Equality Impact Assessment

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One Stockport Borough Plan	Stage: draft
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Stage 1: Do you need to complete an Equality Impact Assessment (EqIA)?

The Equality Act 2010 introduced the Public Sector Equality Duty. This requires all public bodies, including local authorities, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Equality Impact Assessments enable us to:

- Demonstrate due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts of decisions on individuals and groups with protected characteristics and plan mitigating action accordingly
- Identify additional opportunities to advance equality within policies, strategies, and services

The protected characteristics of the Equality Act 2010 are defined as:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In order to be as inclusive as possible, we have broadened the groups considered within this report to others including groups disadvantaged by Socio-Economic status, Carers, and Veterans.

An Equality Impact Assessment (EqIA) is required for the One Stockport Borough Plan as this sets out a 10 year partnership strategy and suite of priorities for the Borough. This document sets out our approach to engagement and highlights any barriers or disadvantage to protected groups from participating.

This EqIA has been prepared alongside the development of the Plan, including informing the engagement process.

The scope of this EqIA therefore covers:

- Data and intelligence used to inform strategic priorities within the Plan;
- Approach used to engage on the Plan;
- Overall ambitions and priorities outlined within the Plan

This EqIA does not cover the delivery of the plan and individual strategic actions that are outlined within the Plan. Individual EqIAs for each delivery plan will be carried out separately as appropriate.

Stage 2: What do you know?

A range of data, intelligence and insights have been used to inform the development of the draft Plan to ensure that it is focused on the needs and aspirations of our population. Sources used include:

- Responses to surveys
- Participation in workshops and focus groups
- National and local demographic data sets

In Stockport we know that not all our residents and families have the same opportunities. We are one of the most polarised boroughs in the country and inequality affects people's health, education outcomes and aspirations.

<u>Socio-economic</u>

- Stockport is a polarised borough (8th in England), with a number of residents living in some of the most affluent and least affluent areas in England
- In 2019, 0.56% of households in Stockport were noted to have experienced destitution. It is likely that the pandemic will increase this number further. Since October 2019, Universal Credit claimants have doubled from 4,725 to 10,685.
- Most children and young people in Stockport live in settled families, are healthy and do well at nursery, school and college – however inequalities significantly affect how children start life and grow-up;
- Children living in poverty in Stockport do less well in education and have poorer health and life chances than children living in poverty nationally and in similar boroughs.

<u>Age</u>

- Stockport is ageing, with an increasing population aged over 65. The percentage of residents aged 65+ is higher than regional and national averages and this will continue to be the case- it is projected that 2 in 9 residents will be aged 65 or above in 2030
- Children and young people will represent a smaller proportion of the population in future, but the reduction is smaller compared to regional and national averages
- Stockport has a much smaller proportion of younger adults (aged 20-34) compared to Greater Manchester

- Since October 2019, Universal Credit claimants have doubled from 4,725 to 10,685.- Under 25's now make-up a third of all new claimants.

Disability

- Stockport residents on average have good health outcomes and life expectancy that have been improving year on year
- 44% of the Stockport population have a long term health condition, rates increase with age to 92% of those aged 85 and over. In recent years the prevalence of diabetes and dementia diagnoses have increased in particular.
- The proportion of children and young people with SEND is twice as high in the more deprived areas of Stockport. In 2018/19, 16% of children with special educational needs or disabilities in Stockport achieved a good level of development, compared to 29% nationally.
- An estimated 6,430 children and young people aged 5-19 years have a mental health disorder and an estimated 6,100 children and young people aged 5-19 have low mental wellbeing. Rates of poor wellbeing have almost doubled from pre-pandemic levels

Race

- The population continues to become more ethnically diverse, especially in younger populations to the west of the borough including the areas of Heald Green, Cheadle & Gatley and Heatons South. In each of these areas there are particularly high rates of the population who identify themselves as from an Asian, Pakistani or Indian background [1]
- People from Black and Asian ethnic backgrounds are more likely to experience inequalities in access to health, education and employment.

