

Equality Proofing Checklist

Thinking about equality is thinking about people - making decisions that have a limiting affect on services may have an adverse impact on some members of the community and specifically the traditionally hard to reach groups may be most at risk.

The checklist below can be used as an aid to making decisions that ensure resources are targeted to those most in need / most vulnerable.

Outline of the decision being taken: -

Joint Equality Strategy (JES) and action plan 2011-2014

The draft JES was approved by the Torbay Strategy Partnership on the 21st January 2011. The JES is a partnership strategy with the aim of 'working together to develop better outcomes for individuals, families and communities'. The JES has three overarching themes

- Socio-economic participation for all;
- Reducing hate crime and the fear of crime felt by minority communities; and
- Promoting diversity as an asset.

The strategy has been developed by a sub-group of public sector agencies including Torbay Council, Devon and Cornwall Police, Devon and Somerset Fire and Rescue Service, Torbay Care Trust and Safer Communities Torbay.

Please refer to accompanying Joint Equality Strategy and Action Plan 2011-2014.

In making your decision – have you considered the following.....??

Context	Please explain / evidence
Who uses the service?	The aim of the strategy is to work together to develop better outcomes for individuals, families and communities throughout the whole of Torbay. Actions with the action plan focused on vulnerable communities and the traditionally excluded groups i.e. the nine equalities protected characteristics of race, disability, sex, sexual orientation, transgender, age, religion and belief, pregnancy and maternity and marriage and civil partnership.
How many – which communities?	The JES focuses on all communities within Torbay but actions are prioritised to those most vulnerable and the traditionally excluded groups e.g. actions included are focused on people with disabilities, the young and older people.
Is there any under-representation? Why?	Due to the JES focusing across the whole of Torbay it is better to focus on the key Bay-wide statistics to gain a view on the equalities breakdown of the Bay as a whole: <ul style="list-style-type: none"> • Torbay's resident population is projected to grow by 17.2% from 134,000 in 2009 to 157,000 in 2033. It is also expected that nationally the population will increase by 17.2% compared to a projected increase of 20.3% for the South West region. • The proportion of Torbay's population aged 50 and over has increased since the 2001 Census from 42.6% to 44.1% in 2009. This increase is projected to continue to 49.7% in 2033. The proportion of people aged 80 is projected to increase from 7.5% in 2009 to 13% in 2033. • The overall number of young people in Torbay is projected to increase. However, while the actual number of young people (people aged 19 and under) is projected to increase from 28,900 in 2009 to 31,100 in 2033, the proportion of the population they represent is projected to drop from 21.5% in 2009 to 19.8% in 2033. This is in line with the national and regional trend. • Torbay's non-white population has virtually doubled in recent years from 0.7% in 1991 to 1.2% in 2001. According to experimental population estimates from the Office for National Statistics (ONS), it is

	<p>estimated that the proportion of the population who are non-white has increased further to 3%. The overall Black or Minority Ethnic population is estimated to be at 6% in these experimental figures.</p> <ul style="list-style-type: none"> • There are 23.5% disabled people receiving benefits in Torbay compared to 18.2% nationally and in the South West. • Despite the 'Palm Tree' image of Torbay, there are areas of severe deprivation, with two of Torbay's electoral wards being ranked in the top 10% most deprived in England.
<p>What are the key outcomes for different users?</p>	<p>The delivery of the JES is focused around the three key themes of: -</p> <ul style="list-style-type: none"> • Socio-economic participation for all; • Reducing hate crime and the fear of crime felt by minority communities; and • Promoting diversity as an asset. <p>Specifically actions are centred around the following: -</p> <ul style="list-style-type: none"> • Positive action for older and younger people with respect worklessness; • Focus on inward investment, social enterprise and women in business; • Hate crime and fear of crime specifically aimed at the traditionally excluded groups; • Building capacity in the domestic violence sector; • Encouraging community engagement and the celebration of cultural diversity within the Bay; • Empowering the voluntary sector and improving access to services
<p>Decision making</p>	<p>Please explain / evidence</p>
<p>Does the decision/proposal take into account changing demography?</p>	<p>As described above the key statistics relating to the equalities protected characteristics have been taken into account in the development of the JES and action plan. This highlights an aging population, increasing disabled population, growing non-white population and young migration within the Bay. The JES has also taken into account targeting services in the deprived areas of the Bay.</p> <p>Specific actions include: -</p> <ul style="list-style-type: none"> • Positive action for older and younger people re worklessness; • Focusing on inward investment to reverse the trend of young migration out of the Bay; • Stakeholder engagement with minority communities such as the Polish / Eastern European communities; • Target disability hate crime; • Research fear of crime in older people.
<p>Does your decision/proposal foster good relations?</p>	<p>The ethos of the whole JES is one of 'working together to develop better outcomes for individuals, families and communities'.</p> <p>Specifically one of the key themes of the JES and action plan is 'promoting diversity as a asset' with the vision for the objective to establish diversity as a permanent and beneficial part of life in the Bay and more specifically that diversity is an economic as well as a cultural asset to Torbay. Key actions within this theme include: -</p> <ul style="list-style-type: none"> • Encouraging community engagement and promoting a culture of 'celebration' and cultural diversity. • Empowering the voluntary sector. • Improving access to services.
<p>Are there specific opportunities for the decision/proposal to be targeted to vulnerable groups / deprived wards?</p>	<p>As highlighted above the JES is specifically targeted at vulnerable groups and the traditionally excluded groups within Torbay based on key equalities statistics. A lot of work by partner organisations is already underway targeting services in deprived wards e.g. Hele Neighbourhood Management Project, Closing the Gap, Working Together Programme which are</p>

