

1. Topic of assessment

EIA title:	Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015-2020
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EIA author:	Andrew Evans, Strategic Partnership Manager
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2. Approval

	Name	Date approved
Approved by¹	Liz Lawrence, Head of Policy and Performance	02/06/2015

3. Quality control

Version number	3	EIA completed	02/06/2015
Date saved	02/06/2015	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Andrew Evans	Strategic Partnership Manager	Surrey County Council	EIA author

¹ Refer to earlier guidance for details on getting approval for your EIA.

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>The Equality Act 2010 and its Public Sector Equality Duty requires public bodies to have due regard to the need to prevent discrimination, advance equal opportunities and encourage positive relationships. As part of the specific duties in the Act, the County Council is required to set equality objectives every four years.</p> <p>The <i>Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015-2020</i> sets out how the Council will meet the legislative requirements. It also establishes the Council's commitment to embedding Equality, Fairness and Respect across our services and in our workforce; and sets out the Council's equality, fairness and respect priorities for 2015-2020.</p> <p>The Strategy is made available to the public through the Council's website. Progress against the Strategy will be reported annually through the Council's corporate performance reporting system; and discussed with the external Surrey Equality Group (SEG).</p>
<p>What proposals are you assessing?</p>	<p>The <i>Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015-2020</i> is an updated version of the Council's current equality and diversity strategy; the <i>Confident in Our Future, Fairness and Respect Strategy 2013-2018</i>, which was approved by Cabinet in October 2013.</p> <p>The Strategy has been reviewed as part of the annual business planning process to ensure that it is aligned with the Corporate Strategy <i>Confident in Surrey's Future: Corporate Strategy 2015-2020</i>, which was endorsed by full Council in February 2015.</p> <p>The Strategy has also been revised in light of the latest available data on groups with protected characteristics, notably from the 2011 Census, the latest Joint Strategic Needs Assessment (JSNA), analysis of the Resident's Survey and Surrey County Council equality workforce data.</p> <p>This assessment has been undertaken prior to the presentation of the Strategy to Cabinet on 23 June 2015.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The <i>Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015-2020</i> is Council-wide and underpins all of the Council's work.</p> <p>It will cover all service users and Council staff, and therefore potentially all of the groups with protected characteristics.</p>

6. Sources of information

Engagement carried out
<p>Initial discussions around the approach behind refreshing the current Strategy were undertaken in February and March 2015 with the Leader of the Council, Portfolio Holder for Equality and Diversity, Surrey Equality Group (including Trade Unions), the Council’s Continuous Improvement and Productivity Network (senior officers from across the Council who have oversight for the Strategy) and Directorate Equality Groups (DEGs). There was broad agreement that the refreshed Strategy should be:</p> <ul style="list-style-type: none"> • aligned with <i>Confident in Surrey’s Future: Corporate Strategy 2015-2020</i> in order to reflect the key strategic goals for the organisation; • based on evidence of priority needs of Surrey’s vulnerable groups; • integrated as part of the Council’s corporate performance reporting system and process; and external challenge by SEG on progress towards achieving the priorities of the Strategy and the specific measures and actions that lie underneath it; and • progress to be reported annually and published online. <p>The draft Equality, Fairness and Respect strategy was subsequently shared April to mid-May 2015 with the same groups mentioned above providing them with an opportunity to help shape the Strategy and its priorities. Feedback received during this period was incorporated into the Strategy.</p> <p>The draft Strategy was presented to Council Overview Board for review and endorsement on 3 June 2015. Feedback received has been incorporated into the final draft Strategy for presentation to Cabinet on 23 June 2015.</p>
Data used
<p>A number of data sources were used to inform the Strategy and better understand the needs of groups with protected characteristics in Surrey. These included:</p> <ul style="list-style-type: none"> • 2011 Census² • Latest Population figures³ • Surrey Snapshots⁴ - in particular: How is population of Surrey changing?, What do ethnicity and religion look like in Surrey?, What does the school population look like in Surrey?, What was the attainment of Surrey's pupils in 2013?, Health and wellbeing in Surrey: Improving children's health and wellbeing, Health and wellbeing in Surrey: Developing a preventative approach, Health and wellbeing in Surrey: Promoting emotional wellbeing and mental health, Health and wellbeing in Surrey: Older Adults, What opinions do residents have about their neighbourhood and the Council? • JSNA⁵ • Slope Index of Inequality in Life Expectancy⁶ • Residents Survey

² Census 2011 analysis, accessed on Surrey, <http://www.surreyi.gov.uk/GroupPage.aspx?GroupID=55>

³ Accessed on Surrey, <http://www.surreyi.gov.uk/Viewpage.aspx?C=basket&BasketID=288>

⁴ Accessed on Surrey, <http://www.surreyi.gov.uk/grouppage.aspx?groupid=58>

⁵ Surrey JSNA, accessed on Surrey, <http://www.surreyi.gov.uk/grouppage.aspx?groupid=36>

⁶ Accessed on Surrey, <http://www.surreyi.gov.uk/Resource.aspx?ResourceID=991>

- Adult Social Care [Local Account 2013/14 – how are we doing?](#)
- Surrey County Council equality workforce data
- Equality, Fairness and Respect Strategy 2015-2020, high level data snapshot, May 2015⁷ - This was developed with DEGs and further discussed and validated with the Surrey Equality Group. The evidence snapshot was updated to reflect additional information, expert insight and provide further clarity in certain areas e.g. analysis of the Residents' Survey.

7. Impact of the new/amended policy, service or function

⁷ Accessed on Surrey, <http://www.surreyi.gov.uk/get/ShowResourceFile.aspx?ResourceID=1574>

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ⁸	Potential positive impacts	Potential negative impacts	Evidence
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 191</p> <p style="text-align: center;">Age</p>	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Ensure Surrey’s children, adults and families are supported and helped to lead more independent lives. • Support all children and young people to participate and succeed in education, training and employment. • Support preventative actions to reduce health inequalities and increase wellbeing for our communities. • Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people. 	<p>None identified</p>	<p>For example⁹:</p> <p>There are an estimated 1.15m people living in Surrey; this is expected to rise to 1.37m within 25 years. Over 65 year olds make up 16% of the population; within the next 25 years this will rise to 25%. In Surrey there are an estimated 108,400 people aged between 65-74; 69,000 people aged between 75-84; and 31,500 people aged 85+. With more people living longer this is expected to lead to an increase in age-related health and care needs.</p> <p>In Surrey’s most deprived areas life expectancy is up to five and a half years lower than areas of higher wealth</p> <p>Performance of Surrey’s disadvantaged pupils (free school meals in last 6 years and looked after children) remains below the national average.</p> <p>As of end March 2013/14 there were c.4,500 children in need in Surrey</p>
<p style="text-align: center;">Disability</p>	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Ensure Surrey’s children, adults and families are 	<p>None identified</p>	<p>For example¹⁰:</p> <p>18% of children in need have a disability recorded, compared to 3% of all children and young people.</p>

⁸ More information on the definitions of these groups can be found [here](#).

⁹ Data from Equality, Fairness and Respect Strategy 2015-20 high level data snapshot May 2015, accessed on Surrey <http://www.surreyi.gov.uk/get/ShowResourceFile.aspx?ResourceID=1574>

¹⁰ Ibid

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- supported and helped to lead more independent lives.
- Support all children and young people to participate and succeed in education, training and employment.
 - Support preventative actions to reduce health inequalities and increase wellbeing for our communities.
 - Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people.

For children and young people with special educational needs and disabilities – Autistic spectrum disorder has increased (same as national). It is also estimated that 7% of 5-15 year olds in Surrey have a mental health disorder.

In addition Adult Social Care in Surrey support around 30,000 people each year with a range of physical and learning disabilities as well as mental health issues. Over 20,000 people each year in Surrey access NHS mental health services.

2% of people in Surrey are economically inactive due to long term illness or disability.

Working age(18-64) disability predictions in Surrey	2015
Total population aged 18-64 predicted to have a learning disability	16,894
Total population aged 18-64 predicted to have a moderate physical disability	55,442
Total population aged 18-64 predicted to have a serious physical disability	16,550
Total population aged 18-64 predicted to have a serious visual impairment	452
Total population aged 18-64 predicted to have a moderate or severe hearing impairment	28,341
Total population aged 18-64 predicted to have a profound hearing impairment	247

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			<table border="1"> <tr> <td>People aged 18-64 predicted to have a borderline personality disorder</td> <td>3,140</td> </tr> <tr> <td>People aged 18-64 predicted to have an antisocial personality disorder</td> <td>2,419</td> </tr> <tr> <td>People aged 18-64 predicted to have psychotic disorder</td> <td>2,789</td> </tr> <tr> <td>Total people aged 30-64 predicted to have early onset dementia</td> <td>299</td> </tr> </table>	People aged 18-64 predicted to have a borderline personality disorder	3,140	People aged 18-64 predicted to have an antisocial personality disorder	2,419	People aged 18-64 predicted to have psychotic disorder	2,789	Total people aged 30-64 predicted to have early onset dementia	299
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Total people aged 30-64 predicted to have early onset dementia	299										
Page 193	<p>Gender reassignment</p> <p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people. 	None identified	<p>The size of the transgender community in Surrey, and the UK, cannot currently be estimated. Previously the Government has suggested that 7% of the UK population is lesbian, gay, bisexual, transgender or questioning. Applying this to the 2011 Census estimate would mean that approximately 80,000 residents fall into this category, a proportion of which would be transgender residents.¹¹</p>								
	<p>Pregnancy and maternity</p> <p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> Ensure Surrey's children, adults and families are supported and helped to lead more independent lives. Support preventative actions to reduce health inequalities and increase wellbeing for our communities. 	None identified	<p>For example:</p> <p>A baby boom means that by 2015 2,800 additional school places are needed and 13,000 in next 5 years.</p> <p>A research study has found that women with high levels of symptoms of antenatal and postnatal anxiety, depression, and post-traumatic stress disorder have a high prevalence and increased odds of having experienced domestic abuse both over their lifetime and during pregnancy¹²</p>								