LGBTQ+ (sexual orientation and gender reassignment/ confirmation)

- There is limited data on the outcomes of LGBTQ+ communities in Stockport, which is part, due to the limited monitoring of gender identity, trans status and sexual orientation within public services and a limited number of people disclosing their sexual orientation or trans status[2]
- The 2016/2017 Needs Assessment for LGBT people in Stockport showed that:
    - rates of smoking, drug and alcohol use were higher among LGBTQ+ residents than those in the population of the borough as a whole.
    - LGBTQ+ people experience disproportionately worse health outcomes

[1] Stockport JSNA Demographics and Population (2019) https://stockport-haveyoursay.citizenspace.com/public-health/jsna-2020demographicspopulation/supporting_documents/2020%20JSNA%20%20Demographics%20%20Population%20update.pdf

[2] Stockport NHS Foundation Trust & LGBT Foundation (2017) 'Lesbian, Gay, Bisexual and Trans People in Stockport Needs Assessment' http://www.stockportjsna.org.uk/wp-content/uploads/2017/06/Stockport-LGBT-Needs-Assessment.pdf

than heterosexual people with Trans people experiencing some of the most significant health inequalities[3]
    - LGBT people from Black, Asian and minority ethnic backgrounds experience compounding inequalities and are less likely to have their health needs met by services that targeted at Black, Asian, other Minority Ethnic communities, or LGBT communities separately

In addition to the factors outlined above, we know that COVID-19 is exacerbating exiting inequalities in health and standards of living and that different communities and demographic groups are feeling the impact of covid-19 differently. These include:

- People of Black and Asian ethnic backgrounds are at increased risk of dying from covid-19 than those in other ethnic groups [4]
- Households with low or no income have been hit hardest by the economic impacts of covid-19 and are more likely to have limited access to support at a time when support services and schooling moved online
- Women have been more likely to need to take unpaid leave to look after children and more likely to be struggling with their mental health as result of balancing home schooling and childcare responsibilities with work[5]
- The number of people struggling with their mental health has doubled nationally as a result of Covid-19, with younger adults (16-39), women, men from Black and Ethic minority backgrounds, individuals who are struggling financially and disabled people most likely to be experiencing depression[6]
- Lived Experience accounts for LGBTQ+ people and older people highlight increased mental health difficulties due to isolation from usual support networks and pauses in care. [7]

  Given the different impacts of Covid-19 on different communities, individuals who intersect across multiple identities are likely to experience a compounding of some of the impacts outlined above.

[3] NHS England (2018) https://www.england.nhs.uk/about/equality/lgbt-health/

[4] Public Health England (2020) 'Beyond the data: Understanding the Impact of Covid 19 on BAME groups' https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf

[5] ONS (2020) 'Parenting in lockdown: Coronavirus and the effects on work-life' balance https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/articles/parentinginlockdowncoronavirusandtheeffectsonworklifebalance/2020-07-22

[6] ONS (2020) 'Coronavirus and depression in adults, Great Britain: June 2020' https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/coronavirusanddepressioninadultsgreatbritain/june2020#:~:text=the%20coronavirus%20pandemic-,Almost%20one%20in%20five%20adults%20(19.2%25)%20were%20likely%20to,July%202019%20to%20March%202020).

[7] LGBT Foundation (2020) 'Hidden Figures: Heath Inequalities in the UK' https://s3-eu-west-1.amazonaws.com/lgbt-website-media/Files/b9398153-0cca-40ea-abeb-f7d7c54d43af/Hidden%2520Figures%2520FULL%2520REPORT%2520Web%2520Version%2520Smaller.pdf

Stage 3: Results and Measures

Approach to Engagement

It is important to ensure that many voices and ranges of experiences feed into the production of our borough plan and that the needs and interests of residents who are underrepresented or marginalised are included, particularly given the changing demographic makeup of Stockport, differential impact of Covid-19 on different groups of people and the likely future health and care challenges as detailed above.

For this reason, we endeavoured to ensure our engagement was inclusive of different ages, ethnicities, genders, sexualities and localities within our borough, however, we recognise that there were groups of people for whom the engagement was not inclusive. This includes residents with learning disabilities and those who are digitally excluded as all of the engagement that took place from March 2020 onwards was online due to Covid-19 restrictions.