	partnership projects that target the most deprived wards in Torbay.
Can the service be provided by the community or voluntary sector?	The delivery of the JES is a partnership approach adopted by the Torbay Strategy Partnership. The membership of the TSP includes voluntary sector organisations. More specifically the JES and action plan highlight the need to empower the voluntary sector and this can be seen with a specific action within the action plan.
What consultation with those affected by the decision/proposal has taken place?	The development of the JES and action plan has involved several stages of consultation – please see below: - <ul style="list-style-type: none"> • Attendance at the Terranga multicultural diversity event – Aug 2009. • Knowing our Communities Stakeholder engagement event – Sept 2009 • A Draft Summary Strategy was developed discussed / consulted at the community equality groups (e.g. 50+ Forum, LGBT Community Group) • Partner workshops to develop the JES and action plan included Torbay Council, Safer Communities Torbay, Children’s Services, Devon and Cornwall Police, Devon and Somerset Fire and Rescue Service, Torbay Care Trust

Assessing the Impact	Please explain / evidence
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Is there potential that your decision/proposal will have a positive/negative impact on certain groups?:-

Please also consider any workforce issues: Give details of how certain groups may be adversely affected by the decision e.g. if you have a large number of older employees (50+) within your business unit or part time women – is there likely to be any adverse effect upon them? If so what action can you take to address this? E.g. If a large number of disabled employees may be affected by a closure of a service, specialist support or action may need to be put in place to assist them in finding alternative work opportunities.

	Positive Impact	Negative Impact
<ul style="list-style-type: none"> • All groups in society generally 	The aim of the JES is ‘working together to develop better outcomes for individuals, families and communities’ and therefore aims to benefit all groups within Torbay generally.	
<ul style="list-style-type: none"> • Older or younger people 	Following consultation and looking at the demographic profile of Torbay and statistical projections the JES specifically targets older and younger people. For instance in the areas of worklessness, young migration out of the Bay in relation to employment opportunities, stakeholder engagement, addressing fear of crime issues, intergenerational work re fear of crime and supporting people over 50 make the most out of life.	
<ul style="list-style-type: none"> • People with caring responsibilities 		People with caring responsibilities were not highlighted through the consultation undertaken in the development of the JES. This does not however mean that the JES will have a negative impact on people with caring responsibilities rather the JES

		is focused on the gaps in provision.
<ul style="list-style-type: none"> • People with a disability 	<p>Following consultation and looking at the demographic profile of Torbay and statistical projections the JES specifically targets people with disabilities. For instance in delivering supported learning to young people with learning disabilities, supporting healthy lifestyle options for people aged 19 and over who are disabled and targeting disability hate crime following the International Human Rights Convention.</p>	
<ul style="list-style-type: none"> • Women or men 	<p>The JES and action plan specifically target gender related issues in relation to the following: -</p> <ul style="list-style-type: none"> • Providing a support network to encourage women into business. • Building capacity in the domestic violence sector. 	
<ul style="list-style-type: none"> • People who are black or from a minority ethnic background (BME) <i>(please note Gypsies and Travellers within this community)</i> 	<p>The JES and action plan will have a positive impact for people from the BME community within Torbay. For instance actions include: -</p> <ul style="list-style-type: none"> • Engagement with the Polish / Eastern European communities. • Engagement with travellers. • Celebrating cultural diversity and supporting diversity events. 	
<ul style="list-style-type: none"> • People who are lesbian, gay or bisexual 	<p>The JES supports and recognises the needs of the LGBT community. Engagement with the LGBT community has taken place via the LGBT community groups and the Safer Communities Torbay You Said We Did Initiative. The JES directly supports the celebration of diversity and this includes diversity events such as Pride Torbay.</p>	
<ul style="list-style-type: none"> • People who are transgendered 	<p>The JES supports and recognises the needs of the LGBT community. Engagement with the LGBT community has taken place via the LGBT community groups and the Safer Communities Torbay You Said We Did Initiative. The JES directly supports the celebration of diversity and this includes diversity events such as Pride Torbay.</p>	

