

# Equality Impact

## Assessment Proforma

EIA Title:

COUNCIL PLAN AND COUNCIL POLICY ON CLIMATE CHANGE

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

**Age, disability, race, 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**” as an additional category in its equality impact assessments.

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.**

The Council Plan aims to deliver the vision, "Working together to make South Lakeland the best place to live, work and explore" through the three priorities:

- Economy & Culture
- Housing & Community
- Health and Environment

The purpose of this EIA is to ensure that our strategic Council Plan does not prompt any disproportionate negative impact on people with any of the protected characteristics.

The expected outcome of this EIA is the identification of any potential issues and a commitment to undertake the recommended mitigating actions to ensure our services are adequately accessible to the whole community.

This EIA will be monitored and published onto our website for public accessibility.

### **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<sup>1</sup>.

#### **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<sup>1</sup>.

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%).

#### **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<sup>3</sup>.

#### **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<sup>4</sup>.

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<sup>1</sup>.

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<sup>2</sup>.

#### **SLDC Employee and Member information**

As of 1 April 2017, SLDC employs 422 staff and has 51 councillors.



## Step 2

### Equality Action Plan

In providing this service are there any negative impacts on the following people? 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. People in rural areas  (See glossary below for definitions)	Mitigating actions (to avoid negative impact):	Lead Officer	Complete Y/N
<b>The Council Plan and how we produce it</b>			
Consultation  The draft Council Plan was developed primarily by South Lakeland District Council's Cabinet Members and senior officers.  AWAZ have also been consulted.	The draft Council Plan is available for public viewing on the committee section of the website  Any issues arising from the website consultation will be collated and reported to Overview and Scrutiny, Cabinet and Full Council.	Assistant Directors	
Format and navigation of the document	An accessible version of the Council Plan will be made available via the website and also our newspaper 'South Lakeland News'.  Alternative formats will also be offered with a contact number.  Design of 2019 Council Plan in line with corporate style guidelines. There will also be a one page summary.  The new Council Plan will have an accessible text version available to view.  The Council Plan will be in Plain English. Website allows people to easily navigate the document	Communications	

Priority areas to be impact assessed once more detail is available			
<p>Economy &amp; Culture</p> <ul style="list-style-type: none"> <li>- Housing and employment sites – accessibility to be considered.</li> <li>- ‘Encourage provision of skills training to meet the future needs of the economy.’ Need to consider the provision of training for protected groups. E.g. access to English language training, training needs of disabled people to help access employment.</li> <li>- Parish and Town plans need to consider Equality and Diversity.</li> <li>- When improving access to town centres, accessibility for disabled people needs to be a primary consideration. Facilities for older and younger people and religion/faith groups also need to be considered.</li> <li>- Ensure the information about devolution/asset transfer opportunities is accessible to all.</li> <li>- Improvements to infrastructure and facilities need to take into account the needs of protected groups, in particular disabled and BAME</li> </ul>	<p>Areas to be highlighted to assistant director and recommendation made that further assessment be undertaken when more detail of the project is available.</p> <p>Consultation with AWAZ resulted in the following suggestions:</p> <ul style="list-style-type: none"> <li>- Include links to the Localism page of the website in the Council Plan so it is easy for people to access both SLDC’s asset register and the community asset register.</li> <li>- LEP – AWAZ suggest the district council is well placed to influence the social inclusion aspect of the LEP.</li> <li>- BIDs – AWAZ suggested need to identify community development/ social inclusion needs.</li> </ul> <p>Progress: Links are included from the Council Plan 2019 to SLDC’s asset register.</p> <p>The Economic Development Team will raise the subject of social inclusion and community development at Kendal and Ulverston BID meetings in line with agreed and current dates as detailed in service specific Action Plans</p>	<p>Assistant Directors</p>	
<p>Housing and Communities</p> <ul style="list-style-type: none"> <li>- Advice about energy saving initiatives needs to be accessible to all.</li> </ul>	<p>Areas to be highlighted to assistant director and recommendation made that further assessment be undertaken when more detail of the project is available.</p> <p>Consultation with AWAZ resulted in the following suggestions:</p> <ul style="list-style-type: none"> <li>- Include links in the Council Plan to the 2013 Gypsy and Traveller needs assessment and SLDC’s Land Allocations DPD and Core Strategy. This will enable people to see that SLDC have considered the issue of gypsy/traveller site provision and have plans in place.</li> </ul>	<p>Assistant Directors</p>	

<p>Health and Environment</p> <ul style="list-style-type: none"> <li>- When working with local communities to manage the public realm and make the best use of and care for our parks and open spaces, the opportunity to be involved in this needs to be accessible to all members of the community.</li> </ul>	<p>Areas to be highlighted to assistant director and recommendation made that further assessment be undertaken when more detail of the project is available.</p> <p>Consultation with AWAZ resulted in the following suggestions:</p> <ul style="list-style-type: none"> <li>- EIA produced for kerbside recycling roll out, we must ensure the new equipment is suitable for all – or offer assisted collection to those negatively affected by the changes</li> </ul>	<p>Assistant Directors</p>	
<p>Delivering excellent services</p> <ul style="list-style-type: none"> <li>- Customer Connect Programme. Equality needs to be considered to enable all our customers to access services in the best way for them.</li> </ul>	<p>A high level EIA for the Customer Connect Programme is complete, there will be further and more detailed EIAs of each project associated with the Customer Connect Programme.</p> <p>Key considerations:</p> <ul style="list-style-type: none"> <li>- Communication plan needed to ensure those most affected are aware of the changes.</li> <li>- We need to ensure access to services will be available to those who are unable to access them online.</li> <li>- We need to ensure proposed staff numbers is relative to the level of need of face to face and telephone service.</li> </ul>	<p>Assistant Directors</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)**

- The council plan is available in multiple formats, is easily navigable and is in Plain English
- A hard copy of the council plan is available at South Lakeland House which is full accessible
- The council plan is available to members of the public for comment
- Further assessment to be made once service plans are available
- Equality impact assessment timetable to be made in consultation with assistant directors and in conjunction with the consultation timetable.

The Council's commitment to engaging with the diverse South Lakeland community on key projects and important local priorities will continue for the life of this Council Plan.

Through research and analysis of reports such as those produced by ACT, we have identified a number of key issues that affect our residents. The Council Plan aims to reduce these issues.

**Key Issues:**

- Older housing stock with poor insulation
- Lack of rural affordable homes – housing is a key priority for us and we have the target to build 1000 affordable homes to rent by 2025.
- Providing effective development support to rural businesses – one of our key priorities is economic growth. The Local Plan provides hectares of new employment land. The Invest in South Lakeland project continues to promote South Lakeland as a great place to do business and has recently attended the biggest property expo in London.

<b>Date:</b>	05/12/2018
<b>EIA Author(s):</b>	Paul Mountford
<b>Assistant Director:</b>	Simon McVey
<b>Document version number:</b>	v.1
<b>Date for Review:</b>	December 2019
<b>EIA forwarded to Policy Officer</b>	Y

### **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.

**Rurality:** 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.

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