

Equality Impact Assessment



Assessment Of: Recovery Action Plan Projects	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Council-Wide	Assessment carried out by: Tony Mansour
Service Area: Council-Wide	Job Role: Housing Needs Lead and Recovery Lead
Version / Date Of Sign Off By Director:	

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

We propose to take forward seven projects over the next twelve months which will assist our residents, communities, local businesses and workforce to recover from the impacts of the Covid-19 pandemic. The projects are at varying stages of completion and each one relates directly to one of the five theme areas established in June of 2020 when we set out our Covid-19 Recovery Framework. These projects have been devised as a result of the work undertaken by our Recovery Project Team in collaboration with the Senior Leadership Team at Teignbridge District Council, and with our input from, and the support of, our elected members.

The Projects:

Project	Recovery Theme Area	Project Status
Training Support For Business	Economy	To be taken forward
Transport Hubs	Place	To be taken forward
Recycling Campaign	Environment	To be taken forward
Supplier Section on TDC Website	Vital Viable Council	Project underway
Review of Best 2020 Process	Vital Viable Council	Project underway
Community Recovery Forum	Community	Project underway
Combined Data Analysis Pilot	Community	To be taken forward

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community	<input checked="" type="checkbox"/> Teignbridge workforce
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1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
LGA Research report - Basic Facts About Teignbridge Basic facts about your chosen area (esd.org.uk)	Details the demography of the Teignbridge District in relation to: <ul style="list-style-type: none">• Population• Age• Ethnicity• Health• Employment• Education
LGA Research Report- Demographic Report LGA Research Report - Demographic Report LG Inform (local.gov.uk)	Provides further detail on population changes in Teignbridge, and demographic information relating to

	gender and ethnicity in Teignbridge with comparisons to the percentage figures for the South West and all English Local authority areas in totality.
Local Area report for Teignbridge Local Area Report for areas in England and Wales - Nomis (nomisweb.co.uk)	Provides key demographic information and further detail in relation to household accommodation types, employment, household composition, education, qualifications. Report is broken down into: <ul style="list-style-type: none"> • Who we are • How we Live • What we do
Office For National Statistics Census 2011 http://www.ons.gov.uk/ons/guide-method/census/2011/census-data/index.html	Demographic source data sets and mid-year estimates.
A literature Review Completed by our Recovery Data Cell at Teignbridge District Council	In October of 2020, the data cell of our Recovery project Team completed a review of the then extant literature relating to the impacts of COVID-19 and related government enforced measures. Through the review, we extracted and collated the salient points and common themes from over 20 national, regional and local reports which evidenced the impacts of COVID-19, including impacts relating to people with protected characteristics.
A literature completed by Devon County Council's Recovery Coordination Group	In December of 2020, a review of the regional and national literature relating to the impacts of COVID-19 was completed by the Recovery Coordination Group at Devon County Council. The review looked at social determinants pertaining to the impacts of the pandemic including socioeconomic, cultural and environmental conditions and also focused heavily on constitutional factors (protected characteristics) and the relative impacts of the pandemic upon people with protected characteristics (see
DCF, (2020c) Coronavirus Response Briefings – BAME. Devon Community Foundation, (8) 21 May 2020. Available at https://devoncf.com/wp-content/uploads/2020/05/DCF-Weekly-Briefing-8-21-May.pdf [Accessed 23 September 2020].	A briefing provided by Devon Community Foundation outlining the assessed impacts of the Covid-19 Pandemic on people with a BAME background in Devon. Findings:

- Some ethnicities have a disproportionate risk of death involving COVID-19. For example, during the pandemic it was found that black males had around 3.3 and females 2.4 times more risk of death than a white ethnic group.
- When weighted for other socio-demographic determinants the risk for black ethnic groups was overall around twice that of white ethnic groupings. Similar findings occurred for Bangladeshi, Pakistani, and Indian ethnic groups.
- Hate crimes have increased 2% in Devon, 57% of these relating to race, with influence of COVID-19, particularly in relation to Asian ethnicity, Black Lives Matter, and leaving the EU.
- It may be expected that risks of longer-term effects of COVID-19 may also be associated with race. With these groupings at greater risk, and factors related to socio-demographics, longer-term effects for the families of those who died, or those who acquired COVID-19 and experiencing longer-term effects need to be considered.
- Access to translation services and translated information or advice is not consistent.
- Overall, Devon's BAME population is 2.8%, with Exeter having the highest proportion at 6.9%, with 'significant' refugee populations. The relatively small BAME communities results in many allied community organisations being informal or small-scale. This presents issues around

