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:

- o Factsheet 1: Equality Profile of the Epping Forest District
- o Factsheet 2: Sources of information about equality protected characteristics
- o Factsheet 3: Glossary of equality related terms
- o Factsheet 4: Common misunderstandings about the Equality Duty
- o Factsheet 5: Frequently asked questions
- o 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:	Essex & Herts Digital Innovation Zone 'Digital Innovation Strategy'
Revised / new / withdrawal:	New
Intended aims / outcomes/ changes:	Adoption and delivery of a new digital strategy for the Essex & Herts Digital Enterprise Zone which includes Epping Forest District.
Relationship with other policies / projects:	Linked with the wider Essex CC Superfast Essex programme. Also linked with the Epping Forest DC Citizens Online Switch project.
Name of senior manager for the policy / project:	John Houston
Name of policy / project manager:	Mike Warr

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

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.	If yes, state which protected groups:
Yes. The digital strategy and its associated recommendations and delivery plan has the potential to impact on all sectors of society. Improved infrastructure for internet connectivity, provision of digital skills, delivery of digital health and social care and improved digital inclusion could enhance the lives of all residents, businesses and visitors and improve their ability to access services, whether provided by the council, the public sector and private sector partners directly involved or the wider economy and service sector at large. If no, state your reasons for this decision. Go to step 7.	All groups If no, state reasons for your decision:

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The majority of Council policies and projects are equality relevant because they affect employees or our communities in some way.	

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'*

Characteristic	Evidence (name of research, report, guidance, data source etc)	What does this evidence tell you about people with the protected characteristics?
Age – older people	ONS Internet users in the UK: 2016	"While we have seen a notable increase in internet usage across all groups in recent years, many older and disabled people are still not online, with two-thirds of women over 75 having never used the internet."

Age is a factor as to whether an adult has used the internet. Since the survey began in 2011, adults aged 75 years and over have consistently shown the lowest rates of internet use. In 2011, the percentage of recent internet users aged 75 and over was 19.9%. In 2016, this has nearly doubled to 38.7%, up from 33.0% in 2015.

Recent internet use in the 65 to 74 age group has increased by 68.7% since 2011. Since 2015, there has been an increase of 7.5% in the same age group.

Adults aged 75 years and over had the highest rate of lapsed internet users in 2016 at 4.8%, compared with only 0.2% of adults aged 16 to 24 years. This suggests that, although more adults aged 75 years and over start using the internet, they are not necessarily continuing to use the internet." |
| | 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. |
| | Digital health hub to be rolled out after 'successful' pilot | A digital health and wellbeing learning centre is to be scaled up across England after a successful pilot, NHS Digital has announced.

The digital health hub, which was established in 2018 in |

| | | Nailsea, helps people improve their digital skills and confidence, so that they can engage with online services.

The pilot, part of the NHS's Widening Digital Participation Programme, has so far engaged 1,340 people including those with dementia, diabetes, autism and those acting as young carers. |
|---|---|---|
| | ONS 2011 | 17% of the population are 65 years or over |
| Age – young people | truth, lies and the internet a report into young people's digital fluency (Demos 20-11) | "…digital natives (12-18 year olds) are very confident users of the internet, but are not particularly competent. There is some evidence to show that young people are discerning, careful internet users, but much else that indicates that the skills of digital natives do not match their own self-reportage:

- Too many digital natives do not apply checks on the information they access – around one in four 12-15 year olds make no checks at all when visiting a new website
- Aesthetics over quality: decisions about information is based on site design, rather than more accurate checks
- Lack of teaching – only one-third of 9-19 year olds have been taught how to judge the reliability of online information |
| | Teenagers spend 27 hours a week online: how internet use has ballooned in the last decade (The Telegraph 2015) | "Young people aged between 16 and 24 spend more than 27 hours a week on the internet" |
| | 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 Educational Needs 7% support
Transport 7%
Votes at 16 5%
Fund Youth Services, don't cut them 2%
The national picture revealed the five issues that received the most votes in the ballot were:
1. Living wage
2. A curriculum to prepare us for life.
3. Mental health
4. Transport
5. Tackling racism and religious
Discrimination |

