

Equality Impact Assessment: Exeter Plan: Full draft consultation

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 October 2023	Exeter Plan: Full draft consultation	That Executive 1. That the Executive approves the Full Draft Exeter Plan (included in Appendix A) as the basis for public consultation commencing on 23 October 2023;	Potentially all groups with protected characteristics. The Exeter Plan has the potential to impact upon all residents of Exeter. The aim is that the plan will improve the city and the lives of all residents irrespective of protected characteristics. There

Committee name and date:	Report title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		2. That the Executive gives delegated authority to the Director of City Development, in consultation with the Council Leader and Portfolio Holder for City Development, to agree minor changes to the Full Draft Plan content before it is published for consultation; and 3. That the Executive gives delegated authority to the Director of City Development, in consultation with the Council Leader and Portfolio Holder for City Development, to agree a change to the consultation start date if required.	are however policies within the plan which aim to have specifically positive impacts on groups with protected characteristics; for example there are housing policies which set out support for housing for older people, younger people (including care leavers) and those with disabilities. It is however very challenging to concisely set out what the implications of the Exeter Plan will be on groups with protected characteristics because it will cover a period of 20 years and includes around 60 policies on a myriad of topics.

The assessment

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 negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy 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	Medium	The full draft plan sets out accommodation needs for gypsies and travellers and includes an associated policy. The plan also makes specific reference to the importance of culture, identify and understanding the needs of the wider community in planning for the future of the city and future. This would include the gypsy and traveller community. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
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	Medium	The full draft plan considers accommodation needs for groups with disabilities. There are also transport policies which specifically reference the need to make sustainable travel suitable for all. As an example, this would include promoting improve accessibility at all train stations in Exeter.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
			The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
Sex/Gender	Positive	Low	The plan does not include specific policies relating to this protected characteristic. However there could be low level positive impacts as a result of the design policies in the plan which aim to improve public spaces and increase natural surveillance. This could have some benefits in terms of women's safety. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
Gender reassignment	Neutral	N/A	The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
Religion and belief (includes no belief, some philosophical beliefs)	Positive	Low	The plan itself does not include specific policies regarding this characteristic. However it does

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
such as Buddhism and sects within religions).			make specific reference to the importance of culture, identify and understanding the needs of the wider community in planning for the future of the city. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	N/A	The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
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	Medium	There could be a range of impacts in terms of this protected characteristic due to the breadth of age groups considered. As an example, the plan aims to provide appropriate housing for all groups and makes reference to the importance of accessibility for all in terms of public space, transport and housing.

Protected characteristic/ area of interest	Positive, neutral or negative impact	High, medium or low impact	Reason
			Infrastructure planning work has put significant emphasis on the need for education facilities while policies also identify the need for extra care housing in the city. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
Pregnancy and maternity including new and breast feeding mothers	Positive	Low	The plan does not include specific policies relating to this protected characteristic. However it does aim to provide appropriate housing for all groups, flexible employment and makes reference to the importance of accessibility for all in terms of public space and transport. The consultation process will be arranged to reach the wider community, including groups with protected characteristics.
Marriage and civil partnership status	Neutral	N/A	The plan does not include specific policies relating to this protected characteristic and therefore no impact is anticipated.

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

Continued consideration of the impact of emerging plan policies on groups with protected characteristics.
Consideration of a wide breadth of consultation methods to support the needs of groups with protected characteristics.

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