

Equality Impact Assessment



Assessment of: One Teignbridge Council Strategy Action Plan	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Place and Commercial Services	Assessment carried out by: Michelle Luscombe
Service Area: Spatial Planning	Job Role: Head of Strategy and Partnerships
Version / Date of Sign Off by Director:	13/10/2025

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.

The proposal is to approve the Action Plan for the 'One Teignbridge' council strategy following the approval of the themes and objectives at Full Council in February 2025.

The One Teignbridge Strategy is the new corporate plan which sets out the Council's priorities and supporting objectives to guide Council spending and decision making for the term 2025-2030.

This Action Plan details the projects, initiatives and business-as-usual activities that we will undertake to achieve these strategic aims. It has been reviewed against expected budgets, staff capacity and has been developed in collaboration with partners to ensure deliverability.

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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As a strategy affecting prioritisation of the Council's non-statutory functions and delivery of statutory services, this proposal will have a wide-ranging impact on council services and the lives of people in the district.

The Action Plan is intended to set out in detail the work we will do to have a positive impact on the levels of participation in service design and implementation, in line with the organisations

stated aim to become a community-led council. This includes actions under W1 to 'use improved consultation software, hold face to face meetings wherever appropriate, and run consultation and engagement exercises through CAB, CVS and CIC, to ensure we reach groups from whom we might not otherwise hear.'

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-reassignment, religion/belief and sexual orientation.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
<p>Protected Characteristics: Age and Disability The Local Housing Needs Assessment (September 2022) highlighted the following demographic trends within Teignbridge.</p> <p>Age:</p> <ul style="list-style-type: none"> – Overall district population is projected to increase from approximately 135,000 (2020) to 148,000 (2040). – Within this period the number of persons aged 65 and older will increase by 13,000 or approximately 35% of the entire district's population in 2040. – In household terms the total number of households by age of representation will see an increase of approximately 9,000 of those over 65. – In the district over the 20-year period, around 25,500 extra households will be formed by those under 75. However, these extra households are offset by the reduction of 16,600 households aged 85 or over in 2040. This results in a total increase of approximately 8,900. <p>Disability:</p> <ul style="list-style-type: none"> – In 2020 the total number households including affordable and market where an existing illness or disability affects their housing need and need to move stood at approximately 512. – An additional 11,147 households are projected to be in a similar position in 2040. This figure is, however, lowered to 	<p>The evidence tells us that we need to plan for a growing and ageing population and that we need to address issues residents experience with disability.</p>

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
<p>4,724 when adaptable existing dwellings are considered to meet basic standard (M4(1)). The lower figure represents 33% of the total local housing need.</p> <p>Ref: East Devon, Exeter, Mid Devon and Teignbridge Local Housing Needs Assessment: Report findings for Teignbridge, September 2022 (ORS).</p>	
<p>Protected Characteristic: Race Gypsies and Travellers Gypsy and Traveller Accommodation Assessment 2022</p> <p>Updated evidence contained within the Gypsy and Traveller Accommodation Assessment 2022 shows that there is a need for at least 51 permanent pitches for Gypsy and Travellers in the period until 2041.</p>	<p>The data tells us that we need additional pitch provision for gypsies and travellers in the district.</p>
<p>Protected characteristics: ethnicity; religion; sexual orientation; gender-reassignment</p> <p>Reference: ONS, Census 2021 Teignbridge Ethnic Group Classification:</p> <ul style="list-style-type: none"> • 97.6% (2021 census) of the district identifies as predominantly white (e.g., English / Welsh / Scottish / Northern Irish / British / Irish or Any other White background). • 0.7% of the district identifies as predominantly Asian (e.g., Asian British / Asian Welsh / Bangladeshi / Chinese / Indian / Pakistani or Any other Asian background). • 0.1% of the district identifies as predominantly Black (e.g., Black British / Black Welsh / Caribbean / African or other Black). • 1.1% of the district identifies as predominantly Mixed of Multiple Ethnic groups (e.g., White and Asian / White and Black African / White and Black Caribbean and Other Mixed or Multiple ethnic groups). • 0.3% of the district identifies as predominantly and other ethnic group (e.g., Arab or any other ethnic group). 	<p>This tells us that the district has a predominantly white British population. Compared to the United Kingdom as a whole, Teignbridge has lower proportions of the population who identify as Asian, Black, other or mixed ethnicity. This shows we should take care to ensure the voices and needs of minority groups are met.</p>

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
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<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.

