

# Equality Impact

## Assessment Proforma

EIA Title:

Council Plan

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 four priorities:

- Working across boundaries to deliver economic growth
- Creating a balanced Community
- Reducing Inequalities
- Responding to Climate Change and enhancing Biodiversity

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-2018 South Lakeland’s total resident population was estimated to be 104,500. Over the last five years the population of the district has increased by 900 residents. In 2018 18.5 million visitors came to South Lakeland.

#### **Age**

In mid-2018 it was estimated that 13.7% of the population of South Lakeland are aged 0-14 years of age, 58.2 % are 15-64 years of age, and 28 % are aged over 65.

#### **Children and young people**

It is projected that numbers of 0-14 year olds in South Lakeland will decrease from 14,200 in 2018 to 12,500 in 2041, a fall of 12.0%.

#### **Working age**

In South Lakeland the number of 15-64 year olds are projected to decrease by 8,400 (-14%) between 2018 and 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.

#### **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.

## ⇒ Step 2

### Equality Action Plan

In providing this service will there be any negative impacts on the following people? <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. People in rural areas</li> </ol> (See glossary below for definitions)	Mitigating actions (to avoid negative impact):	Lead Officer & When	Complete Y/N
<b>The Council Plan and how we produce it</b>			
Consultation  The Council Plan was produced primarily by South Lakeland District Council's Cabinet and senior officers.  All	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 Cabinet.	Strategy lead specialist	
Format of the document  Disabled Age BAME	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 2020 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	Communications	

	English. There will be a glossary of terms.		
Navigation of the document Disabled Age	Council Plan website will allow people to easily navigate the document.	Web Development Team	
Contacting South Lakeland District Council All	The website page which contains the Council Plan and has an email address which people can use to contact us. Contact details are provided on the back of the document.	Web Development Team	
The draft Council Plan does not contain enough detail to effectively assess the impact of individual projects	Agreement made with Leadership Teams that plans and strategies will be shared with the Equality Officer once produced. The Equality Officer will highlight any projects that would need to be impact assessed before implementation.	Leadership Team	


**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)**

<ul style="list-style-type: none"> <li>- The council plan is available in multiple formats, is easily navigable and is in Plain English</li> <li>- A hard copy of the council plan is available at South Lakeland House which is full accessible</li> <li>- The council plan is available to members of the public for comment</li> <li>- Further assessment to be made once service plans are available</li> <li>- Equality impact assessment timetable to be made in consultation with assistant directors and in conjunction with the consultation timetable.</li> </ul> <p>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.</p>
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The Council has an agreement in place to consult with: Cumbria Disability Network, OutREACH Cumbria, AWAZ (Black and Minority Ethnic organisation), Age UK and ACT (Action with Communities in Cumbria). To consult, contact the Policy Officer for equalities.

<b>Date:</b>	10/10/2019
<b>EIA Author(s):</b>	Dan Hudson
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<b>Document version number:</b>	
<b>Date for Review:</b>	
<b>EIA forwarded to Policy Officer</b>	Y/N?

<p><b>Glossary</b></p> <p><b>Age:</b> 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).</p> <p><b>Civil partnership:</b> 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.</p> <p><b>Disability:</b> 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,</p>
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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.