

Equality analysis report

Use this report template to record your equality analysis. This report is a written record that demonstrates that you have shown *due regard* to the need to **eliminate unlawful discrimination, advance equality of opportunity and foster good relations** with respect to the personal characteristics protected by equality law. Due regard must be paid at formative stages of policy or service development, changes, or withdrawal.

To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:

- Factsheet 1: Equality Profile of the Epping Forest District
- Factsheet 2: Sources of information about equality protected characteristics
- Factsheet 3: Glossary of equality related terms
- Factsheet 4: Common misunderstandings about the Equality Duty
- Factsheet 5: Frequently asked questions
- Factsheet 6: Reporting equality analysis to a committee or other decision making body

If you require further help, please contact the Performance Improvement Unit.

Step 1. About the policy, service change or withdrawal

Name of the policy, service or project: <i>be specific</i>	Town & Village Centres Opportunities Fund / Economic Opportunities Fund
Revised / new / withdrawal:	Revised
Intended aims / outcomes/ changes:	Widening of application criteria and renaming of fund
Relationship with other policies / projects:	Link to agreed EFDC economic priorities
Name of senior manager for the policy / project:	Kassandra Polyzoides
Name of policy / project manager:	Michael Warr, Economic Development Officer

Step 2. Decide if the policy, service change or withdrawal is equality relevant

<p>Does the policy / project / service process involve, or have consequences for employees or other people? If yes, please state who will be affected. If yes, then the policy / project is equality relevant.</p> <p>Yes</p> <p>If no, state your reasons for this decision. Go to step 7.</p> <p><i>The majority of Council policies and projects are equality relevant because they affect employees or our communities in some way.</i></p>	<p>If yes, state which protected groups:</p> <p>All protected groups</p>
	<p>If no, state reasons for your decision:</p>

Step 3. Gather evidence to inform the equality analysis

What evidence have you gathered to help you understand the impact of your policy or service change or withdrawal on people? What does your evidence say about the people with the protected characteristics? If there is no evidence available for any of the characteristics, please explain why this is the case, and your plans to obtain relevant evidence. Please refer to Factsheet 2 ‘Sources of evidence for the protected characteristics’

<i>Characteristic</i>	<i>Evidence (name of research, report, guidance, data source etc)</i>	<i>What does this evidence tell you about people with the protected characteristics?</i>
Age – older people	EFDC consultation: The impact of an ageing population on the services of the Epping Forest District	National statistics estimate that between 2015 and 2020, over a period when the general population is expected to rise by 3%, the numbers of people aged over 65 are expected to increase by 12% (1.1 million); the numbers aged over 85 by 18% (300,000); and the number of centenarians by 40% (7,000). Epping Forest District has over 25,000 people aged 65 and older already living within the district and an additional 27,000 people aged over 50. Partnership working required to address future needs. Opportunities for employment of older people would help to reduce financial impact of an older population. Older people want to remain in their own homes with adaptations provided. Potential to gain financial benefits through more older people volunteering.
	ONS 2011	17% of the population are 65 years or over
Age – young people	Epping Forest Youth Conference 2015 - Conference Report	Delegates were asked to select a key issue they would like to campaign on. The results were: Living wage 17% Tackling racism and religious 16% discrimination Mental health 15% A curriculum to prepare us for life 15% The end of austerity & child poverty 8% Climate change 8% Extended Special

		<p>Educational Needs 7% support</p> <p>Transport 7%</p> <p>Votes at 16 5%</p> <p>Fund Youth Services, don't cut them 2%</p> <p>The national picture revealed the five issues that received the most votes in the ballot were:</p> <ol style="list-style-type: none"> 1. Living wage 2. A curriculum to prepare us for life. 3. Mental health 4. Transport 5. Tackling racism and religious discrimination
Age – EFDC employees	Workforce profile	Older workforce, largest proportion in 51-55 age group with impact on retirement in around 10-15 years with loss of local knowledge. Lower proportion of younger employees. Difficulty in attracting younger employees as result of housing costs locally.
Disability	<p>Essex coalition of disabled people (ecdp) website http://www.ecdp.org.uk/</p> <p>Blue Badge Style www.bluebadgestyle.com</p>	<p>Disabled people are underrepresented in the workplace and work with employers is required to the number of disabled adults in the work place.</p> <p>“Is The Economic Benefit Of Disabled Access Britain's Best Kept Secret” Almost half (48%) of disabled people were dissatisfied with access to high street services in general. To make things more worrying, despite the common held view that ‘things are getting slowly better’, 65% respondents felt that there had been no improvement to disabled access in the past five years. If slowly means over a longer period than five years to some people, then they should note that 26% of people surveyed felt that access had actually got worse during this period.</p>