¹¹ Surrey-i JSNA Population Estimates and Projections Chapter

¹² JSNA Chapter: Domestic Abuse, accessed on Surrey, <http://www.surreyi.gov.uk/ViewPage1.aspx?C=resource&ResourceID=878>

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 194</p> <p style="text-align: center;">Race</p>	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Support all children and young people to participate and succeed in education, training and employment. • Support preventative actions to reduce health inequalities and increase wellbeing for our communities. 	<p>None identified</p>	<p>For example¹³:</p> <p>Surrey has become more ethnically diverse. 17% of Surrey's population identify themselves as being from a minority ethnic group. This is made up of 'white other' now at 7% and non-white British, which has doubled to 9.8% in last 10 years. However there is less ethnic diversity in the population aged over 65 years old (92.5% White British).</p> <p>Increased ethnic diversity is also reflected in Surrey's schools – not English as a first language has doubled.</p> <p>In 2014, GRT children and young people performed 50-60% below the Surrey average for KS2 and KS4</p> <p>In 2014 those who performed better than the Surrey average KS2 and KS4 include: Chinese, Mixed White/Asian and Indian. Those performing below the Surrey average include Mixed White/Black Caribbean and Pakistani.</p>
<p style="text-align: center;">Religion and belief</p>	<p>In particular the following priorities is expected to have a positive impact:</p> <ul style="list-style-type: none"> • Support all children and young people to participate and succeed in education, training and employment. • Be a local employer of first choice for people from all 	<p>None identified</p>	<p>Christianity is the largest religion in Surrey at 63% of people with no religion the next largest at 24.8%. Other categories include Muslim at 2.2% and Hindu at 1.3%.¹⁴</p>

¹³ Data from Equality, Fairness and Respect Strategy 2015-20 high level data snapshot May 2015, accessed on Surrey
<http://www.surreyi.gov.uk/get/ShowResourceFile.aspx?ResourceID=1574>

¹⁴ Ibid

	our diverse communities, particularly for disabled and younger people.		
Page 195	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Ensure Surrey’s children, adults and families are supported and helped to lead more independent lives. • Support all children and young people to participate and succeed in education, training and employment. • Support preventative actions to reduce health inequalities and increase wellbeing for our communities. • Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people. 	None identified	<p>For example:</p> <p>There are different rates of economic inactivity between genders in Surrey with 27.8% of women in Surrey classified as economically inactive compared to 13.4% of men¹⁵. This is comparable with national and regional trends.</p> <p>Women over the age of 65 years old are around a third more likely to be diagnosed with depression in Surrey.</p> <p>Life expectancy also varies for men and women in Surrey. Men in the most deprived areas have a life expectancy of 76.6 years, compared to 83.3 years for the least deprived. For women there is a gap between a life expectancy of 82 years in the most deprived areas, and 85.9 in the least deprived.¹⁶</p> <p>Women in general are at greater risk of becoming victims of domestic abuse than men. 92% of those that contact Surrey’s outreach services are female¹⁷</p>
Sexual orientation	<p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> • Be a local employer of first choice for people from all our diverse communities, particularly for disabled 	None identified	<p>It is estimated that 7% of the national population are Lesbian, Gay, Bisexual, Transgender or Questioning which would translate to roughly 80,000 Surrey residents. The 2011 Census results showed that Surrey has a smaller percentage of people living in same-sex couples than England and the South East although detailed analysis for Surrey is not currently</p>

¹⁵ Surrey Local Economic Assessment

¹⁶ Surrey Slope Index of Inequality in Life Expectancy

¹⁷ JSNA Chapter: Domestic Abuse, accessed on Surrey, <http://www.surreyi.gov.uk/ViewPage1.aspx?C=resource&ResourceID=878>

