

Equality Impact Assessment



Assessment of: One Teignbridge Council Strategy, 2025-2030	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input 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:	23/12/2024

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 formally adopt the new 'One Teignbridge' council strategy following the second stage consultation on the draft strategy approved on the 30th July 2024. The second stage consultation involved taking the draft strategy out to residents, stakeholders, businesses and partners.

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.

Following approval of these themes and objectives we will bring forward to Full Council an Action Plan of projects that support delivery of the Strategy, as well as a set of key performance indicators and a dashboard-style management system providing an effective framework for monitoring and scrutiny. This will hold the Council to account and focus resources where they are most needed.

This Action Plan will be brought before Full Council later in 2025.

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
---	---	---

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]
---	---

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 strategy is intended 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 powered council. The principles of 'The Way We Will Work' affirm our intention to become an organisation in better dialogue with our residents, service users and partner organisations, particularly through the points 'We will talk meaningfully with you about the projects and decisions that affect you and your area' and 'We will make sure you can see how and why decisions are being made.'".

In times of constrained public sector resources, we are also making an affirmation that we will make sure our use of resources focuses on the areas of greatest need: "We will focus non-statutory projects on our communities and environments that are most vulnerable".

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
Protected Characteristics: Age and Disability The Local Housing Needs Assessment (September 2022) highlighted the following demographic trends within Teignbridge. Age: <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	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>or over in 2040. This results in a total increase of approximately 8,900.</p> <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 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>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</p> <p>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). 	<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>

- 0.3% of the district identifies as predominantly and other ethnic group (e.g., Arab or any other ethnic group).

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.

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.

Our respondents to the online survey for the Stage 2 consultation were broadly skewed towards older age ranges and had a demographic profile generally matching that of the district. As some demographic questions had a 'prefer not to say' option which was well used, and some respondents were completing the survey as a representative of an organisation rather than an individual, we can make fewer confident statements about this second stage consultation.

The other forms of engagement we undertook in the first stage of consultation, including through Teign CVS and with schools, vastly increased our representative mix. This includes meetings with a mixed-race heritage group, Teign, Bearnese, Wolborough and Coombeshead schools, and the Gypsy and Traveller Forum.

Where are the gaps?

Compared to the demographics of the district as published in the 2021 census we spoke to proportionally fewer residents between the ages of 25 and 44 both in stage one and stage 2 of the consultation. This gap was partially covered through our work with community leaders, with business representatives and with the Staff Working Group, which had a proportionally higher representation from these age groups than the district as a whole.

As part of the development of the action plan we will continue to engage groups who may be affected by the development of this strategy, including direct service users.

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. As part of the first stage of consultation on this strategy, we ran a workshop with representative from Town and Parish Councils, who provided feedback on behalf of their areas. We held a series of Residents Workshops across the district, meeting with a broad range of residents from across the district. We sent out a survey to local businesses, many of whom were also spoken to directly by their ward councillors.

We held a set of Community Leaders Workshops, where we invited representatives from Social Enterprises and Community Interest Companies, and representatives of a diverse range of charitable organisations including Action Climate Teignbridge and the Citizens Advice Bureau. We attended the Gypsy and Traveller Forum and obtained feedback from that community on the Council services they interact with and their opinions on those, along with more general feedback of their experience of living in the district.

We held meetings with key partner organisations to discuss the impact of our strategy on their work and priorities, including speaking to Dartmoor National Park and Devon County Council.

We conducted a programme of youth engagement, meeting with students from Coombeshead Academy, Teign School, Bearnas and Wolborough Primary Schools.

Through our partners at Teign CVS we engaged sections of the community with whom they work, and interest groups including those representing communities with protected characteristics: whilst not an exhaustive list this included users of foodbanks, older residents at Buckland Coffee Morning, Courtenay Centre Exercise Group, Kingscare Wellbeing Group, and the Alice Cross Lunch Club. They also spoke with a long-term pain peer support group, a group representing the interest of mixed-heritage families, support groups for carers/cared for residents, including carers/cared for residents with dementia, learning disabilities/physical disabilities/sensory disabilities, alongside social enterprises supporting adults with learning disabilities to obtain feedback on their lived experience.

During the second stage consultation on this strategy we have contacted all the groups involved in the first stage and requested their feedback on our draft strategy, along with a programme of social media posting (including paid advertising), direct contact with every Town and Parish Council across the district, and visits by the project team to events including the Chamber of Commerce 'business breakfast' and coffee mornings where we could speak to businesses and residents directly.

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.