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	[Survey shows young people embracing tech for good](#) (Charity Digital News 26/4/19)	Two in five children (41%) believe that technology should be used to make a difference in people's lives, according to new research from BT. Children as young as nine years old are thinking about the positive uses of technology, including recognising the power technology gives them to learn new skills (61%) and help other people (37%). Half (49%) of children state they are actively seeking a job in developing future technologies. The research comes as part of BT's search for the UK's next young tech pioneer in the AbilityNet Tech4Good Awards as it champions young people to find creative ways to use technology for social good. While many children have a linear view of technology, thinking about its main use for playing games (36%) searching the internet (30%) or doing school and college work (30%), others see things differently, with one in five children thinking about technology for entrepreneurship (21%). Others see technology as a means to saving people's lives (17%), to make the world better (16%) or to save the environment (12%).
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	[ONS Internet users in the UK: 2016](#)	25% of disabled adults had never used the internet. There were 0.5 million disabled adults who had last used the internet over 3 months ago, making up 50.0% of the 0.9 million lapsed internet users. In 2016, 97.3% of disabled adults aged 16 to 24 years were recent internet users, compared with 99.4% who were not disabled. Of disabled adults aged 75 years and over, 30.8% were recent internet users, compared with 48.1% who were not disabled. Across all age groups, the proportion of adults who were recent internet users was lower for those that were disabled, compared with those that were not. Since 2015, the number of disabled adults who had used the internet in the last 3 months has increased by 6.8% to 8.6 million in 2016.
	How the internet still fails disabled people https://www.theguardian.com/technology/2015/jun/29/disabled-people-internet-extra-costs-commission-scope	"Using a computer is still something many disabled people struggle with. According to the Office for National Statistics, in May 2015, 27% of disabled adults had never used the internet, compared to 11% of non-disabled adults. In 2013, Ofcom said that factors beyond age and income, possibly related to the individual's disability, contribute to limited internet access. The Extra Costs Commission, launched by the disability charity Scope, did a year-long enquiry exploring the extra costs faced by disabled people, estimated to be on

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		average £550 more a month. In the report released in June 2015 they cite that disabled people could save money by learning how to use the internet, for example by using cost comparison websites, yet disabled people were not online because of a lack of training, cost of equipment and the accessibility of web content."
	[The Disability Divide in Internet Access and Use](#) Kerry Dobransky and Eszter Hargittai* (Northwestern University Communication Studies Department Research Fund)	"The increasing spread of the Internet holds much potential for enhancing opportunities for people with disabilities. We find that people with disabilities are less likely to live in households with computers, are less likely to use computers and are less likely to be online. However, once we control for socio-economic background, we find that people with hearing disabilities and those who have limited walking ability are not less likely to be Internet users."
	[Mental health campaign urges people to take a tech break](#) (Charity Digital News March 2019)	A tech social enterprise has launched a fundraising push aimed at improving people's mental health by encouraging them to take a break from social media and gaming. The Tech Free Me campaign has been launched by Real Social Tech amid concerns that technology use can increase loneliness and harm people's mental health and wellbeing.
	[Tech ideas needed to support young people's mental health](#) (Charity Digital news March 2019)	An initiative has been launched to help fund and support creative ideas for using digital technology to support young people's mental health. Create Open Health aims to offer access to investment as well as tech, marketing and sales support to charities, individuals and other organisations with a strong tech idea around young people's mental health. Ideas are being sought around a wide range of mental health issues, including helping schools spotting problems early, promoting social inclusion and accessing care and information.
	[VR transforming support for vulnerable children](#) (Charity Digital News Feb 2019)	Virtual reality tech has the potential to significantly improve support that care sector charities can offer vulnerable children, according to latest research. Evaluation found that the VR tech helped improve users understanding of the trauma vulnerable children have faced and also the support they can offer them. Among those who used the tech, 91% said they believed VR can change the perspective of those working with vulnerable children in terms of the effect of trauma and 84% said VR has helped them make decisions more