Methodology
All residents had the opportunity to share their priorities for the future of Stockport in two borough-wide engagement exercises carried out between July and September 2020- the Experiences of Covid-19 and our Priorities for Stockport surveys.

In total, we captured feedback from over 3,800 people who either lived or worked in Stockport, this also included engaging with 1,000 children and young people, making sure their voices were heard.

As Covid-19 reached our communities, we had to adapt our approach, switching to online facilities and working closely with those organisations who represented the wider community of Stockport, to overcome the adversity bought on by the pandemic. We used a number of different methods to ensure we spoke and listened to the people of Stockport, including using online surveys, social media, virtual video booths and most importantly held forums and facilitated face to face discussions and debates.

It was important to us that we captured the diversity and inclusivity of Stockport and this was tested through our equality analysis. As a result, we opened up our conversations to our care leavers, veterans, carers, LGBTQ+ community, Faith Group, Older People's Groups and Race and Equality Groups.

We also held discussions with people with disabilities and parents and carers of children and young adults with SEND (special educational needs and disabilities), as well as working alongside our Voluntary, Community and Faith Sector Forum to ensure we demonstrated the full diversity and inclusivity that Stockport offers.

Engagement Insight

From our engagement, it is clear that reducing inequalities, celebrating diversity, and making Stockport a more inclusive place is a priority and commitment that is shared among our residents, voluntary, community, faith and social enterprise (VCFSE) groups,

local businesses and public sector organisations in the borough. Key themes and priorities that came through from the engagement in relation to strengthening equality, diversity and inclusion include:

- Equality and inclusion are at the heart of our communities and they are an important indicator of how we can work together in the future, setting out clear aspirations for tackling inequalities across the borough
- Supporting a shared vision and strategy for One Stockport but wanting to celebrate the diverse and unique communities which make up the wider Stockport borough, addressing the experiences and priorities important to them
- Health and wellbeing is important and access to health services was the most important thing for the future. Mental Health and wellbeing was a particular concern particularly for our young people.
- Inclusive employment, education and training opportunities, particularly for young people. LGBTQ+ people, people from ethnic diverse communities, and veterans
- Action to address tackling racism and other forms of prejudice and discrimination in our organisations and communities
- The importance of access to parks and greenspaces for good physical and mental health
- Working with communities to understand issues as they develop and create solutions together

Additional insights gathered from our engagement with residents, VCSE's and businesses can be viewed in the Engagement Overview

The table below details additional engagement activity that has taken place with specific groups of residents and VCSE groups. A full list of all engagement can be found in the Engagement Overview.

Protected characteristic/ Demographic group	**Engagement activity**	**Date**
Age (Older people)	Online workshop with Age UK Stockport/ Older people	September 2020
Age (Young people)	Online workshop with Youth Participation group	September 2020
Age (Primary school children)	Our Stockport Conversation engagement: • Graffiti boards • Video booths • Postcards	February- July 2020
Age (secondary school children)	Our Stockport Conversation workshop- on the priorities for Stockport	February 2020
Disability	• Regular attendance to the Cross-Sector Forum from organisations that represent the interests of people with disabilities, including: ○ Walthew House ○ Age UK Stockport	Ongoing- weekly forum

	○ Stockport Advocacy ○ Healthwatch Stockport ○ Disability Stockport	
	Online workshop with PACTs (Stockport parents and carers of children with SEND)	September 2020
LGBTQ+ (Sexual orientation and gender reassignment/ confirmation)	Regular two-way communication with (Forward) Stockport LGBTQ+ centre via VCSE forum and One Network	Ongoing- weekly forum
	Meetings with Forward, Stockport Pride and The Proud Trust to discuss priorities for the future	January 2021
	Responses from survey conducted by Forward/Nexus	July-September 2020
Protected characteristic/ Demographic group	**Engagement activity**	**Date**
Marriage and civil partnership Pregnancy and maternity Sex	Views captured in borough-wide engagement including: • Covid-19 survey • Priorities survey	July-October 2020
Race	Regular two-way communication with Nexus via VCSE forum and One Network	Ongoing- weekly forum
	Engagement session with Race Equality Partnership	January 2021
Religion and Belief	Engagement with members of Stockport Interfaith Forum	
Veterans	Online workshop	January 2021
Carers	• Active participation within the VCSE forum from: ○ Signpost for Carers ○ Stockport Advocacy	
	Priorities for the future captured through Carers Survey	December 2020

We know that there are significant inequalities in the opportunities and outcomes for our

residents, many of which have been exacerbated by Covid-19. Because of these existing inequalities and the challenge posed by future uncertainties, it is vital that everyone in Stockport benefits from our ten year strategy and we are committed to ensuring that this is focused on inclusion and minimising these inequalities.

To address the inequalities within Stockport and create a more inclusive borough, we have developed a series of proposed 'we wills' which will be shared broadly for further comment and consideration. The current draft commitments include:

- Enhance our early help offer – ensuring all children, young people and families receive the help they need, when they need it and before things escalate
- Deliver our SEND Strategy to ensure children and young adults with SEND have the best start in life and the opportunity to improve the emotional wellbeing for all children
- Equip children in care and care leavers with the skills needed to live a fulfilling, successful and rewarding life through delivery of our Corporate Parenting Strategy
- Improve mental health and wellbeing through the development of a joint mental health and wellbeing strategy working with communities and businesses
- Deliver our new adult social care operating model and embed a preventative and reablement first approach
- Provide safe, high quality health and care services through new system leadership arrangements and a joint improvement plan
- Build a resilient, valued and inclusive health and care workforce and grow homegrown talent to create employment opportunities for local people through a joint workforce plan
- Co-design a shared strategy for our Voluntary, Community, Faith and Social Enterprise Sector – supported through cross sector networks and support
- Develop our ONE neighbourhood partnership model to coordinate support for people and local places, empower people keep people independent and connected in their community
- Work across anchor institutions in Stockport to tackle inequalities and promote inclusion with named senior leadership responsibility
- Capture the lived experiences of communities, particularly those where there is evidence of inequality, to inform a co-developed set of cross borough equality objectives with a robust action plan to address discrimination and inequality across Stockport
- Work together to look at the goods and services we buy to keep the Stockport £ in Stockport and explore opportunities for social value and corporate social responsibility
- Promote and support inclusive employment practice to increase diversity in our workforce, sharing good practice and co-design anti-racism and unconscious bias development and training

- Further develop equality and diversity networks and link them in to decision makers and equality impact considerations

- Introduce a new Food Network – building closer relationships across food poverty provision across Stockport.

- Review and co-design a joined up financial inclusion support offer. Creating a clear and holistic route for people to be financially resilient and independent.

- Continue to explore how existing and future housing in the Borough can improve the life quality of our residents both now and in the future – with a focus on all age living and improving life chances for young people

- Develop an all age living campus including intergenerational housing and a new intermediate and dementia care facility which will operate through an innovative household model

- Deliver our homeless strategy. Ensuring everyone has somewhere safe to sleep and the support they need to get them back on their feet

- Grow the Steps to Work scheme, supporting employers to recruit from our priority groups of young people not in employment, including Care Leavers, Young People with SEND (Special Educational Needs and Disability) needs, and young people that are NEET (Not in Education, Employment, or Training)

- Invest in where better skills and training are needed to reverse long-term unemployment and the impact it can have on wider social issues.

- Develop a partnership Youth Employment hub with Stockport Council, Stockport Homes, Jobcentre Plus and other local partners. Particularly promoting key programmes such as Kick-Start

- Further invest in tele-care and health and technology assisted living to enable people to live independently. This will include investing in assistive technology in new intergenerational housing (All Age Living Campus) and investing in digital platforms for Care Homes

- Continue to build a sustainable Digital Inclusion movement. Growing our lending library and internet of things. With an ambition to have a 100% digitally included borough

Our full plans can be viewed in our draft One Stockport Plan.

Next steps

In order to ensure that our plans are inclusive and address the inequalities in opportunities and outcomes within our borough, we will develop an outcomes framework which will monitor the impact of our plans in our communities.

This equality impact assessment will be further reviewed following the next phase of engagement.