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	and younger people.		available. Based on the national figures, it is also estimated that there are 5,700 LGBTQ young people. ¹⁸ LGBT young people (as well adults) in Surrey continue to feel unable to be open with others about their identity due to fear or personal experience of homophobia and transphobia
Page 196	<p>Marriage and civil partnerships</p> <p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> • Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people. 	None identified	The 2011 Census showed that 52.6% of people in Surrey are married, 0.18% are in a Civil Partnership, and 47.2% live alone (single, separated, divorced and widowed). The position in Surrey is largely reflective of the national and regional averages. ¹⁹
	<p>Carers²⁰</p> <p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Ensure Surrey's children, adults and families are supported and helped to lead more independent lives. • Support all children and young people to participate and succeed in education, training and employment. • Support preventative actions to reduce health 	None identified	<p>For example: There are c.110,000 unpaid carers in Surrey. In addition there are 14,000 young carers living in Surrey. There is an issue of young carers when they stop becoming carers in adulthood (e.g. The person they are caring for dies) and not having good skills or health to enter the job market</p> <p>The majority of carers are also women.</p>

¹⁸ Surrey JSNA Lesbian, Gay, Bisexual and Transgender

¹⁹ Surrey 2011 Census

²⁰ Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that 'carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.'

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	<p>inequalities and increase wellbeing for our communities.</p> <ul style="list-style-type: none"> • Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people. 		
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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	<p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> • Be a local employer of first choice for people from all our diverse communities, particularly for disabled and younger people. 	None identified	<p>Surrey County Council Workforce data indicates that:</p> <ul style="list-style-type: none"> • Of those that are managers, directors and senior officials in Surrey, 68% are male and 32% are female (reflective of the national picture). • 15% of managers, directors and senior officials employed in Surrey are from BME groups • SCC workforce data shows 2.7% of staff have a disability, 7.9% from a BME background (4.5% senior), 51% work part time and 73% are women.
Disability			
Gender reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			
Sexual orientation			

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Marriage and civil partnerships			
Carers			

8. Amendments to the proposals

Change	Reason for change
N/A	

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
All impacts	Progress against the priorities in the Strategy will be reported on an annual basis and be published on the Council’s website through the corporate performance reporting system.	Ongoing	Andrew Evans
	The delivery and specific measures for the priorities will be further shaped and developed with the external Surrey Equality Group and key internal stakeholders	June-July 2015	Andrew Evans

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
N/A	

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	Engagement on the draft Equality, Fairness and Respect Strategy and its priorities was conducted during the period February to mid May 2015. The following groups were provided with the opportunity to shape the Strategy: external Surrey Equality
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	<p>Group (including Trade Unions), Directorate Equality Groups (DEGs), Continuous Improvement and Productivity Network, Leader of the Council, current and previous Portfolio Holder for Equality and Diversity. The draft Strategy was reviewed by the Council Overview Board on 3 June 2015.</p> <p>Data has been used from a number of sources to inform the Strategy, including the 2011 Census, Joint Strategic Needs Assessment, information available on Surrey-i and equality Surrey County Council workforce data. This information was brought together in one place as an evidence snapshot of the needs of residents with protected characteristics in Surrey.</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>The <i>Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015-2020</i> is expected to have a positive impact on all residents with protected characteristics in Surrey. It sets out the Council's priorities on equality and diversity and helps to embed equality, fairness and respect in Council services and in its workforce. It supports all Surrey residents, particularly the most vulnerable, and staff to be healthy, safe and confident about their future.</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>N/A</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>Progress against the priorities in the Strategy will be reported annually and will be published on the Council's website through the corporate performance reporting system.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>N/A</p>
<p>Information and engagement underpinning equalities analysis</p>	<p>Engagement on the draft Equality, Fairness and Respect Strategy and its priorities was conducted during the period February to mid May 2015. The following groups were provided with the opportunity to shape the strategy: external Surrey Equality Group (including Trade Unions), Directorate Equality Groups (DEGs), Continuous Improvement and Productivity Network, Leader of the Council and portfolio holders for Equality and Diversity. The draft Strategy was reviewed by the Council Overview Board on 3 June 2015.</p> <p>Data has been used from a number of sources to inform the Strategy, including the 2011 Census, Joint Strategic Needs Assessment and information available on Surrey-i. This information was brought</p>

	together in one place as an evidence snapshot of the needs of residents with protected characteristics in Surrey.
Key impacts (positive and/or negative) on people with protected characteristics	The <i>Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015-2020</i> is expected to have a positive impact on all residents with protected characteristics in Surrey. It sets out the Council's priorities on equality and diversity and helps to embed equality, fairness and respect in Council services and in its workforce. It supports all Surrey residents, particularly the most vulnerable, and staff to be healthy, safe and confident about their future.
Changes you have made to the proposal as a result of the EIA	N/A
Key mitigating actions planned to address any outstanding negative impacts	Progress against the priorities in the Strategy will be reported on a yearly basis and will be published on the Council's website through the corporate performance reporting system. The delivery and specific measures for the priorities will be further shaped and developed with the external Surrey Equality Group and key internal stakeholders during June-July 2015.
Potential negative impacts that cannot be mitigated	N/A

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