<ul style="list-style-type: none">• People who are in a marriage or civil partnership		People who are in a marriage or civil partnership were not highlighted through the consultation undertaken in the development of the JES. This does not however mean that the JES will have a negative impact on this particular group rather the JES is focused on the gaps in provision.
<ul style="list-style-type: none">• Women who are pregnant or on maternity leave		Women who are pregnant or on maternity leave were not highlighted through the consultation undertaken in the development of the JES. This does not however mean that the JES will have a negative impact on this group rather the JES is focused on the gaps in provision.

Action plan / mitigating actions

Please detail below any actions / mitigating actions you need to take: -

No.	Action	Reason for action / mitigating action	Responsibility	Deadline date
1	Six monthly monitoring of the Joint Equality Strategy (JES) and Action Plan by the Torbay Strategic Partnership Executive.	<ul style="list-style-type: none"><li data-bbox="763 308 1393 379">• To ensure the delivery of the JES and specific actions.	Business Planning, Torbay Council	6 monthly 2011-2014
2				
3				
4				
5				
6				

Equality and Human Rights Commission

Question check list for assessing the equality impacts within the financial decision making process

Question	What does this mean?
Are we clear about the purpose of any financial proposal?	We must be very clear about the reasons for any change, whom it is intended to benefit or affect, and the intended outcome(s).
What evidence/data has been used?	Consideration of any impacts has to be underpinned by up-to-date and reliable data (e.g. ward profiles, customer or staff data). A lack of data is <u>not</u> a sufficient reason legally to conclude that there will be no impact. If in doubt, ask the Community Intelligence Team.
Have those likely to be affected by any proposals been involved?	Consultation and involvement – whether staff and/or public (customers and non-customers) is crucial to the assessment at proposal stage. What plans do you have in place to do this? Can you use existing information or do you need to do something new?
Have potential negative or positive impacts been identified?	It is not enough to state that a decision will affect everyone equally; there must be more in-depth consideration of available evidence to see if particular groups are more affected than others. If negative impacts have been identified, you will need to show what plans you have to reduce the negative impact and/or plans to monitor it. If a particular group is being affected more, what steps can you put in place to reduce the impact they may feel? Is there any targeted work or communication you may need to do with particular groups?
What plans do you have in place to mitigate any identified negative impacts?	Is there any targeted work or communication you may need to do with particular groups?
Are there plans in place to monitor the impact of the proposals once they have been implemented?	The full impact of a decision may only be known after it has been implemented. It is essential that you set out plans to monitor the actual impact of proposals once they have been introduced.

Torbay Key Demographic Facts

Overall Population

- Current population based on 2009 MYE is 134,000 – we are challenging these estimates as local intelligence suggests the population to be higher, these estimate and projections used for funding allocation to LAs.
- Over the next three years total population expected to increase by 3,600
- Total projected population for 2013 is 137,600
- Households have increased by 2,036 between 2005 and 2009.
- Additional 500 homes a year, economy dependent. 2009/10 saw 350 new homes built (provisional figure) due to impact of recession.

Children and Young People (CYP)

- Over the next three years the population of CYP (0 – 19) set to decrease by 500
- Projection population for 2013 is 28,500
- The population will increase over the longer term.

Place Survey Priorities

- Top three priorities for improvements identified by residents in 2008 and 2009 surveys;
 - Job Prospects
 - Activities for Teenagers
 - Road and Pavement Repairs

Older People

- Over the next three years, the number of people of retirement age will increase by 3,600 to 39,800
- By 2013 the population of people aged over 80 will increase by 800
- We can estimate by Nov 2011, 34,500 people could be claiming a state pension which is an increase of 300
- Ageing population will place higher demand on services for older people for example care homes, health related services and even potentially services such as concessionary bus fares
- This information will form a key part of the modelling work the Care Trust have commissioned around future costs and demands on services