Marriage and civil partnership	<p>ONS 2011</p> <p>https://www.ncbi.nlm.nih.gov/pubmed/1599738</p> <p>PEW Research Center</p>	<p>In October 2015 ONS confirmed a total of 15,098 couples had legally married since March 2014 however number have fallen by 70% since then.</p> <p>Marital status: association with social and economic circumstances, psychological state and outcomes of pregnancy</p> <p>Compared with the married women, unmarried women overall were, on average, younger, less educated, of lower social class, in poorer economic circumstances, more dependent on state support and less satisfied with their living arrangements.</p> <p>Women, Men and the New Economics of Marriage</p> <p>Overall, married adults have made greater economic gains over the past four decades than unmarried adults. From 1970 to 2007, their median adjusted household incomes, the sum of financial contributions of all members of the household, rose more than those of the unmarried.</p>
Pregnancy and maternity	<p>Workforce data</p> <p>The Department for Business, Innovation and Skills (BIS) and the Equality and Human Rights Commission research report Pregnancy and maternity research findings</p> <p>ONS Birth Trends</p>	<p>No data available</p> <p>Nationally: <input type="checkbox"/> around 11% dismissed, compulsorily redundant, or treated poorly and felt they had to leave their workplace. <input type="checkbox"/> 1 in 5 mothers said they'd experienced harassment or negative comments relating to the pregnancy. <input type="checkbox"/> 10% said their employer had discouraged them from attending antenatal appointments.</p> <p>Birth rate is falling nationally. In Essex Under 16 conceptions fell from 4 per 1,000 women om 2009-2011 to 3.8 in 2010-2012.</p>
Race / ethnicity	Essex Residents' Tracker Survey 2015:	70% of people agree that people from different backgrounds get along well

	<p>EFDC Complaints data</p> <p>ONS 2011</p> <p>EHRC review Race Right in the UK</p>	<p>together.</p> <p>Since 1 April 2016, there were 38 Equality monitoring complaint forms returned via EFDC website and 16 were not completed. 22 forms were submitted by White British residents/customers followed by 3 by Asian or Asian British, 2 by Mixed white and Black Asian and 2 by Black or Black British Caribbean, only 1 form was submitted by White Irish Person.</p> <p>□ 85% of the EFDC district is whiteBritish (largest ethnic group) □ 5% are other white groups (including Irish, White other, and Gypsies and Irish Travellers) (second largest ethnic group) □ 2% are mixed ethnic background □ 5% are Asian background including 2% Indian (third largest ethnic group) □ 2% are black African, Caribbean or other black groups □ 0.006% are of other ethnic groups 0.005% of people in the district cannot speak English or cannot speak English well.</p> <p>Inequalities regarding housing, education and health. Poorer employment prospects and lower pay.</p>
<p>Religion or belief</p>	<p>ONS 2011</p> <p>The Crime Survey for England and Wales (CSEW)</p> <p>Home Office, Hate Crime, England and Wales 2014/15</p>	<p>Christian (Persons) 77,053 Buddhist (Persons) 416 Hindu (Persons) 1,745 Jewish (Persons) 3,972 Muslim (Persons) 2,377 Sikh (Persons) 1,253 Other Religion (Persons) 432 No Religion (Persons) 28,061</p> <p>The second most common motivating factor in hate crime incidents (2011/12 and 2012/13) was religion (70,000 incidents per year).</p> <p>In 2014/15, there were 52,528 hate crimes recorded by the police, an increase of 18% compared</p>

	<p>EFDC hate crime stats June 2016</p>	<p>with the 44,471 hate crimes recorded in 2013/14, of which: 3,254 (6%) were religion hate crimes</p> <p>EFDC hate crime statistics show some religiously motivated racial abuse hate crime in the district.</p>
Sex	<p>ONS 2011</p> <p>https://www.equalitytrust.org.uk/</p>	<p>There are more women than men in the district. (64,219 W / 60,440 M)</p> <p>How does inequality affect the individual, society and the economy?</p> <p>Less equal societies have less stable economies. High levels of income inequality are linked to economic instability, financial crisis, debt and inflation. Inequality increases property crime and violent crime. A reduction of inequality from Spanish levels to Canadian levels would lead to a 20% reduction in homicides and a 23% reduction in robberies. People in less equal societies are less likely to trust each other, less likely to engage in social or civic participation, and less likely to say they're happy.</p>
Sexual orientation and Gender reassignment	<p>Government Equalities Office</p> <p>Institute for Economic and Social Research https://www.iser.essex.ac.uk</p>	<p>Providing services for transgender customers If you set the atmosphere and culture by treating the inclusion of transgender people as 'business as usual' and nothing remarkable, it will help others to follow. In other words, be mindful of issues that can arise, but don't expect there to be problems. Treating transgender service-users well is cost effective in terms of reputation and business, but also it will reduce the number of complaints, and even in some cases, legal action.</p> <p>An Examination of Poverty and Sexual Orientation in the UK</p> <p>The economic impact of</p>

		<p>sexuality related stigma, harassment and discrimination occurs when economically related institutions, such as employers, schools, local authorities, etc. either deliberately or incidentally exclude people based on their sexuality.</p> <p>The report highlights various factors related to poverty and sexuality including the problems of youth homelessness, aging and retirement, health inequalities, educational attainment, school bullying, employment experiences including earnings, and wealth creation.</p>
--	--	--

Steps 4 & 5 Analyse the activity, policy or change (*The duty to eliminate unlawful discrimination*)

Based on the evidence you have analysed, describe any actual or likely adverse impacts that may arise as a result of the policy decision. Where actual or likely adverse impacts have been identified, you should also state what actions will be taken to mitigate that negative impact, ie what can the Council do to minimise the negative consequences of its decision or action.

<i>Characteristic</i>	<i>Actual or likely adverse impacts identified</i>	<i>Actions that are already or will be taken to reduce the negative effects identified</i>
Age	None	
Disability	Conflicting disability needs may lead to cancelled out benefits	Careful consideration of proposals and linkages to other ongoing work
Gender reassignment	None	
Marriage and civil partnership	None	
Pregnancy and maternity	None	
Race / ethnicity	None	
Religion or belief	None	
Sex	None	
Sexual orientation	None	

Step 6.

The duty to advance equality of opportunity

Can the policy, service or project help to advance equality of opportunity in any way? If yes, provide details. If no, provide reasons. (Note: not relevant to marriage and civil partnership)

Characteristic	Ways that this policy, service or project can advance equality of opportunity	Why this policy, service or project cannot help to advance equality of opportunity:
Age	<p>The fund is open to applications from all properly constituted groups. As such an organisation that represents the interests of a particular protected group could make an application for funds to support a project that advances equality of opportunity for that group. Specifically, projects could advance a group's equality of opportunity to access the economic benefits it is proposing to deliver.</p> <p>Young People – Projects which come forward to address youth unemployment, skills training and preparedness for work can enhance young people's chances of gaining work and actively participating on the local economy either as employees or customers.</p> <p>Older People – Projects which address isolation in village communities by encouraging older people to use their local centres and to spend longer socialising in them could enhance older persons' confidence and willingness to engage with the local economy</p>	<p>However, first and foremost, to be successful all applications must demonstrate a quantifiable economic benefit to the district. It would not be sufficient for an application to just advance equality of opportunity in general.</p>
Disability	<p>Physical enhancements to local economic areas can improve access to the local economy for persons with disabilities.</p>	<p>However it should be borne in mind that enhancements for one group may conflict with the needs of others and care to avoid cancelling out benefits or making one group worse off as a result of improvements for another should be carefully considered eg. conflicting impact of lowered kerbsides for those using wheelchairs and those with a visual impairment.</p>
Pregnancy and maternity	<p>Well established parent groups eg. North Weald Mums have the opportunity to access the fund in order to address key issues that face them in accessing the local economy whilst pregnant or caring for a baby or child</p>	<p>These groups may not be linked in to the usual communication strands used for the fund and alternatives should be considered.</p>
Race / ethnicity	<p>Consideration should be given to how the policy documentation can be made available in other</p>	

	languages in order that the fund might be accessible by a wider ethnic audience	
Religion or belief	A number of religious groups are represented on some of the town partnerships that have traditionally had access to this fund. These have however tended to participate in non-religious based projects	Unless they are included as groups in their own right in communications rather as partners in other groups they may not be aware of their ability to apply to the fund
Sex	Many of the district's older people are women and efforts to bring more older people into contact with their local economy will inevitably also impact positively on women	
Sexual orientation and gender reassignment		It should be borne in mind that persons within these protected groups may not have access to a support network or organised groups in a district such as Epping Forest. A preference to access support groups in the metropolitan areas of London may exclude those within such protected groups from accessing the fund due a lack of properly constituted organisations to represent their views.

The duty to foster good relations

Can the policy, service or project help to foster good relations in any way? If yes, provide details. If no, provide reasons. *(Note: not relevant to marriage and civil partnership)*

<i>Characteristic</i>	<i>How this policy, service or project can foster good relations:</i>	<i>Why this policy, service or project cannot help to foster good relations:</i>
Age	The fund is open to applications from all properly constituted groups. As such, an application received from a group representing a protected group would facilitate contact with that group and could through ongoing support for their application and project delivery, lead to improved understanding of that group's experiences within the local economy and create a mechanism for two-way information sharing. Proactively contacting such local groups through a variety of channels, media and methods will hopefully widen awareness of this fund in all protected groups, encourage them to either apply or contact us for further information	

	and support and open up our access to a more diverse range of views in what our local economies do and do not provide for these groups as well as any barriers they experience.	
Disability	“ “	
Gender reassignment	“ “	
Pregnancy and maternity	“ “	
Race / ethnicity	“ “	
Religion or belief	“ “	
Sex	“ “	
Sexual orientation	“ “	

Step 7. Documentation and Authorisation

Summary of actions to be taken as a result of this analysis (add additional rows as required):	Name and job title of responsible officer	How and when progress against this action will be reported
1. A detailed consideration of how we communicate the scheme not only through established, centralised channels (eg. website, business magazine) but also through direct approaches to local organisations	Mike Warr & Vicki Willis – Economic Development Officers	Subject to continuation of fund in 2017/18 prior to launch
2.		
3.		

Name and job title of officer completing this analysis:	Michael Warr, Economic Development Officer
Date of completion:	October 2016
Name & job title of responsible officer: (If you have any doubts about the completeness or sufficiency of this equality analysis, advice and support are available from the Performance Improvement Unit)	Derek Macnab, Director of Neighbourhoods
Date of authorisation:	
Date signed copy and electronic copy forwarded to PIU equality@eppingforestdc.gov.uk	

Step 8. Report your equality analysis to decision makers:

Your findings from this analysis (and any previous analysis) must be made available to a decision making body when it is considering the relevant service or policy. Therefore you must:

- reflect the findings from this analysis in a 'Due Regard Record' (template available), and attach it as an appendix to your report. The Record can be updated as your policy or service changes develop, and it exists as a log of evidence of due regard;
- Include this equality information in your verbal report to agenda planning groups or directly to portfolio holders and other decision making groups.

Your summary of equality analysis must include the following information:

- if this policy, service change or withdrawal is relevant to equality, and if not, why not;
- the evidence base (information / data / research / feedback / consultation) you used to help you understand the impact of what you are doing or are proposing to do on people with protected characteristics;
- what the evidence base (information / data / research / feedback / consultation) told you about people with protected characteristics;
- what you found when you used that evidence base to assess the impact on people with the protected characteristics;
- whether or not your policy or service changes could help to advance quality of opportunity for people with any of the protected characteristics;
- whether or not your policy or service changes could help to foster good relations between communities.