During the development of the Action Plan we will bring together 'working groups' of Officers, Members, and stakeholders including other public sector bodies, commercial enterprises and community/charitable organisations. There will be three of these working groups, arranged by theme: 'The Way We Will Work and Community', 'Homes and Infrastructure' and 'The Economy and The Environment'. The makeup of these groups will be arranged so that representatives of the communities most affected by any changes, including direct service user groups, will be represented.

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:	Increased provision of homes and layouts suitable for an ageing population through the proposed objective 'Facilitate and encourage the provision of more housing that meets the needs of older people and people with limited mobility.' Increased availability of public transport links which are used more frequently by older residents through our objective 'Facilitate and encourage the provision of more housing that meets the needs of older people and people 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:	Increased provision of homes and layouts suitable for people with mobility issues through the proposed objective 'Facilitate and encourage the provision of more housing that meets the needs of older people and people with limited mobility.'

	<p>Through the proposed objective 'Work more effectively with community and voluntary services to provide essential support for residents most in need.' support services working with Teignbridge residents with disabilities will be empowered to better support their service users.</p> <p>We will ensure public spaces are accessible to all residents, including those with disabilities, through the objectives "Make sure neighbourhoods are kept clean and safe and use our legal powers to respond to planning and environmental breaches" and "Look after our play areas, parks and green spaces, making sure they are clean, safe, and wildlife friendly places where people of all ages want to go. "</p> <p>Individuals with disabilities are proportionally more likely to use or be reliant on public transport, and to rely on multiple methods of connectivity to employment, social and support services: the objectives "Work closely with partners to deliver better public transport, walking and cycling routes and improve road conditions" and Work with partners to bring forward the schools, healthcare, green spaces, digital infrastructure, utilities and travel networks needed alongside new housing" will support this provision.</p>
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:	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 strategy 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. These include:</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.
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:	The new strategy states that we will facilitate and encourage more affordable housing, in particular social rented and one-bedroom homes. This increase in affordable and social housing stock will improve our ability alongside partners to address homelessness. As the proposed priority states; "We will take action to tackle the housing crisis and strive to give everyone the chance to live in a safe warm home."
Mitigations:	N/A
Digital Exclusion	Does your analysis indicate a disproportionate impact? Yes x No <input type="checkbox"/>
Potential impacts:	<p>Better access to high-speed digital networks across the district. The strategy contains an objective that we will work with partners to bring forward the schools, healthcare, green spaces, digital infrastructure, utilities and travel networks needed alongside new housing.</p> <p>We have had conversations about how residents, and feedback in particular from those residents who are older, from the group of residents with learning difficulties, and from the group of residents with dementia and their carers, that they place a high value on being able to engage with the Council in ways other than online. This is reflected in the "Way We Will Work" principles, particularly under the statement that we will "talk meaningfully with you about the projects and decisions that affect you and your area."</p> <p>We know that our partners in Town and Parish Councils across the district are well grounded in their local communities, and that many residents who prefer not to communicate digitally will speak to their Town and Parish Councillors as a first point of contact. Through the objective: "Work collaboratively with town and parish councils to support the work that they do in their local communities" we will work to ensure these contacts and requirements are received and actioned at District level where this is appropriate.</p>
Mitigations:	N/A
Access to transport	Does your analysis indicate a disproportionate impact? Yes x No <input type="checkbox"/>
Potential impacts:	Better access to transport across the district, connecting residents to social, cultural and employment opportunities. The strategy contains an objective that we will work closely with partners to deliver better public transport, walking and cycling routes and improve road conditions.

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
Continue with wide ranging consultation methods to ensure everyone can access the consultation and achieve good representation. We will liaise with Gary Powell to increase inclusion from groups representing people with protected characteristics. The Council also has an SLA with the CVS to increase our knowledge of the experience of people with protected characteristics living in Teignbridge.	Michelle Luscombe	August – October 2024.

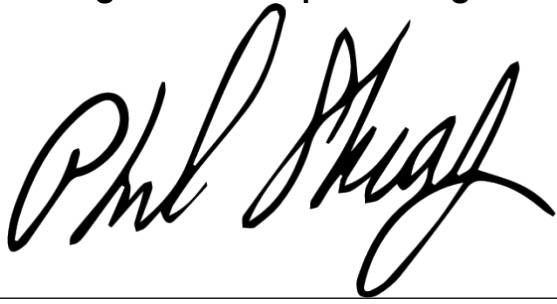
4.3 How will the impact of your proposal and actions be measured?

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 
Date: 17.12.24	Date: 23.12.24