To develop the strategic aims and objectives we conducted wide-ranging engagement activities over two stages: an initial and broad scoping stage, where we collected feedback on the issues facing different people and groups throughout the district, and a second refining stage, where we took our proposed aims and objectives back to those same groups to verify that they were supported.

Throughout our engagement activities in both stages 1 and 2 the project has sought to involve a range of backgrounds and characteristics to ensure a good representation of residents across the district as set out in 2.4.

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.

We have conducted a broad range of engagement activities working with stakeholders from individual residents up to strategic organisational partners.

For the first stage engagement (theme development) we consulted widely with a residents survey, business survey, Community Leaders Workshop, and work with TeignCVS to speak to groups including a mixed-race heritage group, parent and toddler groups, Memory Café, long-term pain groups, primary and secondary schools, and the Gypsy and Traveller Forum.

The feedback from both stages of engagement fed into the strategic aims and objectives: following the second stage consultation we have convened working groups focused on each of the five themes.

These working groups were well attended, with representatives from the community sector, including Newton Abbot CIC, Teign CVS, the Rotary Club, Community Transport organisations and the Citizens Advice Bureau. Town and Parish Councils were represented. The Environment working group had support from ACT and the Green Futures project. For Homes, Live West, Teign Housing and the private rental sector were among the attendees. The Infrastructure group was attended by Devon County Council, South West Water, and the CIC representing views from the community. Actions around the economy were put together in consultation with partners including DCC, the CCA, local Chambers of Commerce, local businesses and Town Councils.

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.

The Action Plan is intended to be a living document, and engagement will continue as projects are brought forward. The form and structure of this will be appropriate to the project, but will always be considerate of the need to obtain broad representation from across the community.

All service areas will be expected to embed the "Way we will work" principles within their processes so that good practice in relation to engaging with demographic representatives across our communities is achieved.

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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Improved access to entry level housing, affordable housing and local connections housing which may align more closely with average incomes of younger households. Improved access to jobs through the provision of more employment land which will provide opportunities for more business start-ups, business expansions and inward investment. Improved access to schools, recreational facilities and play spaces. Improved opportunities for walking, cycling and access to public transport.
Mitigations:	n/a
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Through actions set out under the Homes theme we will promote private and public sector investment in extra care schemes/care

	<p>homes/accessible housing to cater for our aging population, increasing the number of suitable accommodation options for older people.</p> <p>Specific actions include:</p> <ul style="list-style-type: none"> • Undertake feasibility and design work to explore options for the redevelopment of Bradley Lane for residential development, including extra-care housing. • Promote private and public sector investment in extra care schemes/care homes to cater for our aging population. • Work to ensure compliance with policy H5 of the Local Plan, delivering accessible homes for individuals with limited mobility.
Mitigations:	n/a
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Through the proposed objective 'Facilitate and encourage the provision of more housing that meets the needs of older people and people with limited mobility.' we will take the action under Project H.2. to:</p> <ul style="list-style-type: none"> • Work to ensure compliance with policy H5 of the Local Plan, delivering accessible homes for individuals with limited mobility.
Mitigations:	n/a
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Gypsies and travellers
Mitigations:	Project H.7. is to "Manage Gypsy and Traveller provision in the district" with a specific action to Work with DCC and other Districts to identify transit/stopping-place provision".

