

Equality Impact Assessment (EQIA)

The characteristics protected by the Equality Act 2010 are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people’s experience of a policy or service.

The Rural-Urban definition defines the rurality of very small census based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

Details	
Service or policy title	
Lead officer <i>(responsible for the policy or service/function)</i>	Kate Parnum
Officers carrying out the EQIA <i>(at least one must have done EQIA training and it is recommended that an officer responsible for the policy or service/function is involved in completion)</i>	Kate Parnum
Is this new or a revision? <i>(If revision state when previous EQIA undertaken)</i>	New
Is this the first time this policy or function has been assessed?	Yes
Date of completing this EQIA	24/01/2020

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Description
<p>What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i></p> <p>Introduction of Changing Places area: This is inclusive of specialist hoist and fixtures, furniture and equipment and also reflects the increased gross internal floor area required to incorporate the area.</p>
<p>Why? <i>(Give reasons why these changes are being introduced)</i></p> <p>In the March 2019 cabinet paper it was recommended that funding of £600,000 was approved to deliver the new visitor centre development at Needham Lake.</p> <p>In the public engagement in October 2019 at Needham Market Community centre. This engagement event built on the visitor survey undertaken in the summer 2018. At the event we shared the indicative design, floor plan, and elevations. At the event we had circa 200 visitors that engaged and discussed with us the designs. The event was very positive, and we had constructive feedback.</p> <p>Part of the feedback at the public engagement was the need for changing place facility as a number of visitors are unable to stay long at the site due to the lack of facilities. This idea was taken to the task and finish group for Needham Lake Member working group and it was agreed that this addition would widen the visitors that could use the site. There are limited changing place facilities especially at outdoor locations.</p>
<p>What will the effect of the changes be? <i>(Describe which people, communities, localities etc. will be affected by the changes)</i></p> <p>Changing place facility at Needham Lake, currently there is no provision. The nearest provision is Stowmarket Leisure Centre.</p>
<p>How will it be implemented? <i>(Describe the decision-making process, timescales, process for implementation)</i></p> <p>Cabinet decision in March 2020</p>
<p>When is it due to start? <i>(Planned start of new/revised policy/service)</i></p> <p>April 2020</p>
<p>Any other relevant details</p>

Data about the population

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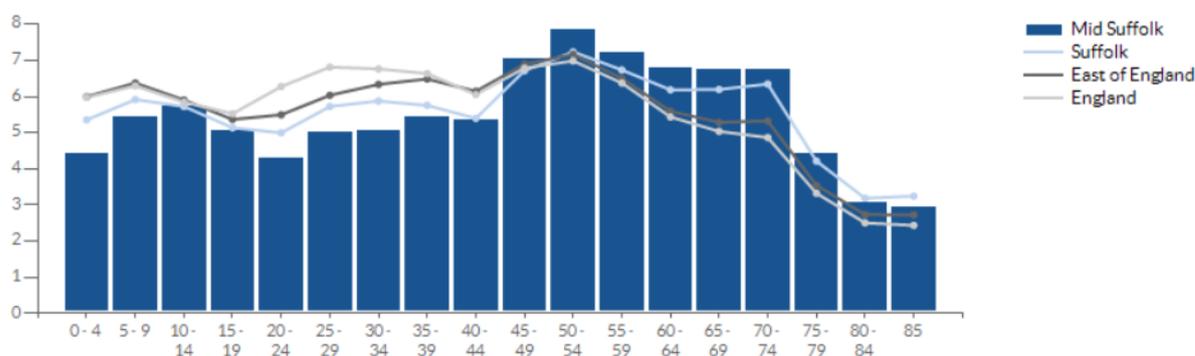
What is the demographic profile or make up of the community you are serving? (A brief overview of quantitative data used, and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)

The data used for this assessment is from local and national data including Census 2011, ONS, Public Health England and department for Environment, Food and Rural Affairs. There is Suffolk focused site (Suffolk Observatory) that hold this information in one location. The website is <https://www.suffolkobservatory.info/>.

What is the profile or make up of your service users by protected characteristics? (Where this data is available. If it is not currently available state any plans to collect this in future)

AGE

POPULATION ESTIMATES



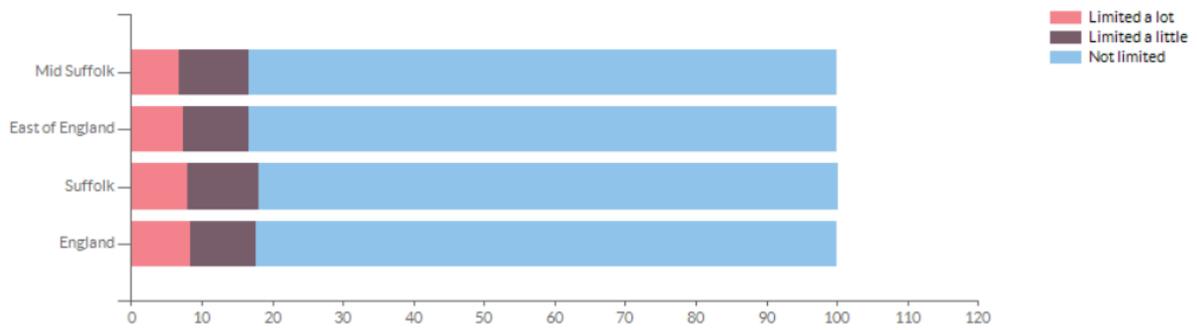
The chart above shows the estimated percentage of the population by 5-year age group for Mid Suffolk in 2017, compared with the region and country. As you can see on the graph, comparatively Mid Suffolk is below the average for the following sections; 0-9 and 20 – 44 and we are above average between 45 – 85. This highlights that we have aging population and underrepresented between 20 to 44.

DISABILITY

We do not have specific data on disabilities, we have used Census data regarding daily activity limitation. The question in the census was designed to capture self-assessed activity restrictions associated with health problems or impairments, which is an indicator of disability. The chart below shows the percentage of the population whose day-to-day activities are limited in Babergh in 2011, compared with the region and country. We are currently working with our disability forum to be able to collect more specific data of disability.

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DAY-TO-DAY ACTIVITIES LIMITED



SEX

POPULATION ESTIMATES



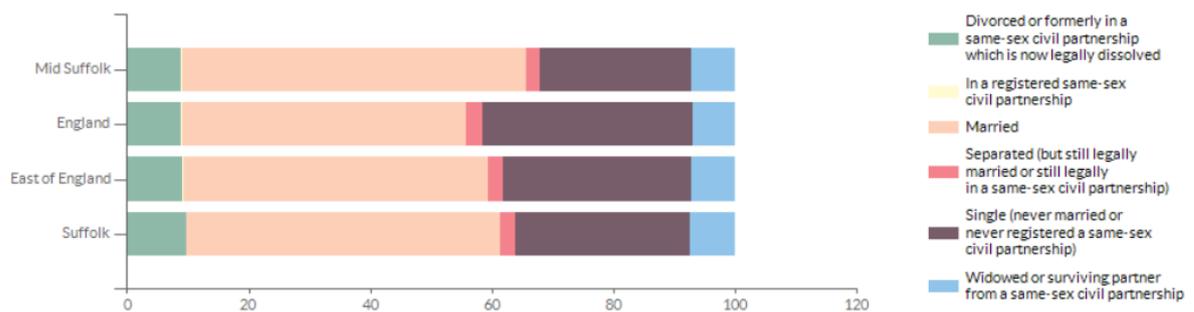
The charts above show the estimated percentage of the male and female population by 5-year age group for Mid Suffolk in 2017, compared with Suffolk, region and country. We have similar levels of male and female until you get to 80 and above, where we have more females this is in line with life length as females are expected to live longer.

GENDER REASSIGNMENT

Due to confidentiality, detailed local data is not currently available. As this can be a very sensitive and confidential, we have no plans to actively record this data, however, if individuals are willing to disclose, we will record this information.

MARRIAGE AND CIVIL PARTNERSHIPS

MARRIAGE AND PARTNERSHIPS PROFILE

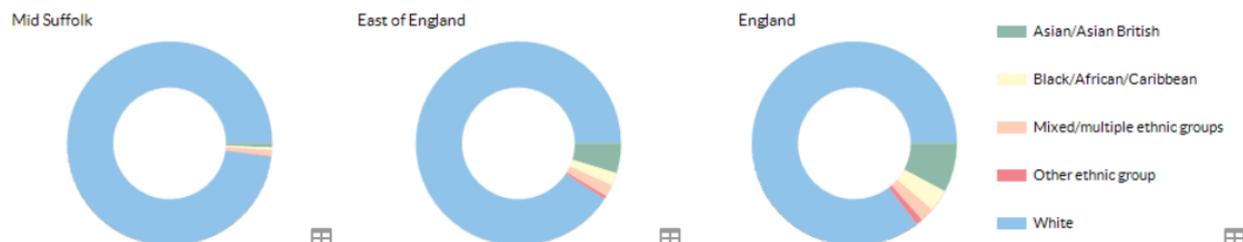


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The chart above shows the percentage of the population in each group in Mid Suffolk in 2011, compared with the region and country. We are in line with both Suffolk, East of England and England though we have slightly more married and less single than the comparative areas.

ETHICITY

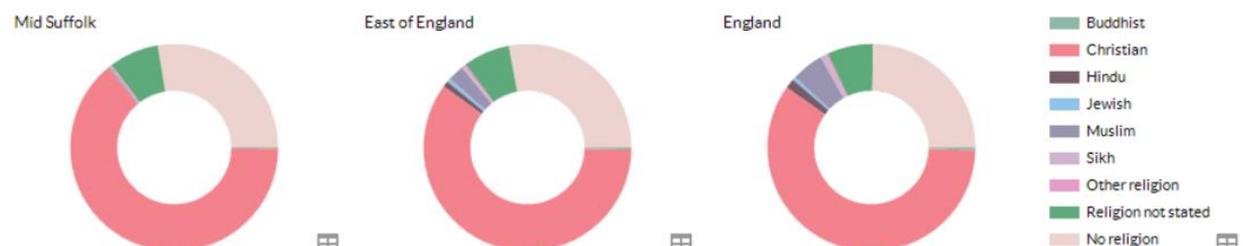
RACE/ETHNICITY PROFILE



The charts above show the percentage of the population of Mid Suffolk in different race/ethnicity groups in 2011, compared with the region and country. We are less diversity than the east of England and England.

