

Equality Impact Assessment Template

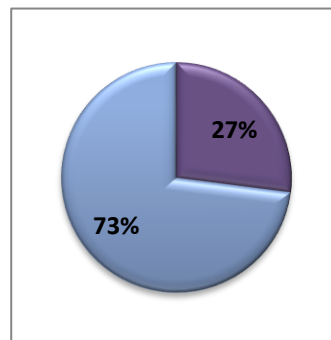
Summary of decision to be made:	Approval of the Council's Five Year Plan 2017-2022		
Lead Officer (job title):	Head of Policy and Governance, West Kent Equalities Officer		
Date the final decision is due to be made:	22/06/2017	Date this assessment commenced:	01/03/2017
Is the decision relevant to the aims of the Public Sector Equality Duty to:			
Eliminate discrimination, harassment and victimisation	Yes		
Advance equality of opportunity	Yes		
Foster good relations	Yes		
Background			
<p>In setting the strategic direction for the Council over the next five years, there is potential to consider whether our corporate priorities reflect the needs of people with protected characteristics.</p> <p>The Council has approved an Equality Policy Statement and Objectives for 2016-2020 which sets out our commitments as:</p> <ul style="list-style-type: none"> • a community leader • a service provider, and • an employer <p>It also sets out our equality objectives which were developed by considering where we capture data in relation to each of the protected characteristics and where the equality duty is relevant within our services.</p> <p>We completed a Residents' Survey in 2015. Reducing crime and maintaining feelings of safety, protecting the environment and planning services were ranked as the most important services by respondents. Working with Kent County Council to improve congestion and cycle routes, exploring ways for improving and expanding sports facilities and having plans in place to ensure unmet housing needs in the borough are met whilst protecting the countryside and heritage of the town were ranked as the most important work programmes by respondents. Encouraging personal responsibility and making more use of buildings and money were ranked as most important for delivering savings by respondents.</p> <p>We have already completed a number of equality impact assessments on key projects. This equality impact assessment provides an overview of the issues that have been identified in relation to key aspects of the Five Year Plan so far.</p>			
Relevance to the Public Sector Equality Duty			
The Five Year Plan has the potential to include outcomes which could support all aims of the Public Sector Equality Duty.			

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Disability

Evidence Base

Census (2011)



27 per cent of households in the borough include people with a long-term health problem or disability.

14 per cent of people in the borough have their day to day activities limited a little of a lot by a long-term health problem or disability.

Residents' Survey (2015)

There were no differences between respondents with disabilities and respondents without disabilities in ranking the importance of services, work programmes and delivering savings.

Consultation on the Five Year Plan (2017)

Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.

One respondent raised issues relating to the lack of rural bus services, which made accessing council services difficult for elderly and disabled residents. Whilst TWBC is not the responsible authority for bus services, this concern has been noted. TWBC is working with town and parish councils in Cranbrook, Paddock Wood and Southborough to develop new community facilities, which will help to retain and make local services more accessible to rural populations.

Issues already captured that relate to the draft Five Year Plan

A prosperous borough

- We have considered the impacts of our Transport Strategy and Cycling Strategy on people with disabilities. Cycle routes require features to address the needs of people with mobility, visual or sensory impairments. The operation of transport systems and implementation of transport interventions require adaptations of infrastructure and facilities to ensure specific needs are met, including the needs of

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those with disabilities.

- We have considered the needs of people with disabilities in relation to our cultural, leisure and sporting offer and have identified that the needs of people with disabilities cannot be fully met within the current Museum building. We have also identified an opportunity to advance equality of opportunity for those that may currently be seen as under-represented in sports and active recreation, such as people with disabilities.
- To support the Five Year Plan, we have already identified a corporate equality objective to foster good relations and advance equality of opportunity by increasing participation in our heritage, arts and culture programme for people with disabilities. In 2016/17 staff at the Museum and Art Gallery completed training on improving access for visitors with visual impairments. In 2017/18 we will focus on improving the experience for visitors with Special Education Needs. The Assembly Hall Theatre will develop a Creative Learning Participation Plan to identify measures to diversify the theatre's audience.

A well borough

- We have considered the impacts of our Housing Allocations Policy and Housing and Homelessness Strategy on people with disabilities. The proportion of those housed who consider themselves to have a disability is slightly lower than the proportion on the register but this is due to less availability of specialist accommodation. Our Housing Strategy includes an action to provide assistance to vulnerable residents to help them remain in their homes.

An inclusive borough

- We have not identified any issues in relation to the projects in the Five Year Plan.

Our services

- We will continue to use equality impact assessments when making changes to our services. We will continue to publish equality information about the protected characteristics of people that use our services and our employees, where relevant, and use this information to monitor and evaluate our services, on an annual basis.
- To support the Five Year Plan, we have already identified a corporate equality objective to advance equality of opportunity by investigating whether we can increase the number of people who are able to easily access the information they need, and satisfactorily complete the transactions they require, on the Council's website. In 2016/17, we have completed a number of accessibility audits on our website and tested our compliance with the Level AA Website Accessibility Guidelines and found no major issues. In 2017/18 we will focus on making sure our website continues to comply with accessibility standards.
- Advance equality of opportunity by encouraging a broader range of people to apply for Council

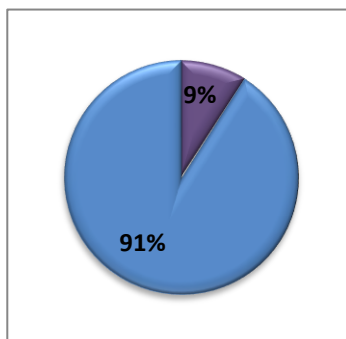
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vacancies. In 2016/17, 4.07% of applicants for Council vacancies had a disability. Of those that were recruited, 3.23% had a disability. We will continue to monitor this in 2017/18.

Carers

Evidence Base

Census (2011)



9 per cent of the population provide unpaid care.

Residents' Survey (2015)

Information about carers was not captured in the Residents' Survey.

Consultation on the Five Year Plan (2017)

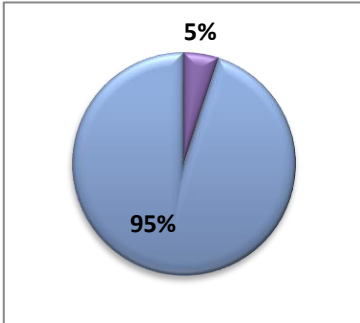
Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.

No issues were raised in relation to carers.

Issues already captured that relate to the draft Five Year Plan

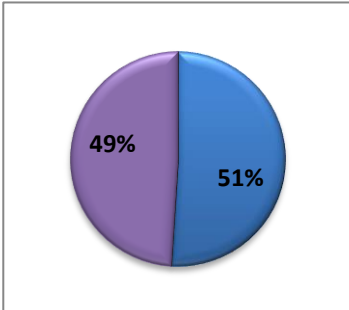
We have not identified any issues in relation to the Five Year Plan.

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Race	<p>Evidence Base</p> <p><i>Census (2011)</i></p>  <p>5 per cent of people in the borough are from a Black or Minority Ethnic Background.</p> <p><i>Residents' Survey (2015)</i> There were no differences by ethnicity, in ranking the importance of services, work programmes and delivering savings.</p> <p><i>Consultation on the Five Year Plan (2017)</i> Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.</p> <p>No issues were raised in relation to ethnicity.</p> <p>Issues already captured that relate to the draft Five Year Plan</p> <p><i>A prosperous borough</i></p> <ul style="list-style-type: none">- We have considered the needs of ethnic groups in relation to our cultural, leisure and sporting offer and have identified that people from Minority Ethnic Backgrounds are less likely to use the Museum and Art Gallery.- To support the Five Year Plan, we have already identified a corporate equality objective to foster good relations and advance equality of opportunity by increasing participation in our heritage, arts and culture programme for ethnic groups. In 2016/17, the Museum and Art Gallery worked with the Polish Community to offer an exhibition which saw an increase in local Polish visitors to the Museum. In 2017/18 the Assembly Hall Theatre will develop a Creative Learning Participation Plan to identify measures to diversify the theatre's audience.
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	<p><i>A well borough</i></p> <ul style="list-style-type: none"> - We have considered the impacts of our Housing Allocations Policy and Housing and Homelessness Strategy on ethnic groups. Our Housing Strategy includes an action to participate in the Syrian Refugee Resettlement Programme. <p><i>An inclusive borough</i></p> <ul style="list-style-type: none"> - We have not identified any issues in relation to the projects in the Five Year Plan. <p><i>Our services</i></p> <ul style="list-style-type: none"> - We will continue to use equality impact assessments when making changes to our services. We will continue to publish equality information about the protected characteristics of people that use our services and our employees, where relevant, and use this information to monitor and evaluate our services, on an annual basis. - To support the Five Year Plan, we have already identified a corporate equality objective to advance equality of opportunity by investigating whether we can increase the number of people who are able to easily access the information they need, and satisfactorily complete the transactions they require, on the Council's website.
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Sex	<p>Evidence Base</p> <p><i>Census (2011)</i></p> <div style="display: flex; align-items: center;">  <div style="margin-left: 20px;"> <p>51 per cent of the population is female and 49 per cent is male.</p> </div> </div> <p><i>Residents' Survey (2015)</i></p> <p>There were no differences between males and females in ranking the importance of services, work programmes and delivering savings.</p>
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Consultation on the Five Year Plan (2017)

Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.