	<p>infrastructure and availability of resource and potential for structural inequity.</p>
<p>DCF, (2020g) Coronavirus Response Briefings – Dementia. Devon Community Foundation, (10) 4 June 2020.</p>	<p>A briefing provided by Devon Community Foundation outlining the assessed impacts of the Covid-19 Pandemic on people with Dementia, and those who care for people with Dementia in Devon.</p> <p>Findings:</p> <ul style="list-style-type: none"> • People with dementia were reported to have experienced a steep decline in cognitive and mental health. It has been reported that less care was being provided, particularly with community groups not able to provide day care and other services.
<p>DCF, (2020h) Coronavirus Response Briefings – Physical Disability. Devon Community Foundation, (14) 9 July 2020.</p>	<p>A briefing provided by Devon Community Foundation outlining the assessed impacts of the Covid-19 Pandemic on people with Physical Disabilities in Devon.</p> <p>Findings:</p> <ul style="list-style-type: none"> • Higher risk of death and severe outcomes were associated with long-term health conditions and disabilities. Particular risk appeared to be associated with hypertension, diabetes, and obesity (DCC, 2020c). It may be expected that risks of longer-term effects of COVID-19 may be associated with long-term health conditions and disabilities, including those with learning disabilities. • Those with a learning disability may find understanding information around the pandemic challenging. Additionally, a reduction in face-to-face services may create new difficulties in accessing and understanding services. Those with support

	<p>coped better than those who lived alone, or had little support.</p> <ul style="list-style-type: none"> • It was also highlighted that Government messaging may not be tailored for those with a learning disability. Lockdown increased isolation for some, which compounded issues faced.
<p>DCP (2020) Disabled Children's Partnership report – Left in Lockdown. Available at https://disabledchildrenspartnership.org.uk/wp-content/uploads/2020/06/LeftInLockdown-Parent-carers%E2%80%99-experiences-of-lockdown-June-2020.pdf</p>	<p>A report outlining the impact of the coronavirus pandemic and lockdowns on families with disabled children across the UK.</p> <p>Findings:</p> <ul style="list-style-type: none"> • Parents reported an increased caring load, both for themselves and for their disabled children's siblings. Parents feel exhausted, stressed, anxious and abandoned by society. • In many cases, the support families previously received stopped during lockdown(s). • Many families are seeing declines in both mental and physical health - Parents are particularly concerned about the pressure of children's behaviour and mental wellbeing; managing home-schooling; and what will happen to their children if they contract Covid19. • The little support that had previously been provided for families has often stopped altogether - Children's friendships; learning and communications; mental and physical health; and emotions

	<p>and behaviour have all been negatively impacted.</p> <ul style="list-style-type: none"> • The lockdowns increased financial pressures on families.
<p>YoungMinds (2020) Coronavirus: Impact on young people with mental health needs. Survey 2: Summer 2020. Available at https://youngminds.org.uk/about-us/reports/coronavirus-impact-on-young-people-with-mental-health-needs/</p>	<p>A series of surveys and published results looking at the impacts of Covid-19 upon young people with mental health needs.</p> <p>Findings:</p> <p>When asked what the main pressures were during the current lockdown, respondents mostly spoke of loneliness and isolation, concerns about school, college or university work and a breakdown in routine. Many young people also expressed fears about the future, and although some were optimistic about the vaccine rollout, others were concerned that easing restrictions too soon could lead to further restrictions in the future.</p>
<p>DCF, (2020e) Coronavirus Response Briefings – CASH. Devon Community Foundation, (2) 9 April 2020. Available at</p>	<p>A report focusing on digital access and inclusion during the Covid-19 Pandemic, and particularly the impact of lockdowns and other restrictions.</p> <p>Findings:</p> <ul style="list-style-type: none"> • With a shift to digital services during lockdown some people, particularly those with disabilities, may find they cannot access services (DCF, 2020f). Those with learning disabilities, autism, dementia, blind, and/or deaf or hard of hearing may be presented with particular barriers in accessing information. • If some services maintain a digital presence in recovery some people with disabilities may find that due to lack of internet access or existing skills that they can no longer obtain services required.

	<ul style="list-style-type: none"> Some may have been reliant on availability of computers and internet access in libraries that were shut or had more limited access. Allied to this with increasing isolation additional efforts may be required to 'reconnect' people in recovery.
Additional comments:	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

<ul style="list-style-type: none"> Although we have a wealth of information on the impacts of the Covid-19 pandemic upon people with protected characteristics across the UK, and regionally within Devon and the South West of England, our consultation with representatives from certain groups within Teignbridge has been limited. Our consultation approach (outlined below) invited input from all residents of Teignbridge, however uptake was relatively low from people who identify as BAME, LGBT and from those with non-Christian faith backgrounds. Equally, our community Recovery forum was well attended by groups representing the interests of people with disabilities and older people, however there was limited representation from groups representing the interests of people with other protected characteristics. In order to fill these gaps, we will need to be proactive in consulting with a more diverse range of organisations that can provide key insights into the issues facing people with protected characteristics in Teignbridge. Our Equality Lead and consultation will facilitate this piece of work, and have identified a number of potential organisations within whom we will seek to actively consult over the next six months. <u>Please see section 2.5</u>

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

1. 2020 Combined Recovery and Residents Satisfaction Survey.

A survey conducted in November of 2020, available for completion to all residents of Teignbridge. The Survey sought to:

- Assess the impacts of COVID-19 on residents of Teignbridge
- Understand residents' principal concerns relating to the Covid-19 pandemic
- Assess residents' level of satisfaction with the services provided by Teignbridge Council
- Determine what our recovery work should focus on achieving.

