Equality Impact Assessment - Education Accessibility and Inclusion Strategy

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	• 18% of Torbay residents are aged under 18 years old. • 55% of Torbay residents are aged between 18 to 64 years old. • 27% of Torbay residents are aged 65 and older.	The strategy is specifically focused on improving access to education for children and young people and is expected to have a positive impact on learners with disabilities and additional needs. Improved participation, accessible learning environments and inclusive communication are likely to support educational attainment, wellbeing and preparation for adulthood. There are no identified adverse impacts on other age groups. The strategy will be implemented in partnership with schools and education settings, with ongoing monitoring of outcomes for different age groups and key transition points, including early years, primary, secondary and post-16 education	Not applicable.	Not applicable.

Carers	• At the time of the 2021 census there were 14,900 unpaid carers in Torbay. • 5,185 of these carers provided 50 hours or more of care.	Parents, carers and young carers may benefit from improved accessibility, clearer communication and earlier support. Increased opportunities for participation and co-production should enable carers to help shape services and educational provision. There are no anticipated adverse impacts.	Not applicable.	Not applicable.
Care experienced	• As of January 2026, there were 277 former care experienced young people aged 18-24 in Torbay.	Care experienced children and young people are disproportionately likely to experience barriers to education and poorer outcomes. The strategy is expected to positively contribute to educational participation, attendance, attainment and inclusion for care experienced learners with disabilities and additional needs.	Not applicable.	Not applicable.
Disability	• In the 2021 Census, 23.9% of Torbay residents answered that their day-to-day activities were limited a little or a lot by a physical or mental health condition or illness.	Children and young people with disabilities and/or those who are neurodivergent, and/or those with learning disabilities are most directly affected by the strategy. Positive impacts are anticipated through improved accessibility of education settings, enhanced participation in learning and wider school life, more accessible information and communication, and strengthened inclusive practice. The strategy supports the Council's duties	Not applicable.	Not applicable.

		under the Equality Act 2010 to advance equality of opportunity and eliminate discrimination.		
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.	The strategy promotes inclusive educational environments for all children and young people. There are no anticipated adverse impacts.	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 direct impacts have been identified.	Not applicable.	Not applicable.
Pregnancy and maternity	• Between 2013 and 2024, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 56.0 per 1,000) than the Southwest (53.4) and broadly in line with England (56.3). • For the period 2022 to 2024, rates in Torbay (44.6) have been significantly below England (50.0).	Some young parents and expectant mothers may benefit from improved accessibility and inclusive approaches. No adverse impacts have been identified.	Not applicable.	Not applicable.

Race	In the 2021 Census, 96.1% of Torbay residents described their ethnicity as the following: • 1.6% as Asian, Asian British or Asian Welsh • 0.3% as Black, Black British, Black Welsh, Caribbean or African • 1.5% as being of Mixed or Multiple ethnic groups • 96.1% as White • 0.4% described their ethnicity another way. • Black, Asian and minoritised ethnic communities are more likely to live in areas of Torbay classified as being amongst the 20% most deprived areas in England.	The strategy's focus on accessible communication and inclusive participation should benefit children and families from Black, Asian and minoritised ethnic communities, including those who may face language or cultural barriers. There is potential for positive impacts through improved access to information and services.	Not applicable.	Not applicable.
Religion and belief	The 2021 Census showed that the residents in Torbay identify their religion and/or belief as the following; • 48.5% are Christian • 0.4% are Buddist • 0.2% are Hindu • 0.6% are Muslim • Less than 0.1% are Sikh • 0.1% are Jewish • 0.7% have another religion • 43.2% have no religion • 6.3% did not answer	The strategy's focus on accessible communication and inclusive participation should benefit children and families from Black, Asian and minoritised ethnic communities, including those who may face language or cultural barriers. There is potential for positive impacts through improved access to information and services.	Not applicable.	Not applicable.

Sex	• 51.3% of Torbay's population are female. • 48.7% of Torbay's population are male.	The strategy is expected to benefit girls and boys equally through improved accessibility, educational participation and inclusion. Monitoring should ensure no unintended disparities emerge.	Not applicable.	Not applicable.
Sexual orientation	In the 2021 Census, residents described their sexuality as follows; • 89% as Straight or Heterosexual • 1.7% as Gay or Lesbian • 1.1% as Bisexual • 0.1% as Pansexual • 0.1% described their sexuality another way • 7.4% of people didn't answer the question	The strategy promotes inclusion, belonging and participation for all learners. No adverse impacts have been identified.	Not applicable.	Not applicable.
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% of the population have previously served in the UK armed forces.	Some children and young people from Armed Forces families may experience educational disruption resulting from mobility and transitions. The strategy's focus on participation, accessibility and support through key transitions may have positive impacts.	Not applicable.	Not applicable.
Additional considerations				
Socio-economic impacts (Including impacts on child poverty and deprivation)	• Torbay is ranked as the 39th most deprived upper tier local authority in England in the Index of Multiple Deprivation 2025.	Children and young people living in deprived communities may be disproportionately affected by disability, unmet need and barriers to accessing education. The strategy is expected to contribute positively by reducing barriers	Not applicable.	Not applicable.

		to participation and improving access to support regardless of socio-economic status.		
Public Health impacts (Including impacts on the general health of the population of Torbay)	• For the five-year period 2020 to 2024, data shows there is a 6-year life expectancy gap between males who live in Torbay's least and most deprived areas and, a 3-year gap for females.	Evidence demonstrates a strong relationship between educational inclusion, wellbeing and longer-term health outcomes. By improving participation, belonging and access to education, the strategy is expected to contribute positively to children's wellbeing, resilience and life chances.	Not applicable.	Not applicable.
Human Rights impacts		The strategy supports the rights of children and young people to education, participation, non-discrimination and inclusion, consistent with the principles of the UN Convention on the Rights of the Child and the Equality Act 2010.	Not applicable.	Not applicable.
Child Friendly		The strategy is inherently child-focused and seeks to improve educational experiences, participation, accessibility and belonging for children and young people, particularly those with disabilities and additional needs. Significant positive impacts are anticipated. The strategy supports the rights of children and young people to education, participation, non-discrimination and inclusion, consistent with the principles of the UN Convention on the Rights of the Child and the Equality Act 2010.	Not applicable.	Not applicable.