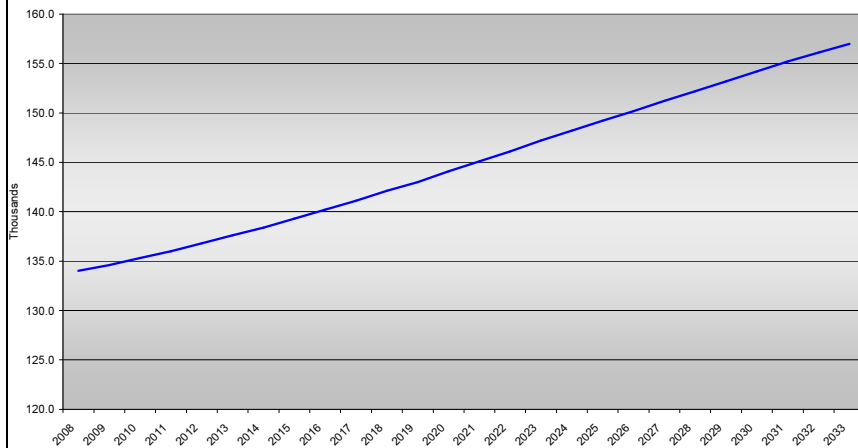
Economy

- In Oct 2010, 3.% of working age population claiming JSA,
- Estimated increase to **5.5%** to Nov 2011 based on previous trend, an increase of 790 working age people in 2 years.
- Public sector jobs make up 36.7% of all jobs in Torbay (17,500), significant cuts in public spend could impact further on unemployment.
- A cut of 1,500 public sector jobs would take JSA claimants to **6%** across Torbay (based on existing figures). A cut in 2,000 jobs could take JSA claimants to 6.6%.

Torbay's Population: Key Issues

- Current population estimated to be 134,000 (2008 MYE)
- 43.7% aged 50 and over compared to 34% for England and 38.5% for the South West
- Just under a quarter (23%) are aged 65 and over
- Torbay's population expected to increase to 157,000 in 2033
- There will be a much greater older person bias in the population – see population pyramids for 2008 and 2033 below
- In 2033 – 49% (78,000) will be aged 50 and over and 32.3% (50,700) will be aged 65 and over

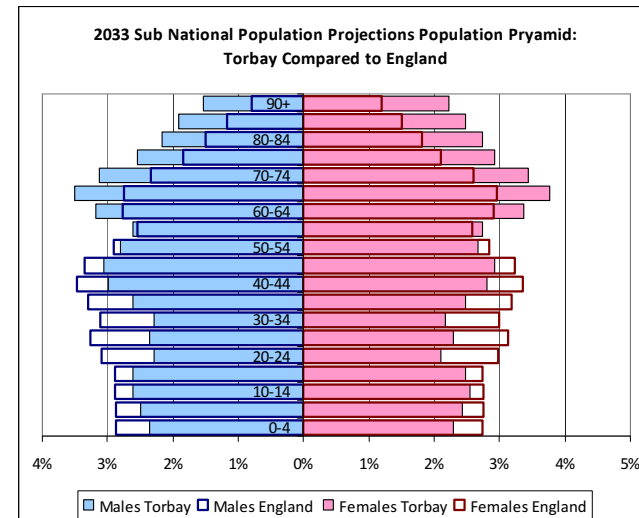
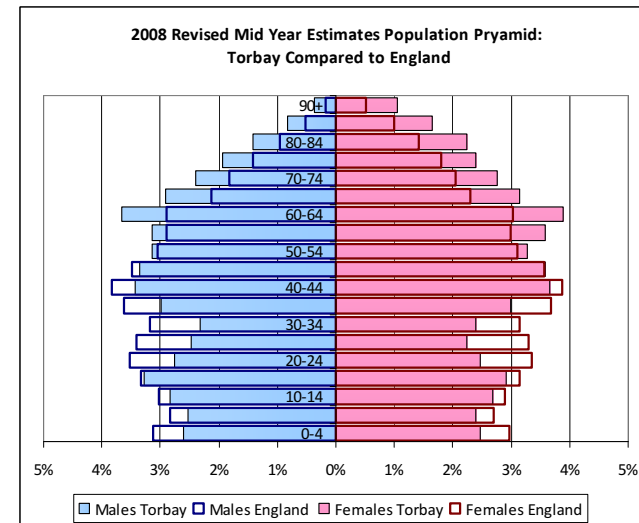
2008 Based Sub National Population Projections: Total Population



Source: ONS: 2008 Based Sub National Population Projections

Table: Proportion of Population by Broad Age Groups

	Children and Young People (0-15)	Working Age (16 - 64M/59F)	Older people (65M/60F and over)
2008	16.7%	56.3%	27.0%
2015	16.4%	54.0%	29.6%
2020	16.7%	52.4%	30.9%
2025	16.4%	50.8%	32.8%
2030	16.0%	49.2%	34.8%
2033	15.8%	48.5%	35.7%



Torbay's Children and Young People Population: Key Issues

- According to the 2008 Mid Year Estimates, just over a fifth of the population are aged between 0 and 19 (29,000 = 21.6%).
- While the population of children and young people (CYP) will increase slowly towards 2033, the proportion of the population they make up will reduce over time. By 2033, it is expected that 19.8% (31,100) of the population will be aged 0 to 19.

