

# Equality Impact Analysis

## Assessment Proforma

EIA  
Title:

Draft 2019/20 Budget

- 1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

**Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

- 1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

- 2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



# Step 1

## Summarise the subject and expected outcomes of this EIA.

This EIA covers the 2019/20 Budget process carried out by the Council to agree what is to be expended in future years. This includes revenue and capital expenditure and income. The net position on the Revenue Budget provides the foundation for setting the Council Tax for the following year. The expected outcome is the agreement of a financial plan which does not have a disproportionate impact on specific sectors of the community.

## Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).

The below data is the most up-to-date available at District level. Data is not available to breakdown population statistics for all Protected Characteristics.

Population - In mid-2017 South Lakeland's resident population was estimated to be 104,321. In 2016 18 million visitors came to South Lakeland, of which 85% were day trippers and 15% were staying visitors.

Over the last ten years the population of the district has increased by 355 residents.

### Age

In mid-2017 it was estimated that 13.8% of the population of South Lakeland are aged 0-14 years of age, 58.5% are 15-64 years of age, and 27.7% are aged over 65.

Children and young people

It is projected that numbers of 0-14 year olds in South Lakeland will decrease from 2017 onwards to 2041. Between 2017 and 2041, the number of young people aged 0-14 is forecast to fall by 12.0%.

Working age

In South Lakeland the number of 15-64 year olds are projected to decrease by 8,400 (-14%) to 2041.

South Lakeland has the lowest proportion of young and working age people in the county and both are in decline. Since mid-2007 the greatest percentage decrease occurred in the 30-44 age groups (-23.9%).

Older people

In South Lakeland numbers of residents aged 65+ are projected to increase by 8,300 persons (+28.4%) to 2041.

Since mid-2007 the greatest percentage increase occurred in the 90+ age group (+140%)<sup>1</sup>.

### Disability

18.8% of the population have a long-term health problem or disability, while 4.6% describe their general health as bad or very bad.

### Race

95.6% of South Lakeland residents are White British, 2.8% are White Other, 0.6% are mixed race, 0.8% are Asian, 0.2% are Black, and 0.1% are from other ethnic groups.

Of Cumbria's six districts, South Lakeland has the second highest proportion of residents from BAME groups (4.4%).

### Religion and Belief

68% of residents are Christian, 23% have no religion. 0.4% are Buddhist, 0.2% are Muslim, 0.1% are Hindu, 0.1% are Jewish and 0.4% are members of other religions

### Gender

49% of residents are male, 51% are female.

There is a gender pay imbalance in South Lakeland, the median gross weekly earnings of a male in full time employment is £579, whereas for a female in full time employment the figure is £479.

### SLDC Employee and Member information

As of 1 April 2017, SLDC employs 422 staff and has 51 councillors. The workplace profile on our website highlights the employee profile of SLDC compared with South Lakeland as a district:

<https://www.southlakeland.gov.uk/your-council/equality-and-diversity/our-workforce-profile/>

## Step 2 Equality Action Plan

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li>1. Age (young and old)</li> <li>2. Black and Minority Ethnic</li> <li>3. Disabled</li> <li>4. Faith/Belief</li> <li>5. Sexual Orientation</li> <li>6. Gender</li> <li>7. Gender reassignment</li> <li>8. Pregnancy and maternity</li> <li>9. Marriage and Civil Partnership</li> <li>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
<p><b>Revenue Budget</b></p>	<p>Not material</p>	<p>Not material</p>	<p>Equality implications are considered for each suggested significant change to the budgetary position.</p>	<p>CMT February 2019</p>	<p>Yes</p>
<p><b>Budget Savings and Income Growth</b></p>	<p>Not material</p>	<p>Not material</p>	<p>The savings include: corporate budgets efficiencies (insurance, business rates) plus reductions in funding of services provided by third parties and and increased income for some direct service areas as set out in Section 3c of the Draft Budget Report. The changes proposed are not believed to disproportionately disadvantage the groups set out as 1-10 above.</p>	<p>As above</p>	<p>Yes</p>

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li>1. Age (young and old)</li> <li>2. Black and Minority Ethnic</li> <li>3. Disabled</li> <li>4. Faith/Belief</li> <li>5. Sexual Orientation</li> <li>6. Gender</li> <li>7. Gender reassignment</li> <li>8. Pregnancy and maternity</li> <li>9. Marriage and Civil Partnership</li> <li>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
<p><b>Fees and Charges</b></p>	<p>Not material</p>	<p>Not material</p>	<p>The changes proposed in <b>Appendix 2</b> are not believed to disproportionately disadvantage the groups set out as 1-10 above.</p>	<p>As above</p>	<p>Yes</p>
<p><b>Capital Budget</b></p>	<p>Not material</p>	<p>Not material</p>	<p>The Capital Prioritisation Criteria which is a set of measures against which capital investment decision are taken includes an EIA question for each proposed capital scheme.</p>	<p>As above</p>	<p>Yes</p>

## Step 3

*Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)*

All employees (except apprentices) will be paid the equivalent of the Foundation Living Wage from April 2019. Apprentices will be paid in accordance with national pay agreements.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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### Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Socio-economic disadvantage:** This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.