No issues were raised in relation to males and females.

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- We have considered the needs of males and females in relation to our cultural, leisure and sporting offer and have identified an opportunity to advance equality of opportunity for those that may currently be seen as under-represented in sports and active recreation, such as women and girls.

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- We have already considered the impacts of our Housing Allocations Policy and Housing and Homelessness Strategy on males and females. Our Housing Strategy includes an action to extend the use of, and promote, the Sanctuary Scheme to allow people experiencing domestic abuse to remain in their home.

An inclusive borough

- We have not identified any issues in relation to the projects in the Five Year Plan.

Our services

- We will continue to use equality impact assessments when making changes to our services. We will continue to publish equality information about the protected characteristics of people that use our services and our employees, where relevant, and use this information to monitor and evaluate our services, on an annual basis.

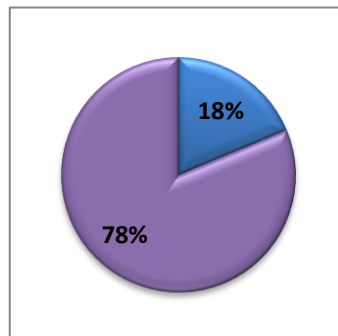
- To support the Five Year Plan, we have already identified a corporate equality objective to advance equality of opportunity by encouraging a broader range of people to apply for Council vacancies. In 2017/18 we will analyse and report on the Council's gender pay gap, in line with the Government's reporting requirements.

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Age

Evidence Base

Census (2011)



18 per cent are aged over 65.

Population forecasts indicate that 26 per cent of the borough's population will be aged over 65 by 2033.

The average age of the borough's population is 40.4.

Residents' Survey (2015)

Importance of services:

Respondents aged 16-34 were more likely to rank providing support to local businesses and the creation of jobs, activities for promoting health and wellbeing and housing services as important. Respondents aged 35-54 were more likely to rank protecting the quality of the local environment, providing support to local businesses and the creation of jobs, and activities for promoting health and wellbeing as important. Respondents aged 55+ were more likely to rank events, theatres and arts as important.

Importance of work programmes respondents:

Aged 16-34 were more likely to rank improving the RTW town centre, exploring the potential to deliver a university within or around the town and exploring ways in which we can improve and expand sports facilities as important. Respondents aged 35-54 were more likely to rank improving congestion and cycle routes, and exploring ways which we can improve and expand sports facilities as important.

Respondents aged 55+ were more likely to rank having plans in place to ensure unmet housing needs are met whilst protecting the heritage of the town, significantly improving the museum, adult education centre and art gallery, and a new improved theatre and Lottery funding bid for Calverley grounds as important.

Delivering savings

Respondents aged 16-54 ranked using technology to redesign how services are provided as important. Respondents aged 55+ ranked asking users to pay more towards the cost of discretionary services as important.

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Consultation on the Five Year Plan (2017)

Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.

One respondent raised issues relating to the lack of rural bus services, which made accessing council services difficult for elderly and disabled residents. Whilst TWBC is not the responsible authority for bus services, this concern has been noted. TWBC is working with town and parish councils in Cranbrook, Paddock Wood and Southborough to develop new community facilities, which will help to retain and make local services more accessible to rural populations.

Issues already captured that relate to the draft Five Year Plan

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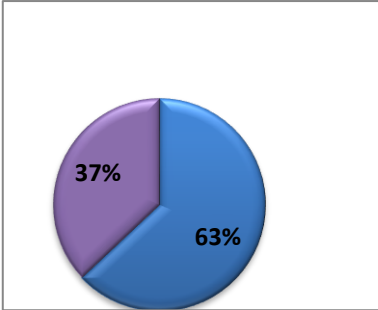
- We have considered the impacts of our Transport Strategy and Cycling Strategy on age groups. Cycle routes require features to address the needs of younger and older people. The operation of transport systems and implementation of transport interventions require adaptations of infrastructure and facilities to ensure specific needs are met, including the needs of those with young children.
- We have considered the needs of age groups in relation to our cultural, leisure and sporting offer and have identified that some age groups are less likely to use the Museum and Art Gallery. We have also identified an opportunity to advance equality of opportunity for those that may currently be seen as under-represented in sports and active recreation, such as older people.
- To support the Five Year Plan, we have already identified a corporate equality objective to foster good relations and advance equality of opportunity by increasing participation in our heritage, arts and culture programme for younger and older age groups. In 2016/17 4,473 young people visited Tunbridge Wells Museum and Cranbrook Museum or took part in outreach visits in school groups or settings. The Museum are also working on a Dementia Friendly Project which will deliver weekly sessions. In 2017/18 the Assembly Hall Theatre will develop a Creative Learning Participation Plan to identify measures to diversify the theatre's audience.

A well borough

- We have considered the impacts of our Housing Allocations Policy and Housing and Homelessness Strategy on age groups. Our Housing Strategy includes actions to ensure appropriate access and support for those with dementia and to work with partners to provide access to a facility to manage crisis homelessness and a "cooling off" space for young people.
- To support the Five Year Plan, we have already identified a corporate equality objective to advance equality of opportunity by mitigating the potential impacts of welfare reform on 16-24 year olds who require our housing services. In 2016/17 we have started to monitor the number of 16-24 year olds who require our housing services. In 2017/18 we will monitor the impacts of welfare reform on all age

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	<p>groups who may be affected and identify any steps we can take to mitigate impacts where appropriate.</p> <p><i>An inclusive borough</i></p> <ul style="list-style-type: none"> - We have not identified any issues in relation to the projects in the Five Year Plan. <p><i>Our services</i></p> <ul style="list-style-type: none"> - We will continue to use equality impact assessments when making changes to our services. We will continue to publish equality information about the protected characteristics of people that use our services and our employees, where relevant, and use this information to monitor and evaluate our services, on an annual basis. - We have identified a corporate equality objective to advance equality of opportunity by investigating whether we can increase the number of people who are able to easily access the information they need, and satisfactorily complete the transactions they require, on the Council's website. In 2016/17 we collected information about the age profile of people who visit the Council's website. We will continue to monitor this in 2017/18. - We have identified a corporate equality objective to advance equality of opportunity by encouraging a broader range of people to apply for Council vacancies.
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<p>Religion / Belief</p>	<p>Evidence Base</p> <p><i>Census (2011)</i></p> <div style="display: flex; align-items: center;">  <div style="margin-left: 20px;"> <p>63 per cent of the borough's population is Christian. 27 per cent have no religion. Small proportions of the remainder of the population are Muslim, Buddhist, Hindu, Sikh and Jewish.</p> </div> </div> <p><i>Residents' Survey (2015)</i> Information about religion/belief was not captured in the survey.</p> <p><i>Consultation on the Five Year Plan (2017)</i> Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so</p>
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	<p>we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.</p> <p>No issues were raised in relation to religion or belief.</p> <p>Issues already captured that relate to the draft Five Year Plan</p> <p><i>A prosperous borough</i></p> <ul style="list-style-type: none"> - To support the Five Year Plan, we have already identified a corporate equality objective to foster good relations and advance equality of opportunity by increasing participation in our heritage, arts and culture programme for religious groups. <p>We have not identified any issues in relation to other aspects of the Five Year Plan.</p>
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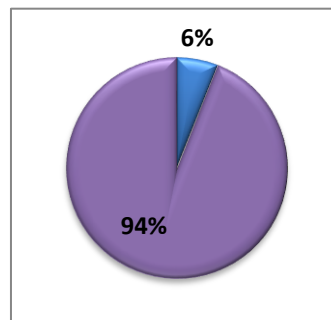
Sexual Orientation	<p>Evidence Base</p> <p>Sexual orientation data is not captured by the Census (2011). Sexual orientation data was not captured in the Residents' Survey (2015). Sexual orientation data was not captured in the Five Year Plan consultation (2017)</p> <p>Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics. No issues were raised in relation to sexual orientation, in the consultation on the Five Year Plan (2017).</p> <p>Issues already captured that relate to the draft Five Year Plan</p> <p><i>A prosperous borough</i></p> <ul style="list-style-type: none"> - To support the Five Year Plan, we have already identified a corporate equality objective to foster good relations and advance equality of opportunity by increasing participation in our heritage, arts and culture programme for lesbian, gay, bisexual and trans people. In 2016/17 the Museum and Art Gallery have started a project to develop a lesbian, gay, bisexual, trans (LGBT) exhibition and contemporary collection plan and this will continue in 2017/18. In 2017/18 the Assembly Hall Theatre will develop a Creative Learning Participation Plan to identify measures to diversify the theatre's audience. <p>We have not identified any issues in relation to other aspects of the Five Year Plan.</p>
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Pregnancy / Maternity

Evidence Base

Census (2011)



In 2014, there were 58 births per 1,000 of the borough's population.

Residents' Survey (2015)

Pregnancy and maternity data was not captured in the Residents' Survey (2015).

Consultation on the Five Year Plan (2017)

Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.

No issues were raised in relation to pregnancy or maternity.

Issues already captured that relate to the draft Five Year Plan

A prosperous borough

- We have considered the impacts of our Transport Strategy and identified that the operation of transport systems and implementation of transport interventions require adaptations of infrastructure and facilities to ensure specific needs are met, including the needs of pregnant mothers.

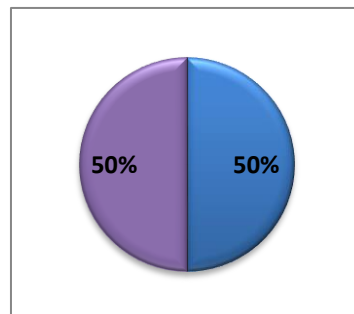
We have not identified any issues in relation to other aspects of the Five Year Plan.

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Marital or Civil Partnership Status

Evidence Base

Census (2011)



50 per cent of the borough's population are married.

Residents' Survey (2015)

Information about marital or civil partnership status was not captured in the Residents' Survey (2015).

Consultation on the Five Year Plan (2017)

Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.

No issues were raised in relation to marital or civil partnership status.

Issues already captured that relate to the draft Five Year Plan

We have not identified any issues in relation to the Five Year Plan.

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Gender reassignment	<p>Evidence Base</p> <p><i>Census (2011)</i> Gender reassignment data is not captured by the Census.</p> <p><i>Residents' Survey (2015)</i> Information about gender reassignment was not captured in the Residents' Survey (2015).</p> <p><i>Consultation on the Five Year Plan (2017)</i> Equality monitoring questions were not asked of people responding to the Five Year Plan consultation, so we are unable to determine whether there were any differences in responses based on the eleven protected characteristics.</p> <p>No issues were raised in relation to gender reassignment.</p> <p>Issues already captured that relate to the draft Five Year Plan We have not identified any issues in relation to the Five Year Plan.</p>
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Armed Forces Community	To be considered as part of the commitments within the Community Covenant to encourage support for the Armed Forces community working and residing in the borough.
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Please tick the outcome of this assessment:	No impact	Adjust the policy	Continue the policy ✓	Stop and remove the policy
How will you summarise the impacts in the committee report:	<p>The Five Year Plan has potential to impact on all protected characteristics as it relates to all people who live in, work in or visit the borough. It also has the potential to include outcomes that support all aims of the Public Sector Equality Duty. We have considered equality impact assessments that have already been completed, against key aspects of the Five Year Plan, as well as the information used to inform the development of our Equality Policy Statement and Objectives. Our Equality Policy Statement and Objectives continue to be relevant to, and will support delivery of, key aspects within the new Five Year Plan.</p>			

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	<p>We have limited data about some protected characteristics but will consider the impact of individual projects and plans in more detail to establish where more data may be beneficial and where particular needs may need to be addressed.</p> <p>Whilst most of the comments made during the Five Year Plan consultation did not relate to any of the protected characteristics, one respondent noted that the lack of rural bus services made accessing council services difficult for rural residents, in particular those who are elderly or have a disability. Whilst the council is not directly responsible for bus services within the area this comment has been noted. The council is currently refreshing its joint Transport Strategy with Kent County Council, and there will be an opportunity for residents to comment in more detail on how transport options affect residents in different ways – in particular we will consider where there might be negative impacts on any of the protected characteristics through the Equalities Impact Assessment for the Transport Strategy.</p> <p>Alongside this, the community centre projects within the Five Year Plan are seen as a way of bringing and keeping local services closer to communities, which should help to mitigate transport difficulties that residents might face when trying to access local services.</p>
When will you review this assessment:	When we next refresh the Five Year Plan.