The 'about you' section of the survey was designed using a best practice approach to demographic data gathering, utilising templates designed by the Office for National Statistics (ONS) and Local Government Association (LGA).

2. A member led Covid-19 Impact Survey

A survey was developed by an Overview and Scrutiny Task and Finish Group designed to assess the impacts of Covid-19 on Urban, Coastal and Rural Areas in Teignbridge. The Survey was sent out to Parish Councils, community groups and local businesses to complete.

3. A Covid-19 Community Recovery Forum

A Teignbridge Community Recovery Forum was established in December of 2020. The forum met on two occasions (December 2020 and February 2021) to discuss the impacts of Covid-19 on our communities, determine our recovery objectives and provide mechanisms for future engagement with community groups. The forum included representation from groups representing the interests of people with specific protected characteristics such as:

- The Alice Cross Centre which provides support and community spaces for older people
- Kingscare which provides support to people with physical health issues, mental health issues and disabilities.
- Young Devon which supports young people through the provision of housing advice and supported accommodation placements. Young Devon have a history of co-designing services with young people, and were able to provide insights into the issues currently facing young members of the LGBT community in Teignbridge.
- Teignbridge CVS which provides support and representation to an array of community and voluntary sector groups in Teignbridge.
- The Citizens' Advice Bureau Teignbridge
- Town and Parish Council representatives

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

- We are committed to a proactive approach to consultation with a diverse range of organisations that can provide key insights into the issues facing people with protected characteristics in Teignbridge.
- Our Equality Lead and Consultation Officer will facilitate this piece of work, and have identified a number of potential organisations within whom we will seek to actively consult over the next six months.
- The following groups have been identified as suitable for further consultation in relation to our proposed Recovery Projects:

Equality Strand	Organisation
LGBT	Intercom Trust
Disability	Living Options
Older People	Alice Cross
Older People	Devon Senior Voice
Older People	Kingscare
Youth	SPACE
Youth	ROC Dawlish
Deprived communities	Newton Abbot CIC Buckland et al
Deprived communities	West Teignmouth - Meadowside
Community Groups	Teignbridge CVS
G&T	Forum via Graham Davey
Racial Equality	PDREC (Plymouth and Devon Racial Equality Council
	Hikmat & Refugee Support Devon
Faith	Devon Faith & Belief Forum
Town & Parishes	via Gary Powell
Residents Panel	via Comms
Citizens Advice Teignbridge	CAB

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Other group(s) <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport</i>	
Potential impacts:	NA
Mitigations:	NA

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

<ul style="list-style-type: none"> • The Community Recovery Forum provides a platform for representatives of people with protected characteristics to ensure that discrimination is eliminated and that their voices are heard. We will also endeavour to extend representation to a wider range of groups as outlined in section 2.5. • The forum also provides a mechanism for the fostering of good relations between people who share protected characteristics, and those who don't. • Our Combined Data Analysis Pilot will also seek to ensure that support and key interventions provided by Devon County Council, Teignbridge Council and the Citizens Advice Bureau are targeted towards those areas, families and individuals that need help through a proactive and preventative approach to service delivery. • The training support provided to business will also be designed, promoted and implemented in such a way as to promote quality of opportunity and equals access for those with protected characteristics. We will ensure that any material developed through this project will be made available in a wide range of accessible formats. • A key aim of the transport hub is to facilitate greater use of a range of sustainable transport by delivering an attractive and accessible town centre facility • The transport hub will support the increased use of non-car modes. This could include buses, community transport, mobility scooters, cycles and ebikes.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

There are no foreseeable negative impacts to our proposed projects. They have been designed with our equality duties in mind, and on the basis of extensive consultation and research into the impacts of Covid-19.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

- The Community Recovery Forum provides a platform for representatives of people with protected characteristics to ensure that discrimination is eliminated and that their voices are heard.
- The forum also provides a mechanism for the fostering of good relations between people who share protected characteristics, and those who don't.
- Our Combined Data Analysis Pilot will also seek to ensure that support and key interventions provided by Devon County Council, Teignbridge Council and the Citizens Advice Bureau are targeted towards those areas, families and individuals that need help through a proactive and preventative approach to service delivery.
- The training support provided to business and transport hubs will also be designed, promoted and implemented in such a way as to promote quality of opportunity and equals access for those with protected characteristics.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Further pro-active consultation with the groups outlined in box 2.5	Consultation Officer and Equality Lead	6-12 months

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

The proposal pertains to 7 individual projects and therefore the measurements of success and impact vary from project to project. The equality impacts and implications relating to each project will be monitored by the responsible officer and projects teams for each respective project, in alliance with our Consultation Officer and under the guidance of our Equality Lead.

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it

to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA
Once signed-off please add the details to the 'Central Register of all Council EIAs' saved in the same
directory.

Reviewed by Service Manager: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Instead was reviewed by: Amanda Pujol	Strategic Leadership Team Sign-Off:
Date: 30/07/2021	Date: