

Local Government Reorganisation (LGR) full proposal to Government

Equality Impact Assessment

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
Age	<p>18 per cent of Torbay residents are under 18 years old.</p> <p>55 per cent of Torbay residents are aged between 18 to 64 years old.</p> <p>27 per cent of Torbay residents are aged 65 and older.</p>	<p>No adverse impacts are anticipated. The current LGR proposal does not expect to affect the services provided to children, adults and older people by Torbay Council. Torbay services will remain as they are under the current proposal. This includes support received by adults and older people via Adult Social Care and, support for children and families provided by Children's Services (and other Council departments where relevant).</p>	Not applicable	Not applicable
Carers	<p>At the time of the 2021 census there were 14,900 unpaid carers in Torbay. 5,185 of these provided 50 hours or more of care.</p>	<p>No adverse impacts are anticipated. The current LGR proposal does not expect to affect the services provided to carers by Torbay Council. Torbay services will remain as they are.</p>	Not applicable	Not applicable
Disability	<p>In the 2021 Census, 23.8% of Torbay residents answered that their day-to-day activities were limited a little or a lot by a physical or mental health</p>	<p>No adverse impacts are anticipated. The current LGR proposal does not expect to affect the services provided to people with disabilities. Torbay Council services will remain as they are. However, it is recognised that this may be an unsettling period</p>	Not applicable	Not applicable

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	condition or illness.	for some service users.		
Gender reassignment	In the 2021 Census, 0.4% of Torbay's community answered that their gender identity was not the same as their sex registered at birth. This proportion is similar to the Southwest and is lower than England.	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Marriage and civil partnership	Of those Torbay residents aged 16 and over at the time of 2021 Census, 44.2% of people were married or in a registered civil partnership.	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Pregnancy and maternity	Over the period 2010 to 2021, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 63.7 per 1,000) than England (60.2) and the South West (58.4). There has been a notable fall in the numbers of live births since the middle of the last	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable

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	decade across all geographical areas.			
Race	In the 2021 Census, 96.1% of Torbay residents described their ethnicity as white. This is a higher proportion than the South West and England. Black, Asian and minority ethnic individuals are more likely to live in areas of Torbay classified as being amongst the 20% most deprived areas in England.	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Religion and belief	64.8% of Torbay residents who stated that they have a religion in the 2021 census.	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Sex	51.3% of Torbay's population are female and 48.7% are male	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Sexual orientation	In the 2021 Census, 3.4% of those in Torbay aged over 16 identified their sexuality as either Lesbian, Gay,	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable

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	Bisexual or, used another term to describe their sexual orientation.			
Armed Forces Community	In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces. In Torbay, 5.9 per cent of the population have previously served in the UK armed forces.	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Additional considerations				
Socio-economic impacts (Including impacts on child poverty and deprivation)		No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Public Health impacts (Including impacts on the general health of the population of Torbay)		No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable
Human Rights impacts		No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable

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Child Friendly	Torbay Council is a Child Friendly Council, and all staff and Councillors are Corporate Parents and have a responsibility towards cared for and care experienced children and young people.	No adverse impacts are anticipated. The current LGR proposal does not expect to affect the delivery of services by Torbay Council.	Not applicable	Not applicable