide a means of identifying the most and least deprived areas (LSOAs) in England and to compare whether one area is more deprived than another.</p> <p>In Eastleigh, 1.3% equates to 1 neighbourhood. This means, 10 out of 77 neighbourhoods (or 13% of the population) are more deprived than the national average.</p>	<p>The Equalities Strategy and Action Plan sets the Councils approach to achieving equalities objectives in the short and long term, to increase awareness within the Council and improve processes so that there are positive outcomes for all residents.</p>

Other significant Impacts:	No identified impact.	N/a
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Action Plan

Activity	Outcome	Timeframe	Person responsible

Lead Officer:	Andrew Saunders, Strategy Development Senior Specialist
Manager:	Diccon Bright, Strategic Planning Manager
Corporate Director:	Natalie Wigman, Corporate Director
Date completed:	17 February 2022