

Appendix 3: Vision: Equality Impact Assessment

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

Service/Team or Section	T&P Strategy
Lead Officer	Tom Gorman, Scrutiny and Strategy Manager
Title	County Vision - Durham 2035
MTFP Reference (if relevant)	N/A
Cabinet Date (if relevant)	11 th September 2019
Start Date	December 2018, Updated August 2019
Review Date	September 2020

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

December 2018

We are reviewing our vision for the county in collaboration with partners in order to set a new Durham 2030 vision. We want to produce a short partnership vision statement alongside our key ambitions founded on a strong evidence base rather than a huge 'plan' document, making it relevant and accessible.

Our visioning approach is in three stages:

1. Collation of baseline data and key insights across partners to produce an emerging findings document.
2. Early stage public consultation on proposed ambitions based on key themes which we feel reflect our emerging findings on the particular needs and opportunities of County Durham.
3. Public consultation on a draft vision to ensure we have captured what is important to everyone.

The County Durham Partnership is made up as follows:

- Durham County Council

Appendix 3: Vision: Equality Impact Assessment

- County Durham and Darlington Fire and Rescue Service
- Durham Constabulary
- North East Chamber of Commerce
- Durham University
- Voluntary and Community sector
- NHS Clinical Commissioning Groups
- Public Health
- Durham Police, Crime and Victims' Commissioner
- Housing Organisations

Our emerging findings show that people want Durham to retain and build upon the features that make the county unique. They also want to see that agencies have an effective plan to address the challenges, priorities and issues identified.

The following proposed ambitions were developed for the early stage public consultation (January 2019) in response to highlighted issues and a review of available data:

- A thriving economy that creates financially secure jobs
- County Durham is a place to visit, stay and come back to
- A range of good quality housing is available to meet the future needs of the county
- Vibrant town and village centres
- County Durham is a great place for children and young people to grow up
- People are supported to enjoy healthier and happier lives
- Fair and supportive communities where everybody matters

Update June 2019

After listening to residents, communities, businesses and special interest groups the proposed vision for County Durham 2035 is as follows:

'County Durham is a place where there are more and better jobs, people live long and independent lives and our communities are well connected and supportive.'

A further round of consultation on the above vision statement and underpinning ambitions took place from 12 June to 31 July 2019

(<http://www.durham.gov.uk/vision>)

Consultation feedback will be used to develop the final vision document which we will take to the County Durham partnership and wider partnerships for approval and adoption. Feedback has also been used to update section two of this equality impact assessment.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Appendix 3: Vision: Equality Impact Assessment

General public – residents and visitors to the county, County Durham Partnership (as listed in the subject section of this assessment), DCC staff and staff and volunteers of the County Durham Partnership, elected members, all service users

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?

Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	N	Y
Disability	N	Y
Marriage and civil partnership (workplace only)	N	N
Pregnancy and maternity	N	Y
Race (ethnicity)	N	Y
Religion or Belief	N	Y
Sex (gender)	N	Y
Sexual orientation	N	Y
Transgender	N	Y

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

The emerging vision does not aim to cause disadvantage for any particular group although there will be different impacts across the protected groups. For example, differing age groups will be impacted in different ways depending on their life stage and their need for tailored services.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

Appendix 3: Vision: Equality Impact Assessment

The proposed vision and under-pinning ambitions will promote our commitment to the public sector equality duty as they aim to provide positive outcomes across all protected groups and to foster good relations.

Partnership working will ensure that the vision represents the breadth of stakeholder opinion. Consultation strategies are in place to gain the views of people not generally engaged with the council to ensure the proposed vision is as inclusive and representative as possible.

Evidence

What evidence do you have to support your findings?
Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

Consultation

Initial public consultation on the emerging findings and proposed ambitions took place for six weeks closing on 21.01.19:

<http://www.durham.gov.uk/article/19635/Durham-2030-our-vision-for-the-future> on

A final round of public consultation took place from 12 June to 31 July 2019 to establish views on the proposed vision statement and underpinning ambitions. All feedback will be used to develop the final document which we will take to the County Durham partnership and wider partnerships for approval:

<http://www.durham.gov.uk/vision>

High-level consultation feedback, disaggregated by protected characteristic where possible, has been used to inform section two of this equality analysis.

Summary of baseline evidence contained in emerging findings document:

<http://www.durham.gov.uk/media/26553/Durham-2030-a-vision-for-our-future/pdf/Durham2030-AVisionForOurFuture.pdf?m=63686957696800000>

National issues

- Ageing population, 25% of population will be over the age of 65 years by 2039 leading to greater demand on adult social care services, housing and leisure
- Increased life expectancy leading to an increase in the number of years adults may live with poor health.
- Potential further reductions in government funding for councils, police and fire.
- Uncertainty of the impact of UK's exit from the EU.
- Environment and climate change issues and impact.
- National trend in increasing demand for children's social care services.

Durham's strengths

- Natural beauty and heritage of the county

Appendix 3: Vision: Equality Impact Assessment

- Sense of pride and friendliness of residents
- Durham constabulary ranked as best police force in England and Wales
- Children and young people report high levels of feeling safe and happy
- Good standard of early years and primary education
- Low levels of pollution compare with rest of the country
- Low house prices
- Good coordination of health (NHS) and social care (DCC)
- Effective engagement with communities by DCC
- Durham city recognised as a driver of economic resurgence with the university and county wide tourism as key to this
- Good north-south transport links

Challenges for the County

- Economic development and regeneration are key. Whilst employment levels are improving, we lag behind regional and national levels. Household income lags behind the rest of country indicating too many low wage jobs.
- Decline of high streets in line with national trend.
- Need for range of good quality housing and better management of private rented sector.
- Percentage of secondary schools ranked by Ofsted as good or outstanding is low in the county.
- Participation of young people in higher education is low.
- Ofsted has highlighted we are lagging behind nationally expected standards for children's social care.
- Health issues rank poorly such as long-term conditions and obesity levels.
- High levels of poverty and deprivation.
- Perceived decline in community spirit
- Dispersed and decentralised settlement pattern within the County.
- Concerns about austerity and outcome of government's fair funding review.

Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Y
No evidence of actual or potential impact on some/all of the protected characteristics?	N

Sign Off

Lead officer sign off: Tom Gorman, Scrutiny and strategy manager	Date: December 2018 Updated August 2019
Service equality representative sign off: Mary Gallagher, E&D Team Leader	Date: December 2018 Updated August 2019

Appendix 3: Vision: Equality Impact Assessment

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: Age		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including varying age groups.</p> <p>Certain groups have been targeted for consultation to achieve a diversity of opinion.</p> <p>In terms of age we targeted staff and a series of focus groups with people of working age (who do not normally engage with us) which helped to ensure we received views from a broad age range. We also targeted youth groups and stakeholders with a view in terms of children and young people including youth partnerships, student councils, Teesdale YMCA and the children's safeguarding board.</p> <p>We were not always able to determine responses from specific equality groups where equality monitoring information has not been provided.</p>	<p>Baseline population data - Between 2001 and 2011 the population of County Durham increased from 493,678 to 513,242, an increase of 4.0% which is higher than the 2.2% rise seen in the region but lower than the 7.1% seen across England & Wales.</p> <p>-The 2016 mid-year population estimate for County Durham shows a population of 521,800 an increase of 4,027 people since mid-2014 and a 5.9% increase since 2001. County Durham has experienced a higher rate of growth than the north east region (3.3% over the period 2001-2015), but a considerably lower rate of growth when compared to England as a whole (10.8% from 2001-2015).</p> <p>-2014 based population projections for County Durham indicate that from 2016 to 2035 the county's population aged 65 or over will increase from 105,200 to 146,300 (a 39% increase) and those aged 75 and over will increase from 45,00 to 75,700 (a 65.6% increase). This age group is projected to increase more</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Appendix 3: Vision: Equality Impact Assessment

<p>Feedback themes relevant to age are recorded in the evidence section of this impact assessment (to the right).</p> <p>Overall analysis shows no significant differences in the views of target groups compared with the general consultation feedback.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against age:</p> <p>More and better jobs We will: (1.4) Facilitate young people to achieve their full potential by having good access to quality education and training (1.5) Help create more and better jobs</p> <p>People live long and independent lives We will: (2.1) Ensure children and young people will have the best start in life and enjoy good health and emotional wellbeing (2.6) Better integrate health and social care. (2.7) Assist people to live independently for longer by delivering more homes to meet the needs of older and disabled residents.</p> <p>Connected Communities We will: (3.1) Ensure children have a safe childhood (3.3) Improve housing stock (3.6) Communities will come together to support one another</p>	<p>than any other age group in the county.</p> <p>-County Durham has an out of work benefit claimant count, of young people aged 18-24, of 5.9% this is compared to 5.5% of the same age group in the North East and 3.2% of the same age group in the UK. (Source: Durham Insight)</p> <p>-Participation of young people is higher education is low. London has the highest participation rate at 63% (2016/17), whereas the North East and Yorkshire and Humber are the lowest at 40%. (Source: DfE)</p> <p>Stage one and two consultation analysis Respondents told us: -Good jobs and employment opportunities are vital (for a broad age range and disabled people). -Infrastructure improvements (e.g. transport) needed to facilitate economic and visitor opportunities. -Children and young people identified poor mental health as an emerging issue. Also issues in relation to public transport such as safety. -Need for more affordable housing.</p> <p>Stage three (final) consultation analysis Respondents told us: -We need to look at access to jobs from across various parts of the county (in particular the west). We agree, and propose transport plans will be required as part of planning</p>	
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Appendix 3: Vision: Equality Impact Assessment

<p>(3.7) Deliver a range of high quality/affordable housing that are accessible and meet the aspirations of residents</p>	<p>approval of new employment developments. -To address skills shortages and upskill local people into better paid jobs. We agree to emphasise this as part of ambition 1.5.</p>	
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Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including disability.</p> <p>Certain groups have been targeted for consultation to achieve a diversity of opinion.</p> <p>In terms of disability we targeted groups such as disability partnership and localised disability groups. We held specific consultation sessions with people who have a learning disability at the Pioneering Care Centre. Reasonable adjustments were made where required.</p> <p>We were not always able to determine responses from specific equality groups where equality monitoring information has not been provided.</p> <p>Feedback themes relevant to disability are recorded in the evidence section of this impact assessment (to the right).</p>	<p>Baseline population data County Durham has a higher percentage of permanently sick and disabled people than the North East average, representing nearly a quarter (23.6%) of the overall population (Census 2011).</p> <p>Increased life expectancy is leading to an increase in the number of years adults may live with poor health. (Source: Durham Insight)</p> <p>Stage one and two consultation analysis Respondents told us: - Good jobs and employment opportunities are vital (for a broad age range and disabled people) -There is an increased need for specialist accommodation to suit the needs of disabled residents. -Important that people adopt healthy lifestyles to keep fitter for longer. -Poor mental is an emerging issue.</p> <p>Stage three (final) consultation analysis Respondents told us:</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Appendix 3: Vision: Equality Impact Assessment

<p>Overall analysis shows no significant differences in the views of target groups compared with the general consultation feedback.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against disability:</p> <p>More and better jobs We will: (1.5) Help to create more and better jobs.</p> <p>People live long and independent lives We will: (2.2) Work with families to address SEND need to achieve positive outcomes (2.3) Create a physical environment that will contribute to good health (2.4) Promote positive healthy behaviours (2.5) Tackle stigma around poor mental health and build resilient communities (2.6) Better integration of health and social care services (2.7) Assist people to live independently for longer by delivering more homes to meet the needs of older and disabled residents.</p> <p>Connected Communities We will: (3.2) Victims of crime will have access to the right level of support, with services available to address their needs (3.5) People will have good access to workplaces, services, retail and leisure opportunities</p>	<p>-There is a large proportion of people in the county with long-term health conditions. -Health inequalities exist between the most and least deprived areas of our county. Whilst these issues are addressed within the vision document we agree they could be further emphasised by specifically referencing inequality and the need to narrow gaps as an overarching theme of the vision. -Carbon neutrality should be referenced across the vision. We feel this has been adequately referenced including a specific ambition (2.3) on creating a physical environment that contributes to good health which covers carbon emissions and mitigating the impact of climate change.</p>	
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Appendix 3: Vision: Equality Impact Assessment

(3.7) Deliver a range of high quality/affordable housing that are accessible and meet the aspirations of residents		
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Protected Characteristic: Marriage and civil partnership (workplace only)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The vision aims to have a positive impact for all protected characteristics.		Proposed vision to reflect consultation feedback and evidence base

Protected Characteristic: Pregnancy and maternity		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including pregnant women and new mothers.</p> <p>Overall analysis shows no significant differences in the views of target groups compared with the general consultation feedback.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against pregnancy and maternity: People live long and independent lives We will: (2.4) We will promote health behaviours including helping people to stop smoking</p>		Proposed vision to reflect consultation feedback and evidence base

Protected Characteristic: Race (ethnicity)

Appendix 3: Vision: Equality Impact Assessment

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including race and ethnicity.</p> <p>Feedback themes relevant to race are recorded in the evidence section of this impact assessment (to the right).</p> <p>Overall analysis shows no significant differences in the views of target groups compared with the general consultation feedback.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against race: Connected Communities We will: (3.2) Victims of crime will have easy access to the services and support they require (3.6) Ensure our communities remain welcoming, accept one another and build new relationships to support one another</p>	<p>Baseline population data In County Durham BAME communities are a relatively small number of the population. According to the 2011 Census, 98.1% of Durham’s population is white British. 1.9% is ‘other ethnic group’, the largest component of this being mixed race and Asian. We also have a significant population of Gypsies and Travellers who are either migrant or settled in the County. (Source: Durham Insight)</p> <p>Stage three (final) consultation analysis Respondents told us: -We need to value diversity. We agree and our vision references accepting and supporting one another (3.6). Socio economic, educational and health inequalities are also referenced within the vision which links to valuing diversity.</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Protected Characteristic: Religion or belief		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including religion or belief</p>	<p>Baseline population data In County Durham 72% state their religion as Christian; around 0.19% as Buddhist; 0.12% Hindu;</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Appendix 3: Vision: Equality Impact Assessment

