

Equality Impact Assessment: Exeter Plan: Outline draft consultation

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty, authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 6 September 2022	Exeter Plan: Outline draft consultation	That Executive 1) That the Executive approves the Outline Draft Exeter Plan (content included in Appendix A) as the basis for public consultation for eight	Potentially all groups with protected characteristics. The Exeter Plan has the potential to impact upon all residents of Exeter. The aim is that the plan will improve the city and the lives of all residents irrespective of protected characteristics. At this

Committee name and date:	Report title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>weeks commencing on 26 September 2022; and</p> <p>2) That the Executive gives delegated authority to the Director of Planning and Development, in consultation with the Council Leader and Portfolio Holder for City Development, to agree minor changes to the Outline Draft Plan content before it is published for consultation.</p>	<p>stage the plan does not include a full set of policies and therefore impacts are currently difficult to assess.</p>

The assessment

For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
<p>Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.</p>	<p>Positive</p> <p>Neutral</p>	<p>Medium</p>	<p>The plan itself does not include specific policies focusing on this characteristic at this stage. However it does consider the need for housing for all groups and specially refers to requirement for public spaces and transport to be accessible for all which could have a positive impact.</p> <p>The consultation will need to accommodate the needs of all irrespective of disability. The variety of consultation methods aims to accommodate the needs and specific requirements can be accommodated.</p>
<p>Sex/Gender</p>	<p>Neutral</p>		<p>The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated.</p>
<p>Gender reassignment</p>	<p>Neutral</p>		<p>The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated.</p>

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
<p>Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).</p>	<p>Positive</p> <p>Neutral</p>	Low	<p>The plan itself does not include specific policies regarding this characteristic. However it does make specific reference to the importance of culture, identify and understanding the needs of the wider community in planning for the future of the city.</p> <p>Religion and belief are protected characteristics. Careful consideration will be given during the consultation to ensure that all religious groups are able to contribute. Digital and in-person methods will support this engagement while thought will be given to ensure appropriate venues are used for events.</p>
<p>Sexual orientation (including heterosexual, lesbian, gay, bisexual).</p>	Neutral		<p>The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated.</p>
<p>Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age</p>	Positive	Medium	<p>There could be a range of impacts in terms of this protected characteristic due to the breadth of age groups considered. As an example, the plan aims to provide</p>

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
categories are for illustration only as overriding consideration should be given to needs).	Positive/negative		<p>appropriate housing for all groups and makes reference to the importance of accessibility for all in terms of public space and transport.</p> <p>The consultation methods to be used may be positive for some age groups and negative for others; digital activities often provide improved access for younger groups while an over-emphasis can exclude older groups. A balance will need to be provided.</p>
Pregnancy and maternity including new and breast feeding mothers	Positive	Low	<p>The plan does not include specific policies relating to this protected characteristic. However it does aim to provide appropriate housing for all groups, flexible employment and makes reference to the importance of accessibility for all in terms of public space and transport.</p>
Marriage and civil partnership status	Neutral		<p>The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated.</p>

Actions identified that will mitigate any negative impacts and/or promote inclusion

Continued consideration of the impact of emerging plan policies on groups with protected characteristics.
Consideration of a wide breadth of consultation methods to support the needs of groups with protected characteristics.

Officer: George Marshall: Assistant Service Lead: Local plans

Date: 05.08.2022