

Equality Impact Assessment

1. Topic of assessment

EIA title:	Confident in Our Future, Fairness and Respect Strategy 2013 - 2018
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EIA author:	Rosalind Louth, Policy Manager, Chief Executive's Office
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2. Approval

	Name	Date approved
Approved by¹	Liz Lawrence	30 September 2013

3. Quality control

Version number	1.0	EIA completed	30 September 2013
Date saved	30 September 2013	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Rosalind Louth	Policy Manager	Surrey County Council	

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

5. Explaining the matter being assessed

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<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 Our Future, Fairness and Respect Strategy 2013-2018</i> sets out how the Council will meet these requirements. It establishes the Council's commitment to embedding Fairness and Respect across our services and in our workforce; and sets out the Council's Fairness and Respect priorities for 2013-2018.</p> <p>The Strategy is made available to the public through the Council's website. Progress against the Strategy is reported twice yearly; it is discussed with the External Equality Advisory Group (EEAG) and made available to the public on the Council's website.</p>
<p>What proposals are you assessing?</p>	<p>The <i>Confident in Our Future, Fairness and Respect Strategy 2013-2018</i> is an updated version of the Council's current equality and diversity strategy; the <i>One Council One Team, Fairness and Respect Strategy</i> which was approved by Cabinet on 27 March 2012.</p> <p>The Strategy has been reviewed as part of the annual business planning process to ensure that it is aligned with the current Corporate Strategy <i>Confident in Our Future</i>, which was endorsed by Full Council on 16 July 2013.</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 and latest Joint Strategic Needs Assessment (JSNA).</p> <p>This assessment has been undertaken prior to the presentation of the draft Strategy to Cabinet on 22 October 2013.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The <i>Confident in Our Future, Fairness and Respect Strategy 2013-2018</i> is Council-wide and underpins all of the Council's work.</p> <p>It will cover all service users and Council staff.</p>

6. Sources of information

Engagement carried out
<p>Initial discussions around the principles behind the refreshed Strategy were undertaken in July 2013 with the Portfolio Holders for Equality and Diversity, EEAG, Trade Unions and the Council’s Corporate Leadership Team (CLT). There was broad agreement that the refreshed Strategy should be:</p> <ul style="list-style-type: none"> • aligned with Confident in Our Future: Corporate Strategy 2013-2018 in order to reflect the key strategic priorities for the organisation; • based on evidence of priority needs of Surrey’s vulnerable groups; • integrated as part of Directorate performance management and monitoring; and • progress to continue to be reported bi-annually to the EEAG and published online. <p>The draft Fairness and Respect priorities were subsequently sent out for consultation during the period late July to early September 2013. The following groups were provided with the opportunity to comment: EEAG, Directorate Equality Groups (DEGs) and Trade Unions. Feedback received during this period was incorporated into the priorities, including the addition of a new priority linked to the Council’s workforce and People Strategy.</p> <p>The draft Strategy was provided to CLT and Council Overview and Scrutiny Committee for comment in September 2013. Again, feedback received has been incorporated into the final draft Strategy for presentation to Cabinet on 22 October 2013.</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 • JSNA: population projections³ • JSNA: ethnicity⁴ • JSNA: smoking⁵ • JSNA: carers⁶ • Slope Index of Inequality in Life Expectancy⁷ • NOMIS Official Labour Market Statistics⁸

² <http://www.surreyi.gov.uk/ViewPage1.aspx?C=resource&ResourceID=928&cookieCheck=true>

³ <http://www.surreyi.gov.uk/ViewPage1.aspx?C=resource&ResourceID=663>

⁴ <http://www.surreyi.gov.uk/ViewPage1.aspx?C=resource&ResourceID=681>

⁵ <http://www.surreyi.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=670>

⁶ [http://www.surreyi.gov.uk/\(F\(ggS6pHSGW-4m4csDor7j5sV06wXb6yiMsYcKlikblxG37h8gYTZKzp6F60YYbDCfUofDprEw7lDdijEqL1CNYu9eTOPS4EBXxbeeKqxNm8FAoDgMcioPZkrHkO25oHTjF937w2\)\)/ViewPage1.aspx?C=Resource&ResourceID=668](http://www.surreyi.gov.uk/(F(ggS6pHSGW-4m4csDor7j5sV06wXb6yiMsYcKlikblxG37h8gYTZKzp6F60YYbDCfUofDprEw7lDdijEqL1CNYu9eTOPS4EBXxbeeKqxNm8FAoDgMcioPZkrHkO25oHTjF937w2))/ViewPage1.aspx?C=Resource&ResourceID=668)

⁷ <http://www.surreyi.gov.uk/Resource.aspx?ResourceID=991>

⁸ <http://www.surreyi.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=670>

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

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

Protected characteristic ⁹	Potential positive impacts	Potential negative impacts	Evidence
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 65</p> <p>Age</p>	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Invest in our support to schools to further the attainment of pupils, especially those from vulnerable groups. • Help all young people to participate in education, training and employment. • Provide targeted support to low-income families to increase access to employment, training and support networks. • Protect people and their communities through partnership-based prevention and protection activity targeted on reducing the harmful effects of domestic abuse and anti-social behaviour. • To be a local employer of first choice, for people from all our diverse communities, including disabled and younger people. • Reduce differences in life expectancy and healthy-life expectancy between communities. 	None identified	<p>For example: On average between 2009 and 2011 61.4% of Surrey pupils achieved five or more GCSEs at grades A*-C (including English and Maths). However, these figures vary throughout Surrey. In one ward, 96.3% of pupils achieved this level of attainment but only 51.5% achieved these grades in another.</p> <p>In 2010/11 55% of domestic abuse cases dealt with by outreach services reported having children under the age of 16 who were affected in some way by the abuse. In total 4,105 young people were at risk of being affected by domestic abuse.¹⁰</p> <p>Older people aged 60+ comprise 23% of Surrey's population (263,900) and the county's 85+ population comprise 2.6% of the population (30,000). In England only 2.2% of the population falls into the 85+ category and 22.3% fall into the 60+ category. This increase in the population of older people is expected to lead to increased instances of age-related illness.¹¹</p>
Disability	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Surrey's children, adults and families in 		<p>For example: In 2010 it was estimated that in Surrey there were 33,000 people with moderate or severe personal care</p>

⁹ More information on the definitions of these groups can be found [here](#).

¹⁰ SCC Domestic abuse profile for Surrey 2010-11

¹¹ Surrey-i JSNA Population Estimates and Projections Chapter

	<p>need of support are protected and supported to lead an independent life.</p> <ul style="list-style-type: none"> • Help all young people to participate in education, training and employment. • Provide targeted support to low-income families to increase access to employment, training and support networks. • To be a local employer of first choice, for people from all our diverse communities, including disabled and younger people. 		<p>disabilities, this equated to 4.8% of the population compared to 4.6% of the national population¹². It is also estimated that there are over 16,000 people with learning disabilities aged 18-64. Of these around 3,800 people were estimated to have a moderate or severe learning disability.¹³</p> <p>Disability and economic health are closely linked, as those with a disability are more likely to be economically inactive. In 2012, 46.3 per cent of working-age disabled people were in employment compared to 76.4 per cent of working-age non-disabled people.¹⁴</p>
<p>Page 66</p> <p>Gender reassignment</p>	<p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> • To be a local employer of first choice, for people from all our diverse communities, including disabled and younger people. 		<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.¹⁵</p>
<p>Pregnancy and maternity</p>	<p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> • Protect people and their communities through partnership-based prevention and protection activity targeted on reducing the harmful effects of domestic abuse and anti-social behaviour. 		<p>Evidence suggests that around 30% of domestic violence starts or worsens during pregnancy. However in Surrey, just under 3% of individuals contacting domestic abuse services reported being pregnant, which may indicate a hidden need.¹⁶</p>
<p>Race</p>	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Invest in our support to schools to 		<p>For example: Children from BME groups are at risk of educational underachievement. In particular, Pakistani children</p>

