

Equality Impact Analysis

Assessment Proforma

EIA
Title:

Polling district and polling places review for South Lakeland (2019)

- 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.

Polling district and polling places review for South Lakeland.

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

The review was made public for consultation across the whole authority.

Comments and representations were sought from the general public, plus from District and County Councillors, Parish Councils, Members of Parliament, and local constituency associations of political parties.

The review was publicised online and hard copies were available at South Lakeland House.

South Lakeland Equality information from the 2011 Census

- South Lakeland has one of the highest proportions of White British residents in the country (95.6% compared to 80.5% in England & Wales)
- However the district has seen an increase in ethnic diversity as the proportion of White British residents in 2001 was 97.6%
- Of the minority groups, 1,303 (1.3% of South Lakeland's population) come from the countries that joined the EU in the first part of the last decade, compared to 2.0% for England & Wales. Within this group 754 residents come from Poland (0.7% of South Lakeland's population);
- 53.9% of South Lakeland's population are married, higher than the England & Wales figure of 46.6%. The figure for the district is down from 56.5% in 2001
- 26.1% of South Lakeland's population is single (34.6% in England & Wales), and 0.2% are part of a civil partnership (same as England & Wales);
- South Lakeland has a higher level of Christian residents than England & Wales (68.1% compared to 59.3%). The figure has fallen, however, since 2001 when the rate stood at 79.1%
- 97.8% of South Lakeland residents speak English as their main language (compared to 90.9% in England & Wales)
- 13.8% of South Lakeland's population are aged 0 – 14 years, 59.4% of South are aged 15 - 64 years and 26.8% are aged over 65
- As a result of a health problem or a disability 8% of people in South Lakeland find that their day to day activities are limited a lot, 10.8% find their day to day activities are limited a little bit and 81.2% find that their day to day activities are not limited at all

Step 2 Equality Action Plan

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> 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. Socio-economic disadvantage (including rural deprivation, 'rurality') <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer & When</p>	<p>Complete Y/N</p>
	<p>Members of the public, employees, elected members and or other stakeholders currently use the service because it is a universal service integral to the function of the Council.</p>	<p>Living in rural South Lakeland presents residents with a range of challenges that, although not solely a rural concern, do require particular focus and appropriately tailored solutions.</p>	<p>The recommendations are considered to have a neutral impact in relation to the protected characteristics outlined above.</p>	<p>Tom Benson</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)

Recommendations are considered suitable for voters with sensory and/or physical impairment

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.