

Equality Impact Assessment Form



South Lakeland Poverty Truth Commission

Brief details of the subject: SLDC £20k contribution to the South Lakeland Poverty Truth Commission's lead organisation to support the delivery of the project.

List main stakeholders: A wide-range of partner organisations as listed in the 20th October 2021 Cabinet report, the lead organisation (yet to finalised), recruited community and civic/business commissioners.

Consultation/ engagement undertaken: Partners forming a PTC Support Group have been engaged since May 2021.

Evidence, research and other sources of information used: Links with the national Poverty Truth Network.

Impacts on people

What impacts/issues have been identified about how the proposal impacts on people?

Each category is rated either

Age: Positive

The lead organisation, and by extension the PTC Support Group, will need to ensure the community commissioners in particular cover a wide range of ages.

Disability: Positive

The lead organisation, and by extension the PTC Support Group, will need to ensure the community commissioners in particular include people with disabilities.

Gender reassignment: Neutral

Marriage and civil partnership: Neutral

Pregnancy and maternity: Neutral

Race/ethnicity: Neutral

Religion or belief: Neutral

Sex/gender: Positive

The lead organisation, and by extension the PTC Support Group, will need to ensure the community commissioners have equal representation of sexes/genders.

Sexual orientation: Neutral

Armed forces families: Neutral / Positive

This may be a group represented by the Community Commissioners.

Rurality: Positive

It is vital for the purposes of the project that those suffering from rural poverty are included and represented, especially in the form of community commissioners.

Socio-economic disadvantage: Positive

The PTC project has at its heart a focus on those with experience of severe financial difficulties. Around 12 community commissioners who have experienced such difficulties will be recruited to share their stories and work with civic and business commissioners through the course of the project.

Equality action plan

What actions will be taken to eliminate or minimise the negative impacts identified above?

Actions	Who's responsible	Completed (Date)
The lead organisation will be tasked with ensuring representative recruitment of community commissioners	PTC Support Group (SLDC is a member of the group)	By 01/06/2022

What actions will be taken to advance equality?

Actions	Who's responsible	Completed (Date)
The project itself is designed to enhance understanding of those in poverty and seek to affect change as a result of the project's work.	All involved in the project	01/01/2024

What actions will be taken to foster positive relations between people who share a protected characteristic and those who do not?

Actions	Who's responsible	Completed (Date)
The PTC brings together community commissioners, who have experienced socio-economic disadvantage, and civic and business commissioners (who may not have) to build relationships and understanding between the two groups. This will include informal meetings, presentations, online meetings and discussions over food and refreshments over the course of 12-18 months,	All involved in the project	01/01/2021

Report details

Date of report: 16/09/2021

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Director: David Sykes

Document version number: 01

Date for review:

EIA forwarded to Strategy Specialist: to Dan Hudson

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).

Armed Forces Families: Those who have served or who are serving in the Armed Forces and their families.

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 including. 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. Issues affecting the health and wellbeing of rural communities include: low-paid work, unemployment of young people, high costs of housing and fuel poverty, poor access to health services, lack of public transport and poorer broadband and mobile phone network availability.

Social isolation is also an issue especially among older people – in South Lakeland 27.7% of the population are aged over 65. The ageing rural population brings a number of challenges. These include the fact that older people often have poorer health and greater care needs, issues compounded by the greater distances to healthcare services and poor public transport. South Lakeland (2015) features most poorly in deprivation indices in “Barriers to Housing and Services Domain” (which relate to the physical proximity of local services, and issues relating to access to housing, such as affordability) and the “Living Environment Deprivation Domain” (The 'indoors' living environment measures the quality of housing; while the 'outdoors' living environment contains measures of air quality and road traffic accidents).

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. SLDC must adopt effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. Socio-economic disadvantage includes: Income, employment, health, education, housing, discrimination and local concentrations of deprivation.