

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>	Economic Development Strategy – Nurturing Growth
Revised / new / withdrawal:	New
Intended aims / outcomes/ changes:	Adoption of ED Strategy
Relationship with other policies / projects:	Link to agreed EFDC Local Plan
Name of senior manager for the policy / project:	Julie Chandler, Service Director Communities and Partnerships
Name of policy / project manager:	John Houston, Strategic Partnerships Specialist

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> <p>N/A</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’

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	<p>EFDC consultation: The impact of an ageing population on the services of the Epping Forest District</p> <p>The Economic Contribution of Older People in the United Kingdom –</p> <p>International Longevity Centre UK</p>	<p>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.</p> <p>https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/active-communities/the-economic-contribution-of-older-people-update-to-2017.pdf</p> <p>The monetary value of the direct economic contribution of employment, informal caring, including childcare, and volunteering by people aged 50 or over in the United Kingdom in 2016/17 amounted to £796 bn (approx. 45 per cent of Gross Value Added), of which people aged 65 or over contributed with £160 bn. Employment contribution amounted to £570 bn (£ 54 bn from 65+); informal caring activities added another £175 bn (£ 95 bn), informal childcare was worth £7.7 bn (only estimated for those aged 65 or over) and volunteering represented another £43.4 bn (£ 2.7 bn).</p> <p>https://ilcuk.org.uk/neglected-opportunities-of-ageing-could-add-2-to-uk-gdp/</p> <p>Supporting people over 50 to remain in the workforce could add an additional 1.3% GDP a year by 2040. By 2040 older people will be spending 63p in every pound instead of 54p in 2018.</p>

	<p>New Opportunities for the Tourism Market: Senior Tourism and Accessible Tourism</p> <p>Elisa Alén, Trinidad Domínguez and Nieves Losada</p> <p>University of Vigo, Spain</p> <p>Tourism trends and ageing</p>	<p>http://cdn.intechopen.com/pdfs/35523/InTechNew_opportunities_for_the_tourism_market_senior_tourism_and_accessible_tourism.pdf</p> <p>2.1 Trends in the tourism sector</p> <p>According to the World Tourism Organisation (WTO), some of the 2020 future market trends are: an increase in the number of elderly tourists... Therefore, we can say that, in general, the current trends in tourism demand are conditioned primarily by the following scenarios:</p> <ul style="list-style-type: none"> - The increasing importance, within the overall demand, of the segment of tourists over 55 years of age. <p>In addition, senior tourism is directly linked to accessible tourism because disability is often directly related to the elderly. According to the World Health Organisation (WHO), 35% of people over 65 have some type of disability (Fuguet, 2008).</p> <p>https://ec.europa.eu/eurostat/statistics-explained/index.php/Tourism_trends_and_ageing</p> <p>Tourists aged 65 or over accounted for more than 1 in 5 tourism nights for private purposes by EU residents aged 15 or over (see Figure 2). This figure was equal to this age group's share of the population aged 15+ (22 %). However, when looking at the broader group of tourists aged 55 or over, the gap increased by 2 % as people aged 55+ accounted for 39 % of tourism nights for private purposes while their share of the population aged 15+ was 37 %.</p> <p>More than half of European residents aged 65+ (52 %) did not participate in tourism in 2014, compared with 37 % of people aged 15-64.</p>
	ONS 2011	17% of the population are 65 years or over
Age – young people	Epping Forest Youth Conference 2015 - Conference report	<p>Delegates were asked to select a key issue they would like to campaign on. The results were:</p> <ul style="list-style-type: none"> Living wage 17% Tackling racism and religious discrimination 16% 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 support 7% Transport 7% Votes at 16 5% Fund Youth Services, don't cut them 2%