BELIEF OR REGILION

RELIGIONS/BELIEFS PROFILE



The charts above show the breakdown of religions/beliefs for Mid Suffolk for 2011, compared with the region and country. We are in line with both East of England and England for Christian however, we have a less diversity levels of other religions/beliefs.

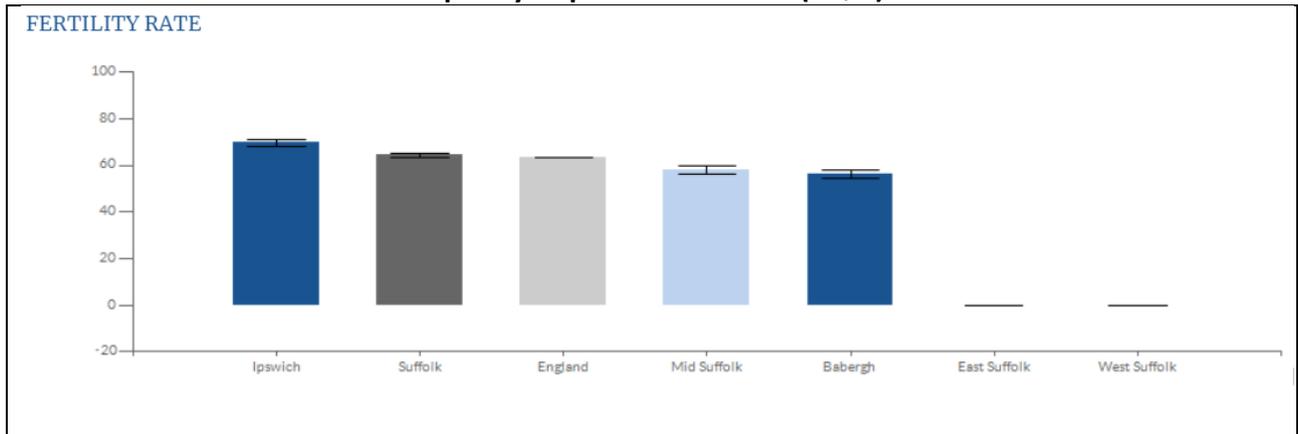
SEXUAL ORIENTATION

There is no accurate data at a local level and there are only experimental estimates at a regional level by ONS. We are working on how to collect this data going forward.

PREGNANCY AND MATERNITY

The chart both shows total births per 1,000 females aged 15-44 during 2010-2014 (5-year aggregated population). Confidence intervals have been calculated using Byar's Method for rates. The value for Mid Suffolk is 58.2 compared with a value of 63.2 for England so we are below average for birth rates.

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Implications for communities and workforce	
Disability	
<p>What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	<p>There are 14 changing places in Suffolk, this is comparable to similar counties.</p> <p>There is a misnomer about the term registered disabled, there is no register so understanding the need is challenging. Specially to understand whether there is the need for a changing place or a disabled toilet or something in the middle.</p> <p>Feedback from the public engagement and Mid Suffolk disability forum were positive for the need for a changing place facility especially at an outdoor location.</p> <p>The changing place facility will provide visitors to the site the opportunity to stay at the site without having to leave as there are no facilities.</p>
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Age	
<p>What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	N/A
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Sex (gender)	
<p>What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	N/A
How does it have a positive or negative impact?	No impact

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What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Gender reassignment	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	N/A
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	N/A
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	N/A
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Race	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	N/A

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How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Sexual orientation	
What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	N/A
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Religion/belief	
What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	N/A
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Making Decisions

Having completed this equality impact assessment indicate which decision is recommended to be taken.

Should the policy or service be implemented as the correct course of action?	Yes
Should the policy or service be amended as suggested by the report so that mitigating actions are taken to address an adverse or negative impact on any characteristic?	Yes
Should the policy or service be reviewed and revised more	No

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significantly to take into account its impact on different groups?	
Should the policy or service not be actioned as there are too many negative impacts?	No

Monitoring Impact

Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented.

How frequently will the policy or service be reviewed?	Yearly
Who will be involved?	The operator and the Mid Suffolk disability forum
Will there need to be an action plan completed for any amendments?	No
What further evidence or consultation will be needed to check that the policy or service is working well?	Customer feedback

Completion

Authors signature	
Date of completion	

Additional sources of data can be found on the following links:

<http://www.suffolkobservatory.info/Default.aspx>

<http://www.nomisweb.co.uk/>

<https://www.ons.gov.uk/>

<http://suffolkcf.org.uk/publications/hidden-needs-2016/>

<https://www.nao.org.uk/>