

# Equalities Analysis Assessment

## 1. Proposal Summary Information

EAA Title	<b>Council Plan Review 2021-22</b>
Please describe your proposal?	<b>Policy</b>
Is it HR Related?	<b>No</b>
Corporate Purpose	<b>Full Council Decision</b>

### 1. What is the Policy looking to achieve? Who will be affected?

The Council Plan review looks to update the transformation targets and objectives for 2021-22, set out against the Council's key priorities around;

- Rebuilding our economy - returning good well-paid jobs to our borough and delivering the next generation of genuinely affordable homes.
- Greening our borough - tackling the climate crisis, cleaning our air and ensuring the borough we build is sustainable.
- Tackling poverty and inequality – that blights too many lives and disproportionately holds back all too many people from achieving their dreams and aspirations.

These are underpinned by the nine Council Plan Outcomes, through which the Council aims to make the borough a better place for its residents, businesses and visitors.

The nine Council Plan outcomes, or ways in which we aim to make the borough better, are:

1. Tackling inequality
2. Climate action
3. Decent living Incomes
4. Inclusive economy
5. Genuinely affordable homes
6. Good growth
7. Thriving communities
8. A fairer start
9. Healthy lives

As such the Council Plan influences the lives of all residents within the borough. The key protected characteristics of Ealing's residents include;

- Ealing has a relatively younger, although ageing, population profile
- Over half (54%) of the population is from Black, Asian, and Minority Ethnic backgrounds
  - Ethnic minorities generally tend to experience higher levels of relative deprivation, lower levels of employment, lower paid jobs and more manual or unskilled occupations, and also have poorer health outcomes for certain conditions
  - The key ethnic groups experiencing poorer educational outcomes and other socio-economic disadvantages tend to be from Black Caribbean, Somali, Bangladeshi, and Pakistani backgrounds

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- Ealing has higher rates of working age people with disabilities than the west London average. Richer data is available at borough level on learning disabilities than other forms of disability and this shows that this group experience poor outcomes in a number of key areas
- Men have comparatively poorer health outcomes such as life expectancy, although in terms of being employment, level of earnings and feelings of safety, women suffer from more negative outcomes

As such the Council has a number of outcomes that are intended to positively benefit specific equality characteristics and new and existing Transformation targets have been created or updated to reflect current issues..

Please note that this Equality Analysis Assessment (EAA), covers the Council's overarching strategy – specific strategies and programmes will have completed their own specific EAAs.

The review of the Council Plan has also attempted to capture projects that aim to mitigate the disproportionate impact of the Covid-19 pandemic on certain groups such older age groups, and residents from different ethnic communities. Further detail hasn't been included within the scope of this document as it will be covered in more depth in a separate Health Inequalities impact assessment being produced by the council's public health team, that will inform specific future activity.

### 2. What will the impact of your proposal be?

The Council Plan sets out the overall vision of the Council and how it will prioritise activity. It does not however cover the decision to implement individual programmes and strategies, each of which need to complete their own detailed Equality Impact assessment process. Whilst already including outcomes that aim to improve outcomes for particular protected characteristics (e.g. age, ethnicity etc.) The current plan has attempted to further address issues and inequalities within the borough with additional targets and programmes identified as strategic priorities.

A key cornerstone of this approach is represented through the Council's first outcome to "**Tackle Inequality - Relentlessly focusing on reducing poverty and inequality for those that most need support and promoting wellbeing and safety for all**". This incorporates several new and existing programmes that aim to tackle inequality within the borough including commitments to;

- Deliver the recommendations set out in The Council's diagnostic review of addressing workforce equality, diversity and inclusion. This includes giving Equality, Diversity and Inclusion (EDI), business critical status, creating departmental plans, setting recruitment targets for ethnic minorities to senior roles, considering positive action interventions targeted at ethnic minorities, developing leadership knowledge on race equality and EDI issues, supporting the implementation of staff equality groups, monitoring the improved recruitment practices and identifying how the EDI agenda will be implemented and resourced at departmental and corporate level.
- Establishing an Ealing Young People's Empowerment Commission alongside VCS organisations, to ensure voices that often don't get heard have a voice in our decision making
- Relentless focus on ending childhood poverty, ensuring we reduce the third of all Ealing's children living in poverty as rapidly as we can, and using all parts of the Council to contribute toward a Child Poverty Action Plan.
- The independent Race Equality Commission will report its findings in autumn 2021 and make recommendations to a range of public bodies and other stakeholders. The Council has stated

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its commitment to take action based on its recommendations. This will be used alongside other evidence to identify the impact of race inequality on people in Ealing, and to recommend changes in policy and practice that will make a significant difference to the quality of people's lives.

More broadly the other Council Plan objectives will also help to tackle inequality in the borough including;

- **Inequalities Integrated Impact Assessment:** This assessment has been led on by Public Health to highlight those who has been most affected by the direct impacts of COVID infection, and explicitly recognises that the pandemic has exacerbated pre-existing health, social and economic inequalities in the borough. The Inequalities Integrated Impact Assessment will make themed recommendations for local strategy and policy, including a set of high-level recommended principles to guide the council's work on inequalities for the future.
- **Greenprint strategy:** This aims to tackle entrenched disadvantage through a partnership approach to jointly secure public and private investment, to enable residents to find jobs, reskill and retrain for growth sector jobs including green skills, health and social care, and the creative, digital and film sector.
- **London Living wage:** The Council has been accredited as a LLW employer since 2013 and has committed to encouraging the payment of the LLW In the process of bringing staff from Amey into the new Greener Ealing Limited, the Council has made improvements in the terms and conditions of staff to ensure the payment of at least the London Living Wage to all. Under the London Living Wage business rate discount scheme the first 100 eligible businesses, charities and other organisations who are accredited by the Living Wage Foundation will be able to offset the cost of two years' accreditation with a discount from their business rate account.
- **Reducing the education gap between advantaged and disadvantaged children;** The Council is committed to working with schools on the next cohort of 'No Learner Left Behind' Black Caribbean Achievement Programme on tackling unconscious bias; cultural competency and curriculum experience. The Council will also work with partners to continue to work to reduce over representation in exclusion for specific ethnic minority groups, through the Senior Inclusion Leaders' network on whole school inclusion of vulnerable groups, exploring schools' systems, curriculum, behaviour, pastoral systems and approaches.

Please note this is not an exhaustive list as many other outcomes also include projects and targets that would have a positive benefit on residents with specific protected characteristics.

For the first time the Council Plan also incorporates the Council's statutory Equality Objectives which are aligned to the outcomes.

- Access to our information, services and facilities is fair and equitable for everyone (CP outcome 1, 4, 6, 7, 8, 9)
- High levels of community cohesion are maintained (CP outcome 1, 4, 6, 7, 9)
- Gaps in outcomes for citizens are narrowed (CP outcome 1,3, 4, 5, 6, 7, 8, 9)
- A positive, diverse and inclusive workforce is ensured and promoted (CP outcome 1, 4)
- A robust accurate evidence base of equalities information relating to the community is available and up to date (CP outcome 1, 8, 9)
- Equality related evidence is embedded into the decision-making process and forms an integral part of the evidence base for strategy and project development and delivery (CP outcome – all)

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This reflects the ambition to develop a more focused approach to meeting the Public Sector Equality Duty, by rooting the objectives into the council's vision and ensure they become part of the council's mainstream activities.

### 2. Impact on Groups having a Protected Characteristic

**AGE:** *A person of a particular age or being within an age group.*

**State whether the impact is positive, negative, a combination of both, or neutral: Positive**

**Describe the Impact**

Ealing had a total population of 341,800 in 2019, as per the latest ONS mid-year estimate . The borough's population has been declining over the last three years, by -0.6% (2,000 people) in 2017, -0.2% (750 people) in 2018, and -0.1% (176 people) in 2019.

The population profile is largely younger, with higher proportions in the 0-5 years and 25-40 years age bands. The median age of Ealing's population was 37.1 years, up slightly from 36.7 years in 2018 but still much lower than the 2019 England and Wales median age of 40.2 years.

The age structure of Ealing's population means the Old Age Dependency Ratio (OADR), which is the ratio of 65+ population to the population of those aged 16-64, is 20.2 in the borough, higher than 17.9 in London but substantially lower than 29.7 for England and Wales overall.

Ealing's under-16 population accounts for approximately 21.8% of the population<sup>1</sup>, slightly higher than in London overall (20.5%). While this figure is set to fall to 19% by 2042 (indicating a rise in the average age of the borough's residents) the actual number of under 16 year olds will rise from approximately 74,200 to 77,300.<sup>2</sup>

The proportion of residents aged 65 and over in Ealing was 13.1% in 2019 (approximately 44,846 people).<sup>3</sup> The GLA projects that by 2042 residents aged 65 and over will account for 18% of the borough's population (72,200 out of 401,700 people).<sup>4</sup>

Overall, residents aged 18-24 and 75+ are the most likely to report satisfaction with their local area as a place to live, with 85% stating that they feel fairly satisfied or very satisfied. However, it is older residents aged 75+ (29%) who are less likely to feel that they can influence decision making locally than their younger counterparts aged 18-24 (57%).

The impact of the plan should be positive as several outcomes focus on improving outcomes for specific age groups reflecting the age patterns in Ealing's population and supporting those with specific needs or vulnerabilities. For example, Children will benefit directly for the CP objective, '*A Fairer start - Ensuring all our children and young people of all backgrounds get the best start in life, from their earliest years through to a great education*'. Other objectives such as tackling Climate Change, Decent living incomes and Thriving communities will also benefit children in the borough in the long term, by securing a fair, prosperous and environmentally friendly future for the borough.

<sup>1</sup> ONS MYE 2019

<sup>2</sup> GLA 2017-based Population Projections, op.cit.

<sup>3</sup> ONS MYE 2017, op.cit.

<sup>4</sup> GLA 2017-based Population Projections, op.cit.

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Other outcomes will also have a disproportionately positive impact on particular age groups within Ealing residents such as “*Outcome 9: Healthy lives - Combating COVID 19, protecting and enhancing the physical and mental health of all, supporting our older residents to enable them to remain independent and resilient*”, which incorporates transformation targets ranging from supporting over 65 year olds to live independently and reduce the numbers admitted into care homes to tackling obesity levels in 4 and 5 year olds.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

To ensure that these positive actions are delivered the CP outcomes are monitored on a quarterly basis through a suite of key performance indicators.

As an integral part of the Council Plan the Council will also regularly review performance and delivery of the Equalities objectives to reduce inequality for residents with protected characteristics.

**DISABILITY: A person has a disability if s/he has a physical, mental or sensory impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities<sup>5</sup>.**

**State whether the impact is positive, negative, a combination of both, or neutral: Positive**

**Describe the Impact**

The proportion of the population in Ealing with a long-term health problem or disability fell slightly from 15.1% in 2001 to 14.1% in 2011 (although there was a slight change in the structure of this question in the 2011 Census). 6.8% of Ealing residents reported in the 2011 Census they had a health problem or disability that limited their day to day activities “a lot”, whereas another 7.4% said such a condition limited their activities “a little”.

More recent estimates released by ONS on working age London residents with a disability show that Ealing had 27,000 residents with a work-limiting health condition or disability in 2018.

The overall impact of the Council Plan on reducing inequalities for disabled residents should be positive. The plan includes for example;

- Outcome 3 (Decent incomes), which aims to help residents into gainful employment, especially those needing other support services from the council such as disabled residents.
- Outcome 8 (Fairer start) also focuses on support such as bespoke 1:1 sessions for Children with Disabilities or with Special Educational Needs will be provided.
- Outcome 9 (Healthy Lives) to work with our partners in Ealing Community Partners and the Community Team to ensure that there is strong professional leadership in both health and social care for People with Learning Disabilities.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

<sup>5</sup> Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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To ensure that these positive actions are delivered the CP outcomes are monitored on a quarterly basis through a suite of key performance indicators.

As an integral part of the Council Plan the Council will also regularly review performance and delivery of the Equalities objectives to reduce inequality for residents with protected characteristics.

**GENDER REASSIGNMENT:** *This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.*

**State whether the impact is positive, negative, a combination of both, or neutral:** Neutral

**Describe the Impact**

There is currently a national and local data gap for this protected characteristic. The Office for National Statistics' (ONS') 2021 Census topic consultation for England and Wales has identified a clear user need for information on gender identity, specifically a count of those whose gender identity is different from their sex registered at birth, and improved information on sexual orientation. These were requested and have since been recommended as new topics for inclusion in Census 2021.

Once this data is available it can be used to support policy development and service planning as well as equality monitoring. Until this information is known however isn't otherwise possible to assess the impact on this characteristic

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

The Council will continue to work towards reducing inequalities against those with differing sexual orientation through its Equality objectives. Specifically Ealing Council will make use of 2021 census data once it available to improve its evidence base on Gender reassignment as a characteristic of Ealing residents under objective 5 – “A robust accurate evidence base of equalities information relating to the community is available and up to date”.

**RACE:** *A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.*

**State whether the impact is positive, negative, a combination of both, or neutral:** Positive

**Describe the Impact**

Ealing has the third most ethnically diverse local population in the UK, both in terms of the number of people from different ethnic backgrounds and how evenly they are distributed across the borough. Black and minority ethnic communities (including, mixed / multiple ethnic groups) make up around 54% of Ealing's total population.

The borough has residents from over 170 different countries. In 2018 the proportion of non- UK born population in Ealing was 41.7% (down from 44.0% in 2009 and peaking at 50.0% in 2016) . Only 58.3% of Ealing residents were born in the UK, compared with 63.6% for London and 84.6% for England overall.

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The most common non-UK countries of birth for usual residents of Ealing in 2011 were India, Poland and Ireland. Nationally, the most common non-UK countries of birth for usual residents of England and Wales in 2011 were India, Poland and Pakistan. Poland showed by far the largest percentage increase in the top ten countries of birth, with a six-fold rise over the last decade and following its accession to the EU in 2004.

The Ealing Black, Asian and Minority Ethnic (BAME) population varies between wards, with areas like Southall Broadway, Lady Margaret, Dormers Wells, Southall Green and Norwood Green having much higher concentrations of ethnic minorities than Southfield, Northfield and Ealing Common.

Ealing also receives many economic migrants, and between January and December 2018 10,402 people registered for a national insurance number in Ealing. This number had peaked at 16,004 in 2010/11.

The population of maintained schools in Ealing is very ethnically diverse; with 70.9% of pupils now classified as being from an ethnic minority (in 2020). 69.4% of primary school pupils and 72.9% of high school pupils are from an ethnic minority. Nationally these figures were 34% in primary and 32% in high schools (in 2018). 29% of pupils in Ealing are White, 30% Asian or Asian British, 14% Black or Black British, 9% from mixed or dual backgrounds and 16% of Other Ethnic Heritage.

61% (33,414) of pupils in Ealing schools do not speak English as their first language, with a higher proportion of pupils with English as an additional language (EAL) in primary (64%) than secondary (56%) schools. This is well above the 2019 national figures of 21% for primary and 17% for high schools.

Across Ealing, White people have a higher employment rate than other ethnicities, with 79.5% of White people of working age (16-64 years) being in employment during the period April 2019-March 2020 as compared to only 69.6% of those from an ethnic minority group.<sup>6</sup>, meaning a gap of 9.9 percentage points. The lowest employment rate during this period was for people of Pakistani/ Bangladeshi ethnicities at 40.9%, although it must be noted that the figure may not be robust due to sample size at Ealing level.

Housing tenure type in Ealing varies significantly amongst different ethnic groups though. The proportion of White (56%) and Asian (57%) households that own their home is above that of the borough average (53%) while all other ethnic groups are below the borough average. There is also a notably larger proportion of Black/ Black British households who live in socially rented housing (43%) than any other ethnic group.

The intended impact of the reviewed Council Plan for 2020-22 is positive. The Council Plan includes several new programmes and objectives that aim to directly reduce inequality by race. A key example is the implementation of actions derived from the recommendations of the independently chaired Race equality Commission as part of the Tackling Inequality Outcome.

The 12-person commission, which will be led by an independent chairperson, has considered three key questions:

- How structural inequalities are impacting on race and outcomes.
- Identifying how race inequality can be addressed and prevented in the future.
- To what extent the history of Ealing's built environment is impacting and perpetuating inequality.

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<sup>6</sup> ONS, Annual Population Survey (APS) Apr 2019 – Mar 2020.

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The commission has considered themes like education, employment, crime and justice, health and housing, among others and will deliver its finding in the Autumn of 2021.

In addition to objectives that directly address race inequality there are other initiatives that can also have a positive impact where specific groups are disproportionately represented or affected for example by improving education outcomes for young people (CP Outcome 8 – A Fairer Start) and delivering employment programmes (CP Outcome 3 – Decent Living Incomes).

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

### Describe the Mitigating Action

To ensure that these positive actions are delivered the CP outcomes are monitored on a quarterly basis through a suite of key performance indicators.

As an integral part of the Council Plan the Council will also regularly review performance and delivery of the Equalities objectives to reduce inequality for residents with protected characteristics. Equalities objectives KPIs will be reviewed and updated as learning and recommendations are identified from programmes including the commission.

The specific equalities impact for individual programmes and projects within the Council Plan have not been assessed here as they must be subject to their own assessment on a case by case basis, in accordance with Council policy.

**RELIGION & BELIEF:** *Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.*

**State whether the impact is positive, negative, a combination of both, or neutral:** Neutral

### Describe the Impact

Christianity was the largest religion in Ealing in 2011, with 148,000 people (44 per cent of the population). The second largest religious group was Muslims with 53,200 people (16 per cent of the population). The next largest religions were Hindu (9 per cent) and Sikh (8 per cent). Similar proportions were seen nationally as Christianity was the largest religion, with 33.2 million people (59.3 per cent of the population) and the second largest religious group was Muslims with 2.7 million people (4.8 per cent of the population).

34% of the residents in Ealing stated they followed a religion other than Christianity. This is the 7th highest figure among the local authorities in England and Wales and is in line with the changes seen in the broad ethnic categories that make up the borough's more diverse population in the 2011 census.

The impact of the Council Plan is primarily neutral. The Council plan does not specifically address any inequalities that are directly linked to religious belief but does aim to foster a strong community with where different communities live happily alongside each other and have opportunities to come

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together with tolerance and respect for different belief systems (CP Outcomes, 1 – Tackling Inequality and 7 – Thriving communities).
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
The Council will continue to work towards reducing inequalities against those with differing sexual orientation through its Equality objectives, including ensuring high levels of community cohesion are maintained.

<b>SEX: Someone being a man or a woman.</b>
<b>State whