



Full Equality Impact Analysis

Title of review	Equality Policy and Action Plan
Service	Business Services
Date of review	December 2012 to July 2013(evolving document)
Date of next review	July 2014
Lead officer, Job Title and Service	Claire Grant
Review team	Claire Grant and Sarah Carroll
Scope of the analysis	<p>In the Autumn of 2010 the Equality Act (2010) came into force. The Act brings together all previous equality legislation in England, Scotland and Wales. The Act includes a new public sector equality duty (PSED) replacing the separate duties relating to race, disability and gender equality; the new duty identifies nine protected characteristics.</p> <p>In October 2010 East Kent Audit Partnership undertook a review of the Council's compliance with level three of the 'Equalities Standard for Local Government' and placed 'limited assurance' on the Council's ability to achieve the next level of the standard. A number of recommendations were made and these are addressed within this report.</p> <p>In the period February 2011 to present much work has been undertaken to address all of the action points arising from the audit including, but not limited to:</p> <ul style="list-style-type: none"> • Training was given to key officers upon the Duty, compliance and application of new legislation within the courts. • Members' briefing upon the Act, Duty and due regard in decision making was held in June 2012. • Officer toolkit on TOM, assisting officers in demonstrating due regard to the Duty, compliance with the Act and sign posting them to help and assistance. • EIA process is being revisited to ensure streamlined process that adds value to service and policy design and delivery. • All staff and service user equality data required by the Specific Duties has been published within statutory deadlines as have initial equality objectives. However, equality objectives will be revisited as the policy develops and staff, Member and public feedback has been received and analysed. • Action centred learning approach being developed to support officers in gaining maximum value from equality analysis.

	<ul style="list-style-type: none"> • Audit level increased to reasonable assurance. <p>The Policy and action plan is the final action arising from the audit. It is important for the Council to have a policy that aligns to the current equality legislation.</p>
Beneficiaries	<p>This Equality Policy details the things we must do to comply with the Equality Act 2010 and the Public Sector Equality Duty. The policy will also tie in with equality considerations in other council documents, such as the Procurement Strategy and our employment policies.</p> <p>The Policy replaces the former Comprehensive Equality Policy and supports the delivery of the Corporate Plan 2012-16 and Thanet 2030 vision, to ensure that our priorities are delivered in a fair and inclusive way and by highlighting specific equality issues to be addressed. The Equality Policy will also help guide and inform the design of departmental specific policies and strategies to ensure they meet the changing needs of our diverse community.</p> <p>The detail of how we will achieve the aims of this policy is given within our Equality Objectives Action Plan.</p> <p>Therefore it is anticipated that service users, visitors, staff and Members will benefit whether it be directly or indirectly. The policy's aim is to ensure that the council has regard for the aims of the PSED and protected characteristics in undertaking its functions proportionate to their relevance to the Duty.</p>
Stakeholders	<ul style="list-style-type: none"> • All Members • All staff – SMT, Managers, Junior Staff • Employee Council • Partners • Community & Voluntary Sector • Armed Services • Public Bodies within Thanet • Third party service providers & contractors • Contractors • General Public
Relevant data and research	State of the District, KCC Thanet Equality Profile, full details can be found on the Council's Equality and Inclusion pages on the Thanet.gov.uk site.
Protected Characteristic	Data Commentary
Service Users	
Age	People aged 60-64 make up the highest proportion of the population in Thanet with 7.1% of all people
Gender	51.9% of the Thanet population is female and 48.1% is male
Ethnicity/ Race	<p>In Thanet BME residents account for 7.2% of the Thanet population. Indian is the biggest of the BME groups in Thanet whereas white and black African is the smallest of the BME groups in Thanet.</p> <p>Ethnicity by Age Group</p> <p>The age profile for the majority of ethnic groups is similar, with 16-64/59 year olds accounting for the largest proportion of all people.</p>

There are equal proportions of children to adults for the following ethnic groups in Thanet: White and black Caribbean, white and black African, White, Asian and other black. There are very few people of retirement age who are of BME origin.

In Thanet the dominant origins group (excluding English, Celtic and Irish) is Western European: 2.87% for people aged 18+ are in this origins group. Compared to the Kent area, Thanet has a higher proportion of people of Western European origin.

Disability

There is no single measure of disability, therefore three separate data sets have been used to estimate the number of people with disability (2001 Census – looking at the number of people with a limiting long-term illness (LLTI). This can be said to be widest definition of disability – DWP Benefits Data claims for Disability Living Allowance (DLA) and Attendance Allowance (AA) – Annual Population Survey (APS), giving information about people with disabilities of disabling health conditions and their employment characteristics.

21.7% of residents in Thanet have a limiting long term illness. This is above the Kent average of 16.5% and above the national average of 17.6%.

LLTI by gender

A higher proportion of females have an LLTI than males in Thanet. 20.8% of males have an LLTI, higher than the national average of 16.9%. 22.5% of females have an LLTI, this is higher than the national average of 18.3%.

LLTI by age group

A higher proportion of people aged 65 and over in Thanet have an LLTI than is seen in the 16-64 or the 0-15 age groups.

5.4% of people aged 0-15 have an LLTI in Thanet. This is above the Kent average of 4.2% and above the national average of 4.3%.

17.3% of people aged 16-64 have an LLTI in Thanet. This is above the Kent average of 12.7% and above the national average of 14.2%.

49.8% of people aged 65 and above have LLTI in Thanet. This is above the Kent average of 46% and above the national average of 49.6%.

Disability Benefit Claims (DLA & AA)

11.1% of people claim a disability related benefit in Thanet. This is above the Kent average of 7.6% and the national average of 8.9%.

Disability Benefit Claims by Gender – Feb 2012

There is a higher proportion of female claimants than male claimants. 10.4% of males claim disability benefits, this is above the Kent average of 8% and the national average of 8%. 11.7% of females claim disability benefits, this is above the Kent average of 8.1% and the national average of 9.8%.

Disability Benefit Claims by Age Group – Feb 2012

A higher proportion of people aged 65 and over in Thanet claim disability benefits than is seen in the 0-15 or the 16-64 age groups.

4.4% of people aged 0-15 claim disability benefits in Thanet. This is above the Kent average of

3.5% and the national average of 3.2%.

7.8% of people aged 16-64 claim disability benefits in Thanet. This is above the Kent average of 4.9% and the national average of 5.6%.

26.5% of people aged 65+ claim disability benefits in Thanet. This is above the Kent average of 21.2% and below the national average of 28.4%.

Medical reasons for claim – Feb 2012

74.8% of claims are due to physical disability of health problem. This is below the Kent average of 75.9% and below the national average of 77.8%.

14.5% of claimants suffer mainly from a mental health condition. This is above the Kent average of 13.6% and the national average of 14.1%.

9.3% of people claim because of a learning difficulty. This is below the Kent average of 10.5% and above the national average of 8.1%.

Employment of Disabled People – March 2012

(DDA = Disability Discrimination Act Disabled & WLD = Work Limiting Disabled)

41.7% of people in Thanet with a disability are in employment.

51.9% of disabled men are in employment, this is below the Kent average of 57.7% and above the national average of 51.3%. 31.7% of disabled females are in employment. This is below the Kent average of 42.7% and below the national average of 45.4%.

63.9% of DDA disabled persons are in employment, this is below the Kent average of 77.6% and the national average of 74.4%.

52.9% of people who are WLD disabled are in employment, this is below the Kent average of 64.4% and below the national average of 63%.

28.3% of people who are both DDA and WLD disabled are in employment, this is below the Kent average of 33.1% and below the national average of 32.5%.

Religion or Belief	<p>In Thanet, as in the Kent area and England and Wales as a whole, the highest proportion of people (73.6%) state their religion as Christianity.</p> <p>A higher proportion of people in Thanet say they are Buddhist, Jewish or have no religion than the rest of Kent.</p> <p>Religion by gender</p> <p>In Thanet males make up a higher proportion of Buddhists, Hindus, Jews, Muslims, Sikhs than females.</p> <p>Males are more likely to say that they have no religion. In Thanet 18.5% of males say they have no religion as opposed to 13.5% of females.</p> <p>Religion by age group</p> <p>The age profile of each religions group is very similar, with 16-64 year olds accounting for the highest proportion of all religions.</p> <p>There is a slightly younger age profile for the following religious groups: Hindu, Muslim, Sikh & no religion.</p> <p>There is a slightly older age profile for the following religious groups: Christian,</p>
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	Jewish, Sikh and all other religions.				
Gender Re-assignment	No data available at local level				
Sexual Orientation	<p>Single (never married or never registered a same-sex civil partnership) – 31.4%, Kent and Medway average – 31.8%</p> <p>Married - 44.1%, Kent and Medway average – 48.4%.</p> <p>In a registered same-sex civil partnership - 0.2%, Kent and Medway average – 0.2%</p> <p>Separated (but still legally married or still legally in a same-sex civil partnership) – 3.3%, Kent and Medway average 2.8%.</p> <p>Divorced or formerly in a same-sex civil partnership which is now legally dissolved - 11.9%, Kent and Medway average 9.6%.</p> <p>Widowed or surviving partner from a same-sex civil partnership - 9.1%, Kent and Medway average 7.2%.</p>				
Pregnancy & Maternity	No relevant data available.				
Marriage & Civil Partnership	See sexual orientation.				
<p>Staff – In accordance with the Public Sector Equality Duty (Specific Duties), staff equality data is captured and published in accordance with statutory timescales. The submission of this information by staff is voluntary. The following information is based on the 232 responses received in the 2012 survey.</p>					
Age	19-24	4	Religion	Buddhist	1
	25-40	67		Christian (all denominations)	121
	41-55	92		Jewish	1
	56-65	39		Hindu	0
	Over 65	4		Muslim	0
	Prefer not to say	15		Sikh	0
	No response (blank)	11		No religion	68
	Grand total	232		Prefer not to say	27
Caring	Question: Are you a carer/provide unpaid care to a family member or friend?		Ethnicity	No response (blank)	14
	Yes	16		Grand total	232
	No	204		Mixed other	1
	No response (blank)	12		White British	210
	Grand total	232		White European - EEC	1
			White other	2	

Gender	Female	97		
	Male	105		
	Prefer not to say	18		
	No response (blank)	12		
	Grand total	232		
Disability	Question: do you consider yourself to have a disability or life limiting condition?			
	Yes	11		
	No	192		
	Prefer not to say	16		
	No response (blank)	13		
	Grand total	232		
Access complaints	No access complaints received in respect of the emerging policy.			
Relevance to the Duty:				
The proposed policy and action plan have a direct relevance to the Duty and as such seek to further all aims of the Duty.				
<p>1. Eliminate unlawful discrimination – harassment, victimisation and any other conduct prohibited by the Act;</p> <p>The policy describes the council’s stance in this regard. Detail on how the council will deliver on this aim of the Duty will arise from projects on the action plan or the action plans of other policies and strategies that this policy will support.</p>				
<p>2. Advance equality of opportunity – between people who share a protected characteristic and people who do not share it by;</p> <ul style="list-style-type: none"> • removing or minimising disadvantages suffered by people due to their protected characteristics; • meeting the needs of people with protected characteristics; and • encouraging people with protected characteristics to participate in public life or in other activities where their participation is low. <p>The equality policy champions activity in this regard. Detail on how the council will deliver on this aim of the Duty will arise from projects on the action plan or the action plans of other policies and strategies that this policy will support.</p>				
<p>3. Foster good relations – between people who share a protected characteristic and people who do not share it, by; tackling prejudice and promoting understanding between people with a protected characteristic and others.</p> <p>The equality policy champions activity in this regard. Detail on how the council will deliver on this aim of the Duty will arise from projects on the action plan or the action plans of other policies and strategies that this policy will support.</p>				

Equality impacts raised or identified:

The equality policy and action plan seeks to promote equality of opportunity, foster good relations and tackle unlawful discrimination and harassment for all protected groups. The policy's action plan will provide detail on the protected characteristics and aims of the duty that will benefit from each work-stream.

Engagement

1. The portfolio holder for Business, Corporate & Regulatory Services and Member Lead for Equality and Inclusion have been consulted as part of draft policy design through regular meetings and email correspondence.
2. SMT have been kept informed of progress and their input sought as part of the drafting process (October 2012 and February 2013).
3. Legal were consulted in November 2012 and January 2013 and have confirmed that the draft policy is compliant and fit for purpose.
4. Procurement and Contracts were consulted in January 2013 and confirmed the policy was compliant and fit for purpose.
5. Finance have raised no issues.
6. Pre-Consultation Engagement

With the agreement of the Cabinet Member for Business, Corporate and Regulatory Services a pre-draft consultation exercise was progressed in February to gain initial input from the voluntary/community sector, staff Unions and partners in advance of the consultation draft being placed before Cabinet prior to wider public consultation – comprising the following groups:

- Employee Council (Unison & GMB)
- EK Services
- EK Housing
- EK Audit
- EK HR Partnership
- Thanet Inter-faith Group
- Thanet Disability Forum
- Solos Inc (LGBT Group)
- Engage (Youth) Forum
- Thanet Senior Citizens Forum
- Kent Police SIAG Chair

All groups were asked to comment on the draft policy in addition to sharing with us the good work they are doing to promote equality and inclusion within the district.

7. Cabinet 28th March 2013 – approved to go out to full public consultation.
8. Full public consultation 2nd – 30th April 2013

Comprising:

- Direct contact with all Members inviting input and encouraging their support in 'spreading the word' within their communities.
- Direct contact with staff through staff development sessions and online survey – including hard copies for manual workforce.
- Direct contact with voluntary and community groups who represent the interests of those within protected groups identified within the Act. Members are also asked to support officers in this work by engaging with

their communities and groups with whom they have contact and encourage their participation in the survey.

- Overview and Scrutiny Panel.
- Employee Council (GMB and Unison)
- Contact with Parish Councils, partners, third party service providers, contactors and the business sector.
- Communication with the wider Thanet community will comprise: copies of the draft policy posted on the Council's website along with a link to participate in the on-line survey. Copies of the document will also be placed on deposit in a variety of public locations along with feedback forms.

Once all feedback is analysed, the draft policy will be updated as appropriate before the final report is presented to Cabinet in June for final recommendation to Council in July.

Results of engagement

Pre-consultation

Some points raised are live streams of work, for example, a full public consultation and ongoing assessment of equality impacts of our services and proposals.

However, the following issues relating to the content of the policy were raised by respondees and have been incorporated into the consultation draft:

Comment	Proposed action
Do you carry out any kind of equality analysis?	<p>We do undertake regular analysis of our services and proposals and these are published online and within agenda papers to facilitate Member and public scrutiny.</p> <p>However, we will be developing our approach to further enhance other planning and design processes.</p>
I would ask that you get an outside body or some other local body to satisfy themselves that evidence you have gathered that claims to have met objectives, is in fact, provable.	<p>1) Action Plan: To create a database of equality and inclusion stakeholders collated from responses to the pre and full public consultations (see also action 4).</p> <p>2) Action Plan: Equality and diversity is a planned area of review activity for the East Kent Audit Partnership in 2013/14.</p>
Is there any public scrutiny of your objectives or your findings?	<p>3) Action Plan: To produce an annual equality report to coincide with the annual review of the policy to be placed before SMT and Cabinet. The report will be subject to Member Scrutiny in accordance with the council's decision making protocols.</p> <p>4) Action Plan: To provide the following with the annual report:</p> <ul style="list-style-type: none"> • Stakeholders on the Equality and Inclusion database. • Employee Council and the wider workforce.

		<ul style="list-style-type: none"> • East Kent Audit Partnership. • The annual report will be a public document and available to the community.
	<p>Suggest the addition of wording 'working with partners to meet the aims of the duty by tackling equality issues that affect all residents across the district. More specifically how partners can work together in:</p> <ul style="list-style-type: none"> • Sharing profiling data • Use of shared resources • Consistency of approach with regard to service information and accessible formats. • Accessible buildings • Working together on issues that affect staff using Thanet's offices. 	<p>5) Policy: The draft policy reflected our commitment to working with our partners and those providing services on our behalf to comply with, and further the aims of the Duty.</p> <p>However, the wording in paragraph 5.2 of the policy has been amended to strengthen this commitment.</p> <p>Some of the suggested actions, we are already undertaking. However, we will explore further opportunities for joint working with our partners and actions will be added to the plan accordingly.</p>

Overall conclusions and options to be put before decision maker (if contributing towards a report) or to take forward to develop your service (if reviewing a service)

Pre-consultation feedback to be incorporated within the consultation draft to be put before Cabinet 28th March 2013 as detailed above.

Actions arising from analysis:

Action	Responsible Officer	Deadline
Analyse pre-consultation feedback and update policy and action plan as appropriate for Cabinet approval 28 th March 2013.	Claire Grant	15/03/13 (Completed)
Analyse public consultation feedback and update policy and action plan as appropriate for Cabinet approval 20 th June 2013.	Claire Grant	07/03/13

Acceptance

Name and signature of assessing officer and date of assessment.

Name: **Position:**

Signed: **Date:**