- Based on the school census carried out in January 2010, the table below shows the estimated numbers on roll and free school meal (FSM) eligibility and take up. Based on these estimates we can expect to see an increase of approximately 300 CYP eligible and taking up FSM. However this does not account for any significant changes in the number of people on income related benefits, if this increases significantly so too will eligibility for FSM

Table: Children and young people

	2008	2015	2020	2025	2030	2033
Number of CYP aged 0 – 19	29,000	28,600	29,600	30,700	31,000	31,100
% of population	21.6%	20.5%	20.5%	20.6%	20.1%	19.8%

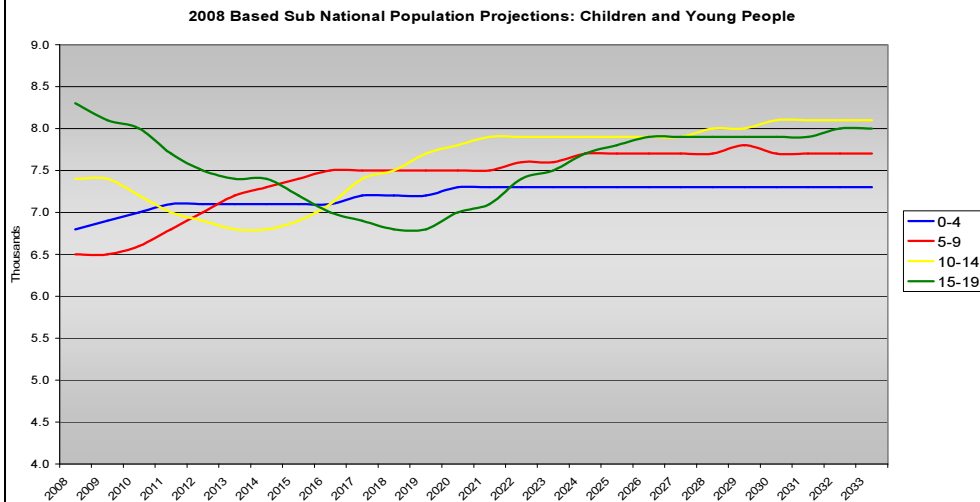
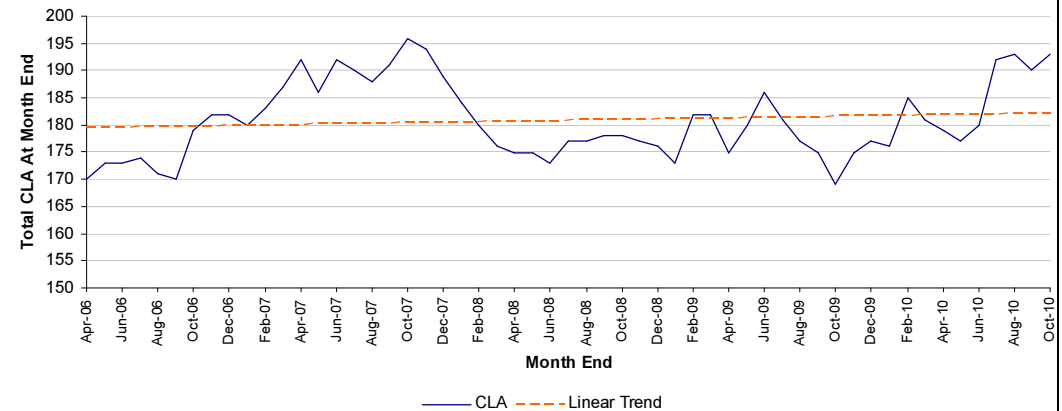
Table: Estimated FSM Eligibility and Take Up

	2015	2020	2025	2030	2033
Projected population aged 5 - 19	21,500	22,300	23,400	23,700	23,800
Estimated Numbers on Roll	18,275	18,955	19,890	20,145	20,230
Estimated FSM ELIGIBLE	2,924	3,032	3,182	3,223	3,236
Estimated FSM TAKE UP	2,376	2,464	2,586	2,619	2,630

- Broken down into 5 year age bands, the graph below shows that the future projections for CYP. The 0 to 4 age group is set to increase and level off around 2020 at 7,300 children. At this point the number of children aged 5 to 9 increases to a high of 7,800 in 2029. The older age groups follow a similar trend of increase during the 2020's and into 2030.