	<p>How the UK economy has wronged young people for decades</p> <p>Give youth a chance (OECD Forum 2019)</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 <p>https://www.independent.co.uk/news/uk-economy-young-people-austerity-millennials-manufacturing-a8804546.html</p> <p>Young people are more likely to be unemployed than older workers, and are more likely to be in low-paid jobs when employed.... Young people have worse pension opportunities than previous generations and suffer from a housing market characterised by high rents and purchase costs.</p> <p>https://www.oecd.org/forum/give-youth-a-chance.htm</p> <p>Young people are being excluded from economic life by a combination of joblessness and barriers to the creation of start-ups. Unleashing the energy, entrepreneurial spirit and technological genius of the young is not just a moral imperative, but an economic necessity.</p> <p>We are at a crisis point in relation to the world's young people. According to the International Labour Organisation, global youth unemployment stands at 12.9%. And in the world's largest economies, OECD figures show that it's an average of just above 16%, with youth employment falling 7 points from where it was before the crisis.</p>
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	Blue Badge Style www.bluebadgestyle.com	http://bluebadgestyle.com/2014/11/economic-benefit-disabled-access-britains-best-kept-secret-high-street-shops-havent-heard/ 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

	<p>The role of disabled people in economic growth</p> <p>New Opportunities for the Tourism Market: Senior Tourism and Accessible Tourism</p> <p>Elisa Alén, Trinidad Domínguez and Nieves Losada</p> <p>University of Vigo, Spain</p> <p>Call for tourism industry to do more to cater for disabled people</p>	<p>during this period.</p> <p>https://researchbriefings.parliament.uk/Research/Briefing/Summary/CDP-2018-0038</p> <p>http://researchbriefings.files.parliament.uk/documents/CDP-2018-0038/CDP-2018-0038.pdf</p> <p>Read transcript of groundbreaking Disabled People and Economic Growth UK Parliament debate</p> <p>https://hansard.parliament.uk/Commons/2018-02-22/debates/A318F794-17D8-4D85-A20C-1A8822C544F6/DisabledPeopleAndEconomicGrowth</p> <p>http://cdn.intechopen.com/pdfs/35523/InTechNew_opportunities_for_the_tourism_market_senior_tourism_and_accessible_tourism.pdf</p> <p>2.1 Trends in the tourism sector</p> <p>According to the World Tourism Organisation (WTO), some of the 2020 future market trends are: an increase in the number of elderly tourists... Therefore, we can say that, in general, the current trends in tourism demand are conditioned primarily by the following scenarios:</p> <ul style="list-style-type: none"> - The increasing importance, within the overall demand, of the segment of tourists over 55 years of age. <p>In addition, senior tourism is directly linked to accessible tourism because disability is often directly related to the elderly. According to the World Health Organisation (WHO), 35% of people over 65 have some type of disability (Fuguet, 2008).</p> <p>https://www.gov.uk/government/news/call-for-tourism-industry-to-do-more-to-cater-for-disabled-people</p> <p>Chris Veitch, Trustee of Tourism for All and the government's Sector Champion for Tourism, said: "Making tourism more accessible not only improves travel opportunities for disabled people and many others with accessibility requirements, it can improve the quality of the visitor experience for everybody and help make the UK tourism offer more competitive."</p> <p>There are more than 11 million disabled people in the UK with a combined spending power of their households, 'the purple pound', standing at around £250 billion.</p>
Marriage and civil partnership	ONS 2011	<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</p>

	<p>https://www.ncbi.nlm.nih.gov/pubmed/1599738</p> <p>PEW Research Center</p>	<p>economic circumstances, psychological state and outcomes of pregnancy 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 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</p> <p>ONS Birth Trends</p>	<p>No data available</p> <p>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.</p> <p>https://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-findings</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	<p>Essex Residents' Tracker Survey 2015:</p> <p>ONS 2011</p> <p>EHRC review Race Right in the UK</p>	<p>70% of people agree that people from different backgrounds get along well together.</p> <p>.</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>https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/latest</p>

	<p>Gov.UK Economic inactivity</p>	<p>...the main definition of economic inactivity is if a person is out of work and not looking for a job – in 2017, there were 8.6 million economically inactive people in England, with 6.9 million coming from White ethnic groups, and 1.7 million from all other ethnic groups combined</p> <p>the economic inactivity rate in 2017 was 20% for White people and 30% for people from all other ethnic groups combined, a difference of 9 percentage points – the economic inactivity rate is the number of economically inactive people as a percentage of the total working age population</p> <p>in 2017, 56% of Pakistani/Bangladeshi women were economically inactive, compared with 23% of Pakistani/Bangladeshi Men (a gap of 33 percentage points), and 25% of White British women (a gap of 31 percentage points)</p> <p>This data shows that: overall, in 2017, 22% of the working age population (people aged 16 to 64 years) were economically inactive, or around 8.6 million people – a person is economically inactive if they're out of work and not looking for a job, and the economic inactivity rate is the number of economically inactive people as a percentage of the total working age population</p> <p>39% of people in the Pakistani/Bangladeshi ethnic group were economically inactive, the highest rate out of all ethnic groups</p> <p>16% of people in the Other White ethnic group were economically inactive, the lowest rate out of all ethnic groups</p>
<p>Religion or belief</p>	<p>ONS 2011</p> <p>Home Office, Hate Crime, England and Wales 2018/19</p> <p>EFDC hate crime stats June 2016</p> <p>Socioeconomic Impact of Religious Freedom</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>In 2018/19, there were 103,379 hate crimes recorded by the police, an increase of 10% compared with the 94,121 hate crimes recorded in 2017/18, of which: 8,566 were religion hate crimes</p> <p>EFDC hate crime statistics show some religiously motivated racial abuse hate crime in the district.</p> <p>https://religiousfreedomandbusiness.org/socioeconomic-impact-of-religious-freedom</p>

	The link between economic and religious freedoms	https://www.weforum.org/agenda/2014/12/the-link-between-economic-and-religious-freedoms/
Sex	ONS 2011 https://www.equalitytrust.org.uk/	There are more women than men in the district. (64,219 W / 60,440 M) How does inequality affect the individual, society and the economy? 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.
Sexual orientation and Gender reassignment	Government Equalities Office Institute for Economic and Social Research https://www.iser.essex.ac.uk Home Office, Hate Crime, England and Wales 2018/19	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. An Examination of Poverty and Sexual Orientation in the 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. Transgender hate crimes increased by 37 percent year on year to 2,777.

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	Economic development projects that do not take account of the differing economic situations and needs of older or younger people could lead to exclusion and a failure to fully realise the potential benefits of the scheme.	Encouraging user-centred design to identify the requirements of all key stakeholders will help. Equality impact assessments of all council projects undertaken in the delivery of the strategy will consider their impacts on these groups.
Disability	Economic development projects that proceed without due care and consideration for access for people with disabilities are likely to lead to economic exclusion and have a disproportionate impact on those people.	Encouraging user-centred design to identify the requirements of all key stakeholders will help. There should be careful consideration of proposals and linkages to other ongoing work. Equality impact assessments of all council projects undertaken in the delivery of the strategy will consider their impacts on these groups.
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)*

<i>Characteristic</i>	<i>Ways that this policy, service or project can advance equality of opportunity</i>	<i>Why this policy, service or project cannot help to advance equality of opportunity:</i>
Age	As a strategic document the strategy can shape the framework within which the council delivers increased prosperity and greater opportunity to all groups of society, both protected and not protected. This will not involve treating all groups the same but will instead look to achieve economic growth and enhanced	

	<p>infrastructure that will enable all groups to identify, pursue and achieve their particular needs and aspirations.</p> <p>The document will not set out specific interventions but any such interventions developed as part of the strategy's delivery plan will be able to consider specific groups and their needs when designing that service or initiative.</p>	
Disability	“”	
Pregnancy and maternity	“”	
Race / ethnicity	“”	
Religion or belief	“”	
Sex	“”	
Sexual orientation and gender reassignment	“”	

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	As a strategic document the strategy can shape the framework within which the council delivers increased prosperity and greater opportunity to all groups of society, both protected and not protected. Any impact on the fostering of good relations will need to be carefully considered as part of the design process for any specific initiatives that are developed as part of the strategy's delivery plan.	
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	Name and job	How and when
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(add additional rows as required):	title of responsible officer	progress against this action will be reported
1. Producing a delivery plan and undertaking actions set out in the strategy	J Houston	N/A

Name and job title of officer completing this analysis:	Michael Warr, Economic Development Officer and John Houston, Strategic Partnerships Specialist
Date of completion:	March 2020
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:	5/3/20
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.