¹² Surrey-i JSNA Physical Disabilities – Adults Chapter

¹³ Surrey-i JSNA People with Learning Disabilities Chapter

¹⁴ Labour Market Survey

¹⁵ Surrey-i JSNA Population Estimates and Projections Chapter

¹⁶ Surrey-i JSNA Domestic Abuse

	<p>further the attainment of pupils, especially those from vulnerable groups.</p> <ul style="list-style-type: none"> • Reduce differences in life expectancy and healthy-life expectancy between communities. 		<p>have worse educational attainment than their peers with 57.9% achieving 5 GCSEs A*-C, compared to the Surrey-wide average of 68.7%.¹⁷ In 2011, 53.7% of Black Caribbean children achieved 5 GCSEs A*-C (including maths and English) compared to the Surrey-wide average of 62.9%.¹⁸</p> <p>BME groups also suffer health inequalities, particularly with regards to lifestyle. For example BME groups are less likely to participate in sports and active recreation and some BME groups are at high risk of diet related poor health.¹⁹</p>
Religion and belief	<p>In particular the following priority is expected to have a positive impact:</p> <ul style="list-style-type: none"> • To be a local employer of first choice, for people from all our diverse communities, including disabled and younger people. 		<p>The 2011 Census found that 62.8% of Surrey's population identified themselves as Christian, with the next largest religious group being the county's Muslim population of around 24,000 residents (or 2.2% of the population).²⁰</p>
Sex	<p>In particular the following priorities are expected to have a positive impact:</p> <ul style="list-style-type: none"> • Provide targeted support to low-income families to increase access to employment, training and support networks. • Protect people and their communities through partnership-based prevention and protection activity targeted on reducing the harmful effects of domestic abuse and anti-social behaviour. • Reduce differences in life expectancy and healthy-life expectancy between 		<p>For example: 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 men²¹. This is comparable with national and regional trends.</p> <p>Women in general are at greater risk of becoming victims of domestic abuse than men. 88% of those that contact Surrey's outreach services are female.²²</p> <p>Life expectancy also varies for men and women in Surrey. Men in the most deprived areas have a life</p>

¹⁷ Surrey-i JSNA Education Chapter

¹⁸ Surrey Key Stage 4 attainment data (2011)

¹⁹ Surrey-i JSNA Diet and Lifestyle Chapter

²⁰ Surrey-i JSNA Population Estimates and Projections Chapter

²¹ Surrey Local Economic Assessment

²² Surrey-i JSNA Domestic Abuse

	communities.		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. ²³
Sexual orientation	In particular the following priority is expected to have a positive impact: <ul style="list-style-type: none"> To be a local employer of first choice, for people from all our diverse communities, including disabled and younger people. 		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 available. Based on the national figures, it is also estimated that there are 5,700 LGBTQ young people. ²⁴
Marriage and civil partnerships	In particular the following priority is expected to have a positive impact: <ul style="list-style-type: none"> To be a local employer of first choice, for people from all our diverse communities, including disabled and younger people. 		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. ²⁵
Carers²⁶	In particular the following priority is expected to have a positive impact: <ul style="list-style-type: none"> Surrey's children, adults and families in need of support are protected and supported to lead an independent life. 		It is estimated that there are over 106,000 carers of all ages in Surrey providing support to families and friends. ²⁷

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²³ Surrey Slope Index of Inequality in Life Expectancy

²⁴ Surrey JSNA Lesbian, Gay, Bisexual and Transgender

²⁵ Surrey 2011 Census

²⁶ 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.'

²⁷ Surrey JSNA Carers

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"> To be a local employer of choice, for people from all our diverse communities, including disabled and younger people. 	None identified.	<p>The Surrey County Council Workforce Profile shows that the 4.68% of workforce was aged between 15-24 years old in May 2013; this is low compared to the Surrey-wide figure in the 2011 Census of 10.19% of the population being aged 16-24.</p> <p>The Workforce Profile shows that 3.08% of staff in May 2013 had declared a disability and overall numbers have declined since 2008/09.²⁸</p>
Disability			
Gender reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			
Sexual orientation			
Marriage and civil partnerships			
Carers			

²⁸ Surrey County Council [Workforce Profile May 2013](#)

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	<p>Progress against the priorities in the Strategy will continue to be reported twice yearly and published on the Council's website.</p> <p>The delivery and specific measures for the priorities will be shaped through further discussions with the External Equality Advisory Group.</p>	<p>Ongoing</p> <p>November 2013</p>	

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

<p>Information and engagement underpinning equalities analysis</p>	<p>The draft Fairness and Respect priorities were sent out for consultation during the period late July to early September 2013. The following groups were provided with the opportunity to comment: EEAG, Directorate Equality Groups (DEGs) and Trade Unions. The draft Strategy was provided to CLT and Council Overview and Scrutiny Committee for comment in September 2013.</p> <p>Data has been used from a number of sources to inform the strategy, including the 2011 Census and Joint Strategic Needs Assessment.</p>
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Key impacts (positive and/or negative) on people with protected characteristics	The <i>Confident in Our Future, Fairness and Respect Strategy 2013-2018</i> is expected to have a positive impact on all groups of people with protected characteristics in Surrey by setting the Council's priorities on Equality and Diversity and embedding Fairness and Respect in Council services and in its workforce. Through setting priorities aligned with the Council's Corporate Strategy <i>Confident in Our Future</i> , the Strategy features some protected characteristic groups more prominently; notably older people, younger people and people with disabilities.
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 continue to be reported twice yearly and will be published on the Council's website. Work to identify specific measures for the Fairness and Respect priorities will be undertaken with the External Equality Advisory Group a workshop session in November 2013.
Potential negative impacts that cannot be mitigated	N/A

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