

Equality Impact Assessment: The Exeter Plan – Publication Draft (Regulation 19)

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty, authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 3 December 2024	The Exeter Plan: Publication	That the Executive approves: - The Publication of the Regulation 19 version of the Exeter Plan for an eight-week period from 12 December 2024; - To give delegated authority to the Strategic Director for Place, in consultation with the Portfolio Holder for City Development, to agree minor changes to the Regulation 19 Publication version of the Exeter Plan before it is published; and - To give delegated authority to the Strategic Director for Place, in consultation with Portfolio Holder for City Development, to agree a change to the publication date if required.	People with the following protected characteristic could potentially be impacted: • Race and ethnicity • Sex/Gender • Religion/Belief • Age

The assessment

The assessment examines the potential impacts for people with protected characteristics that could result from the policies within the Exeter Plan, together with any potential impacts that could result from the decision being taken to publish the Exeter Plan.

For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. Where the impact is positive or negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy or decision based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	Low	The Exeter Plan includes policies to provide employment, homes (including affordable homes), infrastructure and community facilities; these policies should have a positive impact on all members of society.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Positive	Medium	Policy H11: Gypsy and traveller accommodation aims to facilitate the provision of accommodation for Gypsies, Travellers and Travelling Showpeople. Whilst it has not been possible to identify a gypsy and traveller site, the policy should have a positive impact.
	Positive	Medium	HW1 Health and wellbeing also promotes community inclusion and seeks to ensure places and buildings are accessible to all, in particular those with protected characteristics.
	Positive	Medium	The needs of those whose first language is not English have been recognised in the Publication Strategy and documents will be provided in an alternative format or language where requested.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Negative	High	The publication of the Exeter Plan, or the subsequent Examination, could lead to heightened tensions between gypsies and travellers and the settled community. Whilst the impact, if this were to occur, could be high, publication of the Exeter Plan is a legislative requirement where the Council has very little discretion.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	Low	The Exeter Plan includes policies to provide employment, homes (including affordable homes), infrastructure and community facilities; these policies should have a positive impact on all members of society.
	Positive	Medium	Policy H14: Accessible homes, requires new homes to meet accessibility standards. Accessible housing allows those with disabilities to stay in their own homes and retain their independence.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Positive	Medium	Policy H9: Supported housing, supports the provision of good quality supported housing for people with physical and learning disabilities or those with mental health challenges who require additional support or for whom independent living is not possible and sets out the requirements that new development must meet.
	Positive	Low	HW1 Health and wellbeing promotes community inclusion and seeks to ensure places and buildings are accessible to all, in particular those with protected characteristics.
	Positive	Low	STC3: Supporting active travel, together with all the site specific strategic mixed-use brownfield allocation policies, make specific provision for those with disabilities.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Positive	Medium	The needs of those with disabilities have been recognised in the Publication Strategy and documents will be provided in an alternative format where requested. We are also working with the RNIB to produce an audio version of the Exeter Plan.
Sex/Gender	Positive	Low	Policy EJ4: Access to jobs and skills seeks to improve pathways into work and support inclusive growth and social inclusion. This is likely to have a minor positive impact on women entering or returning to work.
	Positive	Low	Policy D2: Designing out crime ensures new developments contribute to creating safer environments. Crime and, in particular, fear of crime, is often experienced by women, and this policy should help address this issue.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Positive	Low	Policy HW1: Health and wellbeing also promotes community inclusion and seeks to ensure places and buildings are accessible to all, in particular those with protected characteristics.
Gender reassignment	Neutral.		There is no evidence to suggest that the Exeter Plan will have an impact on persons with this protected characteristic.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	High	Policy IF3: Community Facilities, protects places of worship and other community facilities.
	Positive	Low	Policy C1: Protecting and enhancing cultural and tourism facilities, will also help retain places and buildings that allow those with religious beliefs to meet and worship.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Positive	Low	Policy HW1 Health and wellbeing, also promotes community inclusion and seeks to ensure places and buildings are accessible to all, in particular those with protected characteristics.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral		There is no evidence to suggest that the Exeter Plan will have an impact on persons with this protected characteristic.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Positive	High	Policy H6: Co-living housing, seeks to meet the housing needs of young people.
	Positive	Medium	Policy H9: Supported housing, seeks to meet the needs of young people leaving care or with other support needs.
	Positive	Medium	Policy EJ4: Access to jobs and skills, seeks to improve pathways to work for young people.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
	Positive	Medium	Policy IF3: Community Facilities, protects all educational facilities and other facilities that meet the needs of children and young people.
	Positive	Low	Policy C1: Protecting and enhancing cultural and tourism facilities, will also help retain places and buildings that provide services for young people.
	Positive	Low	HW1 Health and wellbeing also promotes community inclusion and seeks to ensure places and buildings are accessible to all, in particular those with protected characteristics.
Pregnancy and maternity including new and breast feeding mothers	Neutral		There is no evidence to suggest that the Exeter Plan will have an impact on persons with this protected characteristic.
Marriage and civil partnership status	Neutral		There is no evidence to suggest that the Exeter Plan will have an impact on persons with this protected characteristic.

Actions identified that will mitigate any negative impacts and/or promote inclusion

The Exeter Vision 2040 provides the vision for the Exeter Plan; one of the key outcomes is an inclusive city and both the overall spatial strategy and the policies within the Exeter Plan seek to deliver this outcome. Although the planning system is not designed to deliver everything Exeter needs to achieve its vision, other city council plans, including the Corporate Plan, and the strategies of key institutions and partners, will also play a vital role.

A potential negative impact has been identified in relation to heightened tensions between gypsies and travellers and the settled community that might result from the publication of the Exeter Plan or the subsequent Examination. If this were to occur, this could result in a significant negative impact; support for communities and groups that might be adversely affected would need to be considered.

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