	The Strategy also has a strategic objective to “Deal with planning applications efficiently to ensure that homes supported by the Local Plan are delivered”. The Local Plan includes allocations for 42 G&T pitches.
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The new Action Plan contains a number of priorities and objectives that will have a particular impact on more deprived communities, working to improve services and facilities which see more proportionate use from lower income households, with the impact of reducing inequality in communities across the district. Strategic objectives are:</p> <ul style="list-style-type: none"> • focus non-statutory projects on our communities and environments that are most vulnerable. • Protecting our environment and supporting communities and landscapes and responding to the challenge of climate change. • Take action to tackle the housing crisis and strive to give everyone the chance to live in a safe warm home. • speak up for our communities to improve services that other organisations provide. • Identify, prevent, and resolve issues relating to anti-social behaviour, domestic abuse, safety, and crime. • Work more effectively with community and voluntary services to provide essential support for residents most in need. • Collaborate and partner with communities on projects to achieve better outcomes. • Facilitate and encourage more affordable housing, in particular social rented and one-bedroom homes. <p>Specific actions include:</p> <ul style="list-style-type: none"> • Deliver the Safe Spaces Safer Places Project • Deliver the Let's Talk Project • Continue the roll out of Community Protection Warnings and ComWork with strategic partners and landowners to encourage commercial investment in Local Plan employment allocations,

	<p>particularly the strategic sites at GC20 Forches and Perry Cross, GC21 Ilford Park and EE2 West Exe.</p> <ul style="list-style-type: none"> • Deliver 10 x 1000sqft business units to the rear of Aldi on Forde Close. • Promote commercial opportunities in the district through marketing materials munity Protection Notices • Consideration of Newton Abbot town centre assets as part of masterplan, including Cattle market, Multi Storey Car Park, Wilko block and service yard, Sherborne House, Leisure Centre and Halcyon Road Car Park. • Provide resource to administer devolved grant funding to businesses. • Work with local businesses, Devon County Council, the Combined County Authority, and Chambers of Commerce to make sure education and future business and career demands align with each other.
Mitigations:	n/a
Other group(s) 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	
Homelessness	Does your analysis indicate a disproportionate impact? Yes x No <input type="checkbox"/>
Potential impacts:	<p>The Action Plan includes the following projects to achieve a positive impact:</p> <ul style="list-style-type: none"> • H.8. Work in partnership to end Youth Homelessness in Teignbridge • H.9. Homelessness & Rough sleeper Strategy Implementation
Mitigations:	N/A
Digital Exclusion	Does your analysis indicate a disproportionate impact? Yes x No <input type="checkbox"/>
Potential impacts:	<p>The Action Plan includes the following project to achieve a positive impact:</p> <p>W.4. Implement the 'Digital First' approach:</p> <ul style="list-style-type: none"> • Continue to design our services around a 'Digital First' approach. • Explore opportunities to improve digital inclusion. • Ensure there are options for residents to talk to us where they cannot access services digitally.

Mitigations:	N/A
Access to transport	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The Action Plan includes the following project to achieve a positive impact:</p> <p>IN.11. Work with DCC and other partners to improve public transport in the district.</p> <ul style="list-style-type: none"> • Support the delivery of actions arising from Greater Exeter Transport study. • Support Community Transport organisations to deliver services in the district. • Lobby Devon County Council for improvements to bus services
Mitigations:	N/A

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.

See sections 1.3, 2.1 and 3.1 for identified impacts which have positive benefits for the stated protected characteristics.

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

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
Embed the "Way we will work" principles within the organisation so that good practice in relation to engaging with demographic representatives across our communities is achieved. Ensure that the relevant partnerships are established and well managed to provide cross-sector community involvement and scrutiny in the implementation of the Action Plan.	Michelle Luscombe	Ongoing

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.

Monitor relevant equality data on consultation responses.

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 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Michelle Luscombe	Strategic Leadership Team Sign-Off Neil Blaney
Date: 13.10.25	Date: 14.10.25