Equality Impact Assessment

Title:	Date: 04.01.2022
Radically Digital Stockport	Stage: draft
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Stage 1: Do you need to complete an Equality Impact Assessment (EqIA)?

An Equality Impact Assessment (EqIA) is required for the Radically Digital Stockport strategy as this sets out Stockport Council's ambitions and plans for digital over the next 5 years, framed by the shared outcomes of our ONE Stockport Borough Plan.

A comprehensive EqIA was developed for the Borough Plan in early 2021[1], and this EqIA therefore largely reflects the content of this, alongside previous Council Plan EqIAs. It should also be considered in conjunction with the EqIAs produced in relation to the Medium-Term Financial Plan (MTFP) proposals being submitted to the Budget Council Meeting.

It is not within the scope of this EqIA to evaluate the potential equality implications of specific activity outlined within the Plan. Individual EqIAs will be carried out on delivery plans and strategies separately as appropriate.

The scope of this EqIA therefore covers:
- Data and intelligence used to inform strategic priorities within the Plan;
- How the Strategy has and will be been developed;
- Engagement approach, methodology and insight

Stage 2: What do you know?

A range of data, intelligence and insights have and will be used to inform the development of the Radically Digital Stockport strategy 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

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[1] ONE Stockport Borough Plan Equality Impact Assessment EIA Proforma (onestockport.co.uk)

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.

Socio-economic
- 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.

Age
- 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 [2]

[2]Stockport JSNA Demographics and Population (2019)

- People from some Black and Asian ethnic backgrounds are more likely to experience inequalities in access to health, education and employment:
- Educational attainment is lowest among children from Black Caribbean, Gypsy/Roma and Irish traveller backgrounds.[3]
- Children from Indian backgrounds are least likely to live in low-income households and they have one of the highest levels of educational attainment of any ethnic group[4]
- People from Black, and Bangladeshi and Pakistani backgrounds are more likely to be unemployed than those from other ethnic groups[5]
- The health outcomes of people from different ethnic groups vary according to different health indicators, however, people from almost all ethnic groups are more likely to experience a worse health-related quality of life than those from white British backgrounds[6]

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[7]
- The 2016/2017 Needs Assessment for LGBT people in Stockport showed that:
  o rates of smoking, drug and alcohol use were higher among LGBTQ+ residents than those in the population of the borough as a whole.
  o LGBTQ+ people experience disproportionately worse health outcomes than heterosexual people with Trans people experiencing some of the most significant health inequalities[8]
  o 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, and other Minority Ethnic communities, or LGBT communities separately.

https://stockport-haveyoursay.citizenspace.com/public-health/jsna-2020demographicspopulation/supporting_documents/2020%20JSNA%20%20Demographics%20%20Population%20update.pdf

[3] https://www.ethnicity-facts-figures.service.gov.uk/education-skills-and-training/11-to-16-years-old/a-to-c-in-english-and-maths-gcse-attainment-for-children-aged-14-to-16-key-stage-4/latest#by-ethnicity-and-eligibility-for-free-school-meals
[4] https://www.ons.gov.uk/economy/nationalaccounts/uksectoraccounts/compendium/economicreview/february2020/childpovertyandeducationoutcomesbyethnicity#main-points
[5] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/733093/PHOF_Health_Equity_Report.pdf
[6] https://www.thelancet.com/journals/lanpub/article/PIIS2468-2667(20)30287-5/fulltext

[7] 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

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

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 [9]
- 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[10]
- 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[11]
- 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. [12]

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.

Stage 3: Results and Measures

Engagement and co-design of our priorities
A significant programme of engagement was conducted from late 2019 through to early 2021 to inform the ONE Stockport Borough Plan. The insights gathered from our engagement with residents, VCFSE's and businesses were published within the

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[9] 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

[10] 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

[11] 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).

[12] 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

Engagement Report published with our Borough Plan[13] and have also informed the delivery plans that sit underneath it.

The Council is committed to continuing to assess the impact of specific plans through robust, inclusive and proportionate consultation and engagement with partners, residents and service users both to inform the way we work in the future and to assess the impact on stakeholders. To support the development and implementation of the radically digital stockport strategy we are also planning a series of check and challenge conversations to further shape its contents and to ensure our ambitions are inclusive. This EqIA will be updated to reflect this feedback.

Inequalities and Digital Inclusion

We know that there are significant inequalities in the opportunities and outcomes for our residents, many of which have been exacerbated by Covid-19 and that digital exclusion can often seen alongside wider inequalities. Because of these existing inequalities and the challenge posed by future uncertainties, it is vital that everyone in Stockport benefits from our long-term plans and we are committed to ensuring that this is focused on inclusion and minimising these inequalities. In recognition of the vital importance of digital inclusion in our future ambitions we have identified a programme of investment to build skills, capability and confidence so that no one gets left behind. This investment plan is appended to the scrutiny report and also forms a core component of our 'Digital Communities' priority.

We also note that digital can also support us in addressing inequalities – such as through: new tele-care and tele-health investments which can support people to live at home independently; accessibility guidance and compliance which can ; and, increased self service routes so that those who want and are able to self serve can do – ensuring that we are able to prioritise support to those who need it most.

The priorities in this Strategy will continue to be reviewed in line with emerging issues and priorities – and in particular in line with plans to continue to review our One Stockprot Borough Plan priorities and ambitions.

How we will continue to oversee the implementation of the Strategy:
The Council's Corporate and Portfolio Performance and Resource Reporting Framework (CPRR and PPRRs) provide an overview of performance against the priority outcomes set out in the Council Plan. The PPRRs are aligned with the shared outcomes to provide the information decision makers need to monitor the impact on local residents and communities.

During 2022/23 we will continue to develop our One Stockport Borough Plan Outcomes Framework to monitor the impact of our plans in our communities and ensure that emerging inequalities are identified. We will also use the results from the 2021 Census to update our analysis, the methodology for which we identified the 'hard to reach' groups in our local communities for the ONS. Whilst the full results aren't expected until later in 2022, they will provide a rich source of data to inform our future priorities. This will inform future priority and ambition setting within Radically Digital Stockport.

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[13] ONE Stockport Borough Plan – Engagement Report - borough-plan-engagement-report.pdf (onestockport.co.uk)

Stage 4: Decision Stage

This EIA will accompany the Radically Digital Stockport Strategy through the approval stages listed below and will be published alongside it once a final decision has been made.

- CRMG Scrutiny Committee – 18 Jan 2022
- Cabinet – 8th March 2022