

# Equality Impact Assessment (EIA)

## Proforma



South Lakeland District Council must comply with the **Public Sector Equality Duty** (s.149 of the Equality Act 2010) which requires local authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by or under the Equality Act (2010).**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

The purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of the council. If we do not consider how a function can affect different groups in different ways, it is unlikely to have the intended effect. This can contribute to greater inequality and poor outcomes.

The following **protected characteristics** are covered by the Duty:

1. age;
2. disability;
3. gender reassignment;
4. marriage and civil partnership; (eliminate unlawful discrimination aim only)
5. pregnancy and maternity;
6. race;
7. religion or belief;
8. sex;
9. sexual orientation.

SLDC includes “rurality”, “socio-economic disadvantage” and “armed forces families” as additional categories in its equality impact assessments. Although these are not recognised protected characteristics under the Equality Act, people on low incomes, living in rural isolated communities or members of armed forces families are likely to be affected by services that are intended to support vulnerable people.

**The Equality Act** protects people against discrimination because of the protected characteristics that we all have.

There are four main types of **discrimination**.

1. **Direct discrimination:** This means treating one person worse than another person because of a protected characteristic. For example, a promotion comes up at work. The employer believes that people’s memories get worse as they get older so doesn’t tell one of his older employees about it, because he thinks the employee wouldn’t be able to do the job.
2. **Indirect discrimination:** This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one. For example a local authority is planning to redevelop some of its housing. It decides to hold consultation events in

the evening. Many of the female residents complain that they cannot attend these meetings because of childcare responsibilities.

3. **Harassment:** This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment. For example a man with Down's syndrome is visiting a pub with friends. The bar staff make derogatory and offensive comments about him, which upset and offend him.
4. **Victimisation:** This means people cannot treat you unfairly if you are taking action under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so. For example, an employee makes a complaint of sexual harassment at work and is dismissed as a consequence.

For further information: [Equality and Human Rights Commission](#)

## Relevance assessment

### Please complete to determine if you need to do an EIA.

Relevance to equality means that the function/ policy/ project that you are assessing will either *affect people with the protected characteristics outlined above*, that it will *affect the Equality Duty*, or both. **If you answer Yes to any questions you should proceed to a full EIA.**

1. What does the information I have tell me about equality issues?

This is a strategic document and detailed equality assessments will be carried out. Equality is identified as a priority and creating a balanced community are identified as are the special issues associated with the elderly and income, health and housing inequalities

2. Will the function/ policy/ project have an impact on service users, communities or employees? Consider this in terms of the numbers of people affected and the likely extent of impact.  
**Yes**
3. Does it potentially affect different groups of people differently?  
**Yes**
4. Will the function have an impact on one or more aim of the equality duty?  
**Yes / No**
5. Has previous engagement or assessment shown that the function is relevant to equality?  
**Yes**
6. Does it have an effect on how other organisations operate in terms of equality (i.e. commissioned services)?  
**Yes**

7. Does the function/ policy/ project relate to an area of established inequality?  
**Yes**
8. Does this analysis require an equality impact assessment?  
**Yes**  
If **yes** continue below.

## Equality Impact Assessment

**Title:**

**Council Plan**

**Brief details of the subject:**

Sets strategic framework and priorities for Council.

Our Vision for South Lakeland - the best place to live, work and explore.

Priority 1 – WORKING ACROSS BOUNDARIES – DELIVERING SUSTAINABLE REGIONAL GROWTH ACROSS MORECAMBE BAY;

Priority 2 – DELIVERING A BALANCED COMMUNITY – A SOUTH LAKELAND FOR ALL AGES;

Priority 3 – DELIVERING A FAIRER SOUTH LAKELAND – A SOUTH LAKELAND FOR EVERYONE;

Priority 4 - ADDRESSING THE CLIMATE EMERGENCY – A CARBON NEUTRAL SOUTH LAKELAND

Each work stream/ delivery plan emerging from these priorities will be equality impact assessed. This will ensure the actions carried out resulting from these priorities proactively support people with protected characteristics.

(It could be a job for me to meet the relevant leads and work through the new EIA template - this would also be useful to increase awareness of the socio-economic disadvantage section).

**List main stakeholders:**

SLDC – all departments.

Citizens, businesses, 3rd sector organizations, public sector and other partner agencies in South Lakeland and the North West.

**Consultation/ engagement undertaken:**

Draws on consultations undertaken for all council plans and strategies

**Evidence, research and other sources of information used:**

All Council plans and strategies, Census and ONS population and household projections.  
South Lakeland Local Plan, South Lakeland Climate Change Action Plan

Please complete the section below and identify if your policy/project has positive, neutral or negative impacts on the listed population groups.

**Note:**

An EIA specifically identifies *disproportionate impacts* on equality; an impact that affects all customers in the same way, regardless of whether they have a protected characteristic of not, would not be a disproportionate impact. The test is, “Does this function affect different groups of people differently?”

Where your EIA identifies a disproportionate impact, it will be important for you to state the nature of this impact and any actions that will be taken in response to it. This might mean adjusting some aspects of the function, or could involve signposting to other services.

<b>What impacts/ issues have been identified about how the proposal impacts on people?</b>			
Enter details under the appropriate equality group heading below. Insert additional rows where needed.			
<b>Against each characteristic below, indicate: P = Positive impact; 0 = Neutral; N= Negative impact. Enter “X”</b>			
<b>Age (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
Plan specifically seeks to address the needs of elderly people through delivery of extra care housing, working with stakeholders to reduce loneliness and isolation.  Young people and housing affordability	X		
<b>Disability (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
Plan seeks to promote active travel in town centres. Public realm to enhance access for people with disabilities, reduce harmful impacts of traffic and make town centres more user friendly	X		
<b>Gender reassignment (Transgender) (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	

<b>Marriage &amp; civil partnership (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Pregnancy &amp; maternity (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Race/ethnicity (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Religion or belief (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Sex/gender (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Sexual orientation (enter below)</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Armed Forces Families</b>	<b>P</b>	<b>0</b>	<b>N</b>
		X	
<b>Rurality (enter below)</b>			
Plan seeks to reduce isolation and loneliness, provide better and more accessible online services and widen broadband coverage.	<b>X</b>		
<b>Socio-Economic disadvantage (enter below)</b>			
Plan seeks to halve the proportion of households in poverty and eliminate child poverty and implement Homelessness & Rough Sleeping Strategies; Tackling fuel poverty.	<b>X</b>		

## Equality Action Plan

What actions will be taken to **eliminate or minimise** the negative impacts identified above?  
*For example scheduling meetings so people with caring responsibilities or part time workers can attend.*

<b>Actions</b>	<b>Responsible Person</b>	<b>Completed by (date)</b>
1 Older Persons Housing Strategy		
2 Poverty emergency Action Plan	Strategy Lead Specialist	
3		
4		
5		

What actions will be taken to **advance equality**? *For example, Removing or minimising disadvantages suffered by people due to their protected characteristics, taking steps to meet the needs of people from protected groups where these are different from the needs of other people or, encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.*

<b>Actions</b>	<b>Responsible Person</b>	<b>Completed by (date)</b>
1 Ensure that equalities considered in all Council strategies plans and projects via Corporate Equality Group and Equalities Lead.	Strategy Lead Specialist	March 2022

What actions will be taken to **foster positive relations** between people who share a protected characteristic and those who do not. *For example by tackling prejudice and promoting understanding between people from different groups.*

<b>Actions</b>	<b>Responsible Person</b>	<b>Completed by (date)</b>
1 Ensure that equalities considered in all Council strategies plans and projects via Corporate Equality Group and Equalities Lead.	Strategy Lead Specialist	March 2022

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on sharepoint under Quick links/ Safeguarding. If you need any support when completing this Equality Impact Analysis, please contact the Strategy specialist (Corporate policy and partnerships).

<b>Date:</b>	05/01/2021
<b>EIA Author(s):</b>	Dan Hudson - Strategy Lead Specialist
<b>Director:</b>	David Sykes -
<b>Document version number:</b>	
<b>Date for Review:</b>	
<b>EIA forwarded to Strategy Specialist</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).

**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 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. 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.