- The number of children looked has increased from the second quarter of 2010

CLA Numbers Over Time



% of Children Living in Poverty

Wards	2006		2007		2008	
	U 16	All	U 16	All	U 16	All
England	21.8%	20.8%	22.4%	21.6%	21.6%	20.9%
Torbay	24.1%	22.9%	24.7%	23.6%	24.3%	23.4%
Berry Head-with-Furzeham	20.1%	18.9%	19.3%	19.3%	20.1%	19.4%
Blatchcombe	33.8%	32.3%	34.2%	32.2%	34.4%	33.5%
Churston-with-Galmpton	13.1%	12.1%	10.1%	9.7%	8.7%	9.0%
Clifton-with-Maidenway	17.4%	17.0%	19.5%	18.6%	19.4%	19.5%
Cockington-with-Chelston	18.8%	18.0%	18.1%	17.8%	18.8%	18.5%
Ellacombe	27.1%	26.2%	29.9%	29.0%	31.5%	30.2%
Goodrington-with-Roselands	13.5%	12.9%	16.2%	15.7%	16.9%	15.6%
Preston	15.0%	14.7%	13.6%	13.4%	13.5%	12.8%
Roundham-with-Hyde	29.4%	28.1%	31.3%	29.8%	28.3%	27.5%
St Marychurch	20.1%	18.6%	21.5%	20.3%	20.4%	20.1%
St Mary's-with-Summercombe	26.4%	25.1%	24.9%	24.6%	23.0%	22.1%
Shiphay-with-the-Willows	22.9%	22.0%	22.9%	21.6%	19.8%	18.9%
Tormohun	33.7%	32.3%	38.2%	37.0%	35.1%	33.3%
Watcombe	35.6%	33.8%	37.0%	35.5%	39.9%	38.5%
Wellwood	16.5%	15.7%	18.4%	17.4%	18.0%	16.7%

- Whilst overall child poverty rates have fallen slightly, rates in some parts of the Bay have risen in particular Clifton with Maidenway, Ellacombe, Goodrington with Roselands Tormohun and Watcombe

Torbay's Older People Population: Key Issues

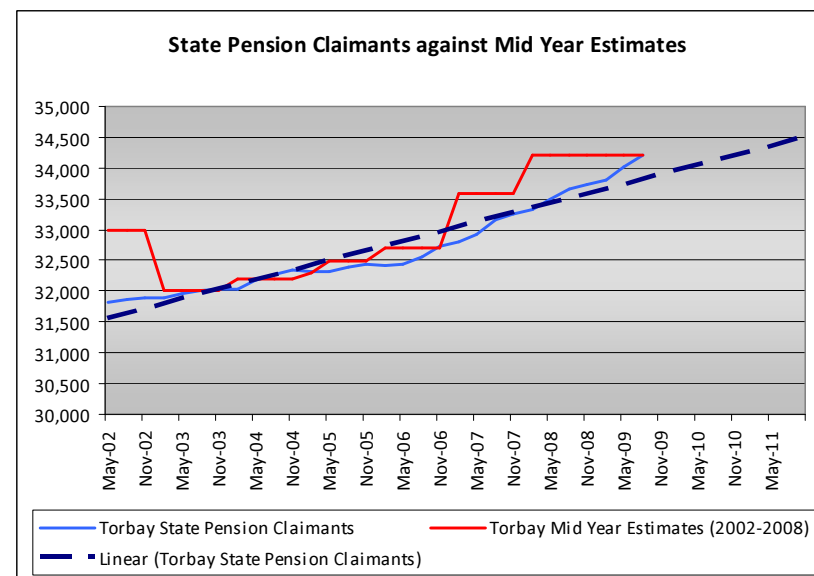
- According to the 2008 Mid Year Estimates, just under a quarter (23%) of the population are aged 65 and over.
- Torbay's older population is expected to continue to be a significant proportion of the total and by 2033, it is expected that 35.7% (56,100) of the population will be of retirement age and above

- The proportion of people claiming state pension has increased steadily between 2002 and 2009, although there is a discrepancy between the two sets of figures it shows a similar trend. It also indicates that not everyone who is entitled is claiming their state pension, if the mid year estimates are accurate. Based on the number of claimants of state pension we could expect that by November 2011, approximately 34,500 people will be claiming their pension.

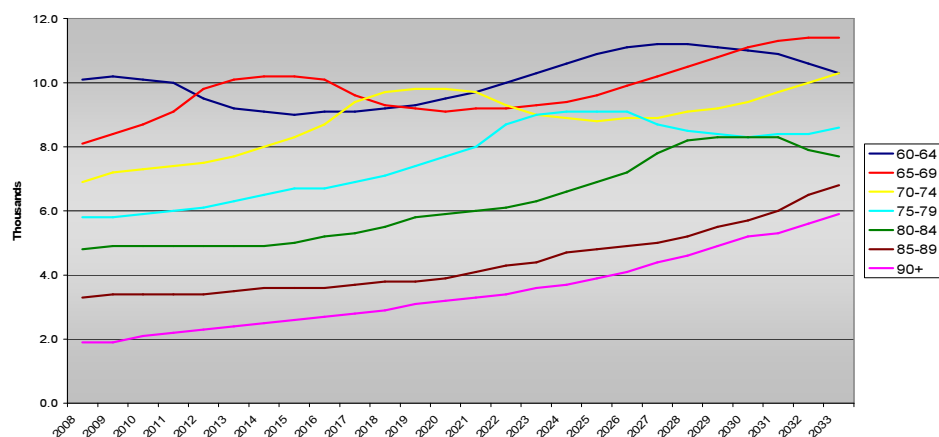
Table: Proportion of Population by Broad Age Groups

	2008	2015	2020	2025	2030	2033
Older people (65M/60F and over)	27.0%	29.6%	30.9%	32.8%	34.8%	35.7%

- Broken down into 5 year age bands, the graph below shows that the future projections for people aged 60 and over, for all age groups, the numbers increase steadily towards 2033.
- The increase in people aged 60-64 Torbay will see from 2013 to 2017, will follow through the age bands and means that by 2030, 19,200 people will be 80 and over, this will be 12% of the total population.



2008 Based Sub National Population Projections: People Aged Over 60



- Data from the Place Survey 2009 shows that 45.7% of people aged 65 and over are using local bus services at least once a week, with a further 16.6% using them at least once a month. If we generalise the results to the whole population and if the number of people who were using these services monthly changed their habits to more regular usage (at least once a week) then it could mean 20,026 people aged over 65 could be using this concessionary service at least once a week a significant increase of 5,500 people.

- **Torbay's Older People Population: Benefits take-up**

- 25.5% of pensioners in the Bay claim Pensioner Credit
- By ward there are distinct differences with areas not considered to be deprived, including Shiphay with Willows showing a 47.85% claimant rate
- Watcombe, Wellwood and Cockington with Chelston all have over 80% of claimants who are single
- Further research can be carried out at SOA level

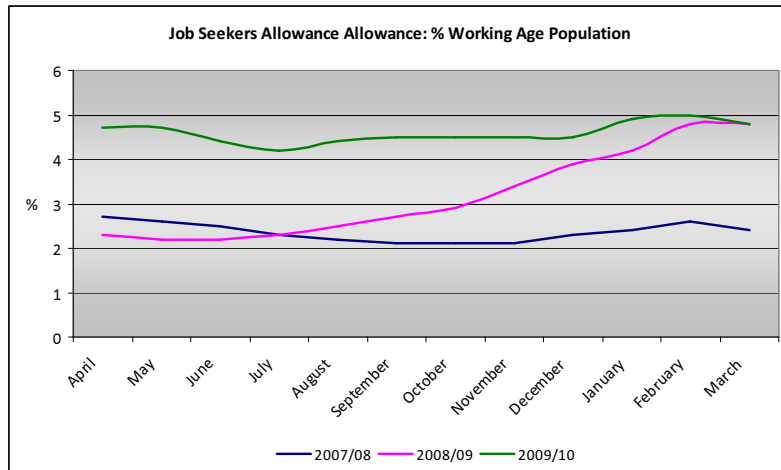
Location	Retirement Population %	State Pension - DWP	Pensioner Credit - DWP				Attendance Allowance
		Number	Number	Percentage	Single	% Single	
England	18.60						
South West	21.80						
Torbay	26.10	34510	8800	25.50	6735	76.53	
Berry Head with Furzham	32.10	3200	635	19.84	435	68.50	590
Blatchcombe	18.60	2160	350	16.20	250	71.43	305
Churston with Galmpton	39.10	2635	410	15.56	275	67.07	420
Clifton with Maidenway	24.90	1800	555	30.83	405	72.97	335
Cockington with Chelston	23.10	2605	510	19.58	410	80.39	465
Ellacombe	16.60	1270	470	37.01	350	74.47	265
Goodrington with Roselands	26.80	2000	745	37.25	560	75.17	320
Preston	31.50	3120	810	25.96	685	84.57	665
Roundham with Hyde	30.20	2055	980	47.69	775	79.08	505
St Marychurch	29.00	3165	570	18.01	395	69.30	765
St Marys with Summercombe	28.40	2145	435	20.28	300	68.97	370
Shiphay with the Willows	18.30	1745	835	47.85	700	83.83	300
Tormohun	18.60	2055	505	24.57	360	71.29	400
Watcombe	23.90	1735	575	33.14	490	85.22	275
Wellwood	36.60	2820	415	14.72	345	83.13	560

All data on this fact sheet is sourced from ONS, NOMIS and Torbay Council

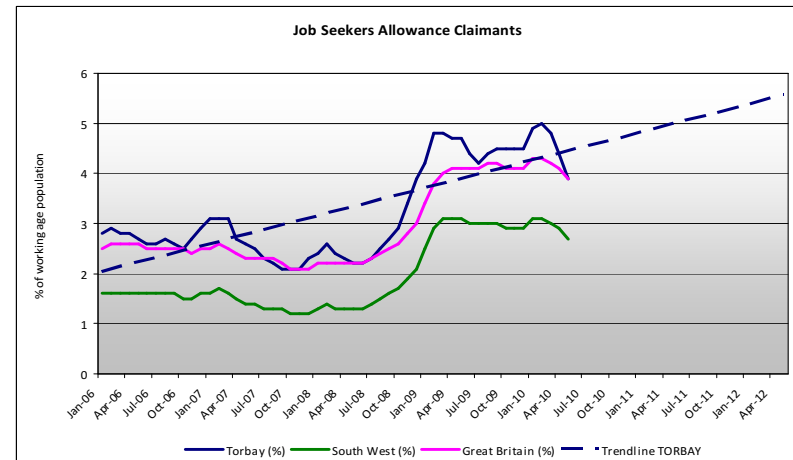
Consultation and Research Team 19/11/10

Torbay's Economy: Key Issues

The proportion of people claiming Job Seekers Allowance (JSA) rose steadily throughout the recession to 5% at its highest point in February 2010. The graph below shows the year on year difference in claimants, from the latter part of 2008/09 through into 2009/10 the rate has stayed firmly between 4% and 5%.



- Torbay has a higher rate of JSA claimants than the England and South West average. If the rate for Torbay continues along a similar trend then over the next year the rate could increase to 5.5%.



- The trend for unfilled vacancies per 10,000 working age population has followed a trend similar to that of England and the South West with a notable decrease in unfilled vacancies between 2006 and 2010. In Torbay, January 2010 saw the lowest rate of 32 unfilled vacancies per 10,000, this has now increased to 117 per 10,000 (May 2010).
- In Torbay there is a reliance on public sector jobs which in latest figures (2008) made up 36.7% of all employee jobs. Significant cuts in public service spending could impact on job levels and in turn impact on the proportion of the population claiming out of work benefits.

Employee jobs by industry (2008)	Torbay (employee jobs)	Torbay (%)	South West (%)	Great Britain (%)
Manufacturing	2,500	5.2	10.7	10.2
Construction	1,900	4	4.4	4.8

- The proportion of people on ‘key out of work’ benefits is much higher at 17.9% for November 2009, compared to 13.4% for England and 11% in the South West. ‘Key out of work’ benefits include - Incapacity Benefit / JSA / Lone Parent / Employment and Support Allowance / Carers Allowance and other income related benefits.
- Take up of key benefits is highest in deprived wards but there are significant number particularly ESA and incapacity benefit claimant in other wards. Benefits reforms will impact on all area of the Bay

Ward Name	Total	Job Seeker	ESA & Incapacity Benefits	Lone Parent	Carer	Disabled
Berry Head-with-Furzeham	900	150	460	75	75	80
Blatchcombe	1,450	220	685	175	155	140
Churston-with-Galmpton	385	45	185	15	55	50
Clifton-with-Maidenway	665	105	320	70	65	65
Cockington-with-Chelston	965	185	450	105	90	95
Ellacombe	1,190	275	555	140	70	80
Goodrington-with-Roselands	595	85	275	60	70	65
Preston	880	125	450	60	105	80
Roundham-with-Hyde	1,295	225	735	115	65	80
St Marychurch	1,160	240	555	120	95	100
St Mary's-with-Summercombe	810	120	390	85	95	70
Shiphay-with-the-Willows	845	140	350	115	90	100
Tormohun	2,265	520	1,170	220	115	115
Watcombe	1,040	155	510	150	100	80
Wellswood	820	140	495	40	50	50
	15,265	2,730	7,585	1,545	1,295	1,250