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		quickly. In addition, 72% said they will alter the support they offer this group of vulnerable children. Virtual reality has the ability to increase users emotional engagement due to its immersive nature, according to 2016 research by technology company YuMe.
Marriage and civil partnership	ONS 2011	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.
	Couples, the Internet, and Social Media PEW Research Center	The overall impact of technology on long term relationships
		- 10% of internet users who are married or partnered say that the internet has had a "major impact" on their relationship, and 17% say that it has had a "minor impact." Fully 72% of married or committed online adults said the internet has "no real impact at all" on their partnership.
		- 74% of the adult internet users who report that the internet had an impact on their marriage or partnership say the impact was positive. Still, 20% said the impact was mostly negative, and 4% said it was both good and bad.
		Overall, young adults are more likely to report that the internet has had an impact on their relationship **(refers to Age also)**
		- 45% of internet users ages 18-29 in serious relationships say the internet has had an impact on their relationship, while just one in ten online adults 65 and older say the same.
Pregnancy and maternity	Workforce data	No data available
	The Department for Business, Innovation and Skills (BIS) and the Equality and Human Rights Commission research report Pregnancy and maternity research findings	Nationally: - around 11% dismissed, compulsorily redundant, or treated poorly and felt they had to leave their workplace. - 1 in 5 mothers said they'd experienced harassment or negative comments relating to the pregnancy. - 10% said their employer had discouraged them from attending antenatal appointments.
	ONS Birth Trends	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.
	Internet use by pregnant women seeking pregnancy-related information: a systematic review	The Internet has become one of the most popular sources of information for health consumers and pregnant women are no exception.
	Do mothers use the internet for pregnancy related information and does it affect their decisions during the	Based on the evidence in the literature, that a significant percentage of women in United Kingdom are using the internet as one of their main sources of information, it is crucial that maternity service providers accept the internet as a factor in the decision making process

	pregnancy? A literature review	during pregnancy. Key conclusions from the literature appear to be that mothers now are more exposed than ever to a significant amount of different information: online forums, videos, medical websites and scholarly literature, effectively compelling them to develop decisions based only on the information they have accessed online.
Race / ethnicity	Essex Residents' Tracker Survey 2015:	70% of people agree that people from different backgrounds get along well together.
	EFDC Complaints data	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
	ONS 2011	. - 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.
	ONS Internet Users 2015	Ethnic Group - In quarter 1 (Jan to Mar) 2015, the ethnic group with the highest percentage of recent internet users was the mixed or multiple ethnic background (97%). However, it should be noted that there is a higher degree of sampling variability around some categories of ethnic group and internet use, due to the small sample sizes used to compile the estimates. Therefore these estimates should be treated with caution.
	PEW Research Center, 2016	Social Media Conversations About Race - How social media users see, share and discuss race and the rise of hashtags
	Ofcom, 2013	Ethnic minority groups love their gadgets and home technology - People from ethnic minority groups say they love gadgets more than the British population as a whole (37% compared with 30%), they're also more likely to say it's important that their homes are equipped with the latest technology (32% compared to 20%). This rises to almost a half (47%) of those in the 'Asian Indian' group. Ethnic minority groups are also more likely to have home broadband and a mobile phone, although they are less likely to watch TV and listen to the radio, compared to the British population as a whole.
Religion or belief	ONS 2011	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
	The Crime Survey for England and Wales (CSEW)	The second most common motivating factor in hate crime incidents (2011/12 and 2012/13) was religion (70,000 incidents per year).
	Home Office, Hate Crime, England and Wales 2014/15	In 2014/15, there were 52,528 hate crimes recorded by the police, an increase of 18% compared with the 44,471 hate crimes recorded in 2013/14, of which: 3,254 (6%) were religion hate crimes
	EFDC hate crime stats June 2016	EFDC hate crime statistics show some religiously motivated racial abuse hate crime in the district.
	BBC, 2012	How the Church of England is engaging with social media – "Faced with falling congregations, the Church of England is finding digital engagement via Twitter, Facebook and blogging sites a powerful and important part of its ministry and mission."
	The Guardian, 2011	What effect has the internet had on religion? – "The importance of the web in everyday life – from banking to shopping to socialising – means that religious organisations must migrate their churches and temples to virtual real estate in order to stay relevant and to be where the people are."
Sex	ONS 2011	There are more women than men in the district. (64,219 W / 60,440 M)
	ONS Internet Users 2015	Sex - In quarter 1 (Jan to Mar) 2015, 88% of men (22.2 million) and 85% of women (22.4 million) were recent internet users. Since quarter 2 (Apr to June) 2011, the proportion of men and women who were recent internet users has increased by 6 and 8 percentage points respectively.
	The Internet of Things, gender equality & more (Tech City News)	The Future of Gender Equality, a report by Yell Business, has indicated that despite the technology industry's notorious reputation for disruption and innovation, it is yet to disrupt unbalanced gender representation. Only 17% of jobs in the tech sector are held by women, with only 3% of venture capitalists and 7% of partners at top venture firms being female. The report did, however, highlight tech companies that have successfully tackled gender inequality within the workplace, such as team communication app Slack. Some 43% of Slack's employees are female, with women also holding 43% of the firm's leadership roles.
	ONS Internet users in the UK: 2016	"A higher proportion of men than women aged 65 and over are recent internet users. Since 2011, the largest increase in recent internet use has been in the older age groups, for both men and women. The largest increases

		in the number of recent internet users were in women aged 75 and over (169.0%), women aged 65 to 74 (80.7%) and men aged 75 and over (80.3%). Since 2015, the largest increases in the number of recent internet users were women aged 75 and over (19.7%) and men aged 75 and over (16.4%).
		Men in the oldest 2 age groups are more likely to use the internet than women in the same age groups. In 2016, 46.7% of men aged 75 years and over were recent internet users compared with 32.6% of women. In the 65 to 74 age group the gap between men and women using the internet in the last 3 months has closed, with 75.8% of men and 72.5% of women being recent internet users in 2016, compared with 73.0% and 68.4% in 2015, and 57.4% of men and 47.1% of women in 2011.
	How Brighton Women's Centre is bringing digital to life	Over 900 charities signed up to the Tech for Good Hub. 'Tech for Good' charity, CAST, launched their Digital Service Design principles. And the government has recognised the need for strong digital leadership across the sector by investing £1 million in it.
		There's plenty of evidence for why digitising delivery is necessary for any charity offering a service. As a result we stand on the threshold of digital services going mainstream. But most charities are stuck here. Stuck because they don't know how to step forward into this brave new world.
		That's where Brighton Women's Centre (BWC) were at. They deliver vital services for women who have experienced trauma or are survivors of abuse or discrimination, including women who are homeless or involved in the criminal justice system. They work hard to make a difference with limited resources. BWC had started to think about how they could make tech work better for them.
		Then, at a conference on collaborative working, Partnerships and Development Manager Sophie Gibson heard about a series of free digital workshops CAST was running, intriguingly called 'Design Hops'. She quickly signed up.
		The DIZ has already collaborated with CAST, who ran the workshop element of the DIZ Smart Place Seminar 'Empowering Community and Voluntary Services Through Digital' https://diz.org.uk/resources/ and further collaboration is planned at a CAST Design Hop for the DIZ on 21st June 2019.
Sexual orientation and Gender reassignment	FT.com "LGBT youth suffer isolation and intolerance"	"Amid the difficulties facing gay youth, many turn to the internet for support, community and information. A survey of gay American teens found they …had more online friends and were highly likely to have used the internet to connect with other LGBT people."
	Government Equalities Office	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,

	Institute for Economic and Social Research https://www.iser.essex.ac.uk	be mindful of issues that can arise, but don't expect there to be problems.
		[An Examination of Poverty and Sexual Orientation in the UK](https://www.iser.essex.ac.uk)
		The economic impact of 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.
		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.

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.

Characteristic	*Actual or likely adverse impacts identified*	*Actions that are already or will be taken to reduce the negative effects identified*
Age	As the delivery of services becomes more digital or online based there is a risk that older people become further isolated from the mainstream and less able to access vital services.	Part of the investigation of opportunities for Smart Places or digital initiatives could include the enhancement of elderly social care through digital applications that exploit improved connectivity. This would enhance older peoples chances of living safely at home rather than in a social care home environment for longer
		The DIZ has also begun a series of events aimed at addressing Digital Inclusion in collaboration with the CVS organisations of the DIZ. 'Empowering Community and Voluntary Services Through Digital' (Part 1) 26/4/19 https://diz.org.uk/resources/ looked at how digital can support the local CVS sector to reduce digital exclusion and 'Technology Supporting Community-developing new ideas' Part 2 planned for Sept 2019 will work with CVS service users and influencers to develop ideas for tech that they can use themselves to enhance their own lives and experiences.
	There is a danger that inaccurate or inappropriate advice and information could be accessed and followed if careful thought is not given to how	Addressing the marketing and effective communication of new applications or initiatives will enable this to be addressed

	young people are equipped to safely navigate through web resources.	
Dependents / caring responsibilities	None	
Disability	Without building in the appropriate accessibility to these digital initiatives those with disabilities could find it harder to access services.	Addressing accessibility will be a key element of any drive to deliver services to this section of society in a digital format. Without giving the customers the skills and tools the initiative will not achieve its aims. The DIZ has also begun a series of events aimed at addressing Digital Inclusion in collaboration with the CVS organisations of the DIZ. 'Empowering Community and Voluntary Services Through Digital' (Part 1) 26/4/19 https://diz.org.uk/resources/ looked at how digital can support the local CVS sector to reduce digital exclusion and 'Technology Supporting Community-developing new ideas' Part 2 planned for Sept 2019 will work with CVS service users and influencers to develop ideas for tech that they can use themselves to enhance their own lives and experiences.
Gender reassignment	None	
Marriage and civil partnership	None	
Pregnancy and maternity	There is a danger that inaccurate or inappropriate health advice could be accessed and followed if careful thought is not given to how messages are effectively communicated.	Addressing the marketing and effective communication of new applications or initiatives will enable this to be addressed
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	The internet can offer a discreet, safe and secure place in which to meet	The internet cannot necessarily equip potential users with the skills and tools

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	people of like-minded attitudes; similar age, race, religion or beliefs; at similar life stages such as pregnancy, adolescence, old age; or with similar lifestyles or health conditions. As such it can facilitate the sharing of relevant information and enable the targeting of marketing, information and service delivery. Thus rather than offering the same service to all in the same way but offering an appropriate tailoring of the service to the relevant groups it encourages those groups to access the services they need, promoting their own equality of opportunity. Dissemination of digital inclusion and exclusion articles, learning, information and events is regularly undertaken. DIZ officers attend events to address digital inclusion where possible and the DIZ is proactively delivering a series of events to address this issue	they need to access such equality of opportunity. To avoid the creation of further isolation and inequality of access to opportunity a means to ensure all groups are able to access the internet in an appropriate way and coordination with other skills, tools and services could be required. .
Dependents / caring responsibilities	""	""
Disability	""	""
Gender reassignment	""	""
Pregnancy and maternity	""	""
Race / ethnicity	""	""
Religion or belief	""	""
Sex	""	""
Sexual orientation	""	""

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)*

Characteristic	How this policy, service or project can foster good relations:	Why this policy, service or project cannot help to foster good relations:
Age	The internet and digital technology is rapidly advancing the nature of communication making the establishment of supportive communities, open conversations and rapid sharing of information, advice and assistance simple, cost-effective and sustainable to achieve. Groups sharing the same characteristics can establish an online identity which not only	The free and often anonymous access that such groups facilitate and the safe environment they create could lead to the opportunity for those with unsympathetic views to gain access and interrupt, upset or otherwise compromise the communities.

	supports them and provides a safe haven within which to communicate with each other but also enables them to establish a group identity through which they can communicate their collective voice with other groups and build mutually supportive networks for action, lobbying, cooperation and support.	
Dependents / caring responsibilities	""	""
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. Ensure that the delivery plan that is developed following adoption of the strategy does not exclude any section of society and proactively seeks to reduce any real or perceived digital exclusion as well as use tech for good to reduce any other forms of exclusion eg. social exclusion through its use	Mike Warr, Economic Development Officer	As part of the delivery plan development and execution.
2. Continue to disseminate amongst DIZ partners knowledge and learning in connection with reduction of digital exclusion and promotion of digital inclusion opportunities for the DIZ.	Mike Warr, Economic Development Officer	As part of the delivery plan development and execution.

Name and job title of officer completing this analysis:	Mike Warr
Date of completion:	14th May 2019
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)	Julie Chandler, Service Director, Communities and Partnerships
Date of authorisation:	14th May 2019
Date signed copy and electronic copy forwarded to PIU equality@eppingforestdc.gov.uk	14th May 2019

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:

- o 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;
- o 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:

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