

## 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	<ul style="list-style-type: none"> <li>• 18% of Torbay residents are aged under 18 years old.</li> <li>• 55% of Torbay residents are aged between 18 to 64 years old.</li> <li>• 27% of Torbay residents are aged 65 and older.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Carers	<ul style="list-style-type: none"> <li>• At the time of the 2021 census there were 14,900 unpaid carers in Torbay.</li> <li>• 5,185 of these carers provided 50 hours or more of care.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Care experienced	<ul style="list-style-type: none"> <li>• As of January 2026, there were 277 former care experienced young people aged 18-24 in Torbay.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable

<p>Disability</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Across the period 2022 to 2025, the most common primary needs for those state pupils with an EHCP are 1) Autistic Spectrum Disorder, 2) Speech, Language &amp; Communication Needs, and 3) Social, Emotional &amp; Mental Health. These 3 primary needs account for 68.4% of primary needs for EHCP pupils.</li> <li>• Across the period 2022 to 2025, the most common primary needs for those state pupils with SEN Support are 1) Speech, Language &amp; Communication Needs, 2) Social, Emotional &amp; Mental Health, and 3) Specific Learning Difficulties. These 3 primary needs account for 75.3% of primary needs for SEN Support pupils.</li> </ul>	<p>ASC is currently the highest level of need for children and young people (CYP), and the provision being removed is specifically for those with ASC.</p> <p>Although the specialist status of this provision is proposed to cease, the specialist provision available to CYP for ASC will continue. The school will be retaining their specialist trained staff and retain access to the resources and interventions that they already use.</p> <p>In addition, this change would offer the benefits of supporting wider needs than ASC, as the main reason for the request from the school is to enable them flexibility to support more diverse needs within their school, therefore</p>	<p>Torbay Council have historically had no specialist school provision for CYP with ASC. As of September 2026, one of Torbay's special schools (Combe Pafford) will be begin their re-designation journey from Moderate Learning Difficulties (MLD) to ASC. From September 2026, there are 40 ASC places for the CYP of the Torbay.</p> <p>The Spires will continue to offer their specialist support, however this will offered using a more flexible approach.</p>	<p>SEND Team</p> <p>Combe Pafford</p> <p>The Spires</p>
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		resulting in a more inclusive environment.		
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.	No adverse impacts are anticipated by this decision.	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 by this decision.	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).	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable

Race	<p>In the 2021 Census, 96.1% of Torbay residents described their ethnicity as the following:</p> <ul style="list-style-type: none"> <li>• 1.6% as Asian, Asian British or Asian Welsh</li> <li>• 0.3% as Black, Black British, Black Welsh, Caribbean or African</li> <li>• 1.5% as being of Mixed or Multiple ethnic groups</li> <li>• 96.1% as White</li> <li>• 0.4% described their ethnicity another way.</li> </ul> <ul style="list-style-type: none"> <li>• 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.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Religion and belief	<p>The 2021 Census showed that the residents in Torbay identify their religion and/or belief as the following;</p> <ul style="list-style-type: none"> <li>• 48.5% are Christian</li> <li>• 0.4% are Buddhist</li> <li>• 0.2% are Hindu</li> <li>• 0.6% are Muslim</li> <li>• Less than 0.1% are Sikh</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable

	<ul style="list-style-type: none"> <li>• 0.1% are Jewish</li> <li>• 0.7% have another religion</li> <li>• 43.2% have no religion</li> <li>• 6.3% did not answer</li> </ul>			
Sex	<ul style="list-style-type: none"> <li>• 51.3% of Torbay's population are female.</li> <li>• 48.7% of Torbay's population are male.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Sexual orientation	<p>In the 2021 Census, residents described their sexuality as follows;</p> <ul style="list-style-type: none"> <li>• 89% as Straight or Heterosexual</li> <li>• 1.7% as Gay or Lesbian</li> <li>• 1.1% as Bisexual</li> <li>• 0.1% as Pansexual</li> <li>• 0.1% described their sexuality another way</li> <li>• 7.4% of people didn't answer the question</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Armed Forces Community	<ul style="list-style-type: none"> <li>• In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces.</li> <li>• In Torbay, 5.9% of the population have previously served in the UK armed forces.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable

<b>Additional considerations</b>				
Socio-economic impacts (Including impacts on child poverty and deprivation)	<ul style="list-style-type: none"> <li>Torbay is ranked as the 39th most deprived upper tier local authority in England in the Index of Multiple Deprivation 2025.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Public Health impacts (Including impacts on the general health of the population of Torbay)	<ul style="list-style-type: none"> <li>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.</li> </ul>	No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
Human Rights impacts		No adverse impacts are anticipated by this decision.	Not applicable	Not applicable
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.	Torbay Council has an ambition of creating a prosperous and healthy Torbay. The Council's Community and Corporate Plan sets out as one of its Targeted Actions that it will "Protect all children and give them the best start in life".	Not applicable	Not applicable