<p>which includes people of no belief.</p> <p>Certain groups have been targeted for consultation to achieve a diversity of opinion.</p> <p>In terms of religion or belief we targeted groups such as the Durham Faith Network and held a breakfast seminar at County Hall for this group.</p> <p>We were not always able to determine responses from specific equality groups where equality monitoring information has not been provided.</p> <p>Overall analysis shows no significant differences in the views of target groups compared with the general consultation feedback.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against religion or belief:</p> <p>Connected Communities We will:</p> <p>(3.2) Victims of crime will have easy access to the services and support they require</p> <p>(3.6) Ensure our communities remain welcoming, accept one another and build new relationships to support one another</p>	<p>0.37% Muslim, 0.12% Sikh, 0.04% Jewish and 26.8 percent as having either no religion or not stating their religion (Census 2011).</p>	
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Protected Characteristic: **Sex (gender)**

Appendix 3: Vision: Equality Impact Assessment

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including impacts for men and women.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against sex:</p> <p>Connected Communities We will:</p> <p>(3.7) Deliver new high-quality housing in a range of house types and tenures including affordable homes that are accessible and meet the needs and aspirations of our residents</p> <p>(3.5) People will have good access to workplaces, services, retail and leisure opportunities</p>	<p>Baseline population data The balance of males and females within the County is fairly evenly split and there are 251,280 (49%) males and 261,962 (51%) females living in County Durham (Census 2011). Looking at older age groups (aged 70+) there is a higher proportion of women which accounts for the 49/51 split.</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Protected Characteristic: Sexual orientation		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including sexual orientation.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against sexual orientation:</p> <p>Connected Communities We will:</p> <p>(3.2) Victims of crime will have easy access to the</p>	<p>Baseline population data No accurate data is available about the number of lesbian, gay and bisexual (LGB+) people living in County Durham. However, Government and Stonewall estimates state that between 5 and 7 % of the population is lesbian, gay or bisexual (LGB). This would amount to between 25,000 and 35,000 people in County Durham.</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Appendix 3: Vision: Equality Impact Assessment

<p>services and support they require</p> <p>(3.6) Ensure our communities remain welcoming, accept one another and build new relationships to support one another</p>		
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Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The vision aims to have a positive impact for all protected characteristics including transgender.</p> <p>Vision priorities demonstrate positive impact, (for the following numbered ambition of particular relevance) when mapped against transgender:</p> <p>Connected Communities We will:</p> <p>(3.2) Victims of crime will have easy access to the services and support they require</p> <p>(3.6) Ensure our communities remain welcoming, accept one another and build new relationships to support one another</p>	<p>Baseline population data We have no accurate data on transgender populations.</p>	<p>Proposed vision to reflect consultation feedback and evidence base</p>

Section Three: Conclusion and Review

Summary

<p>Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.</p>
<p>Partnership working has ensured that the vision represents the breadth of stakeholder opinion. Consultation strategies captured the views of people not</p>

Appendix 3: Vision: Equality Impact Assessment

generally engaged with the council to ensure the proposed vision is as inclusive and representative as possible.

The proposed vision will promote our commitment to the public sector equality duty as it aims to provide positive outcomes across all protected groups which will advance equality of opportunity and contribute towards fostering good relations. This impact assessment has drawn out areas of the vision particularly relevant to specific protected characteristics. In particular, it is evident there are benefits across all age ranges and in terms of health and disability which is reflective of the emerging findings document.

Will this promote positive relationships between different communities? If so how?

Yes, the vision aims to promote positive relations between geographical communities and communities of interest.

Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?
Proposed vision to reflect consultation feedback and evidence base.			
Vision to receive approval and adoption by County Durham partnership and wider partnerships.			

Review

Are there any additional assessments that need to be undertaken? (Y/N)	N
When will this assessment be reviewed? Please also insert this date at the front of the template	

Sign Off

Lead officer sign off: Tom Gorman, Scrutiny and strategy manager	Date: 5 August 2019
Service equality representative sign off: Mary Gallagher, E&D Team Leader	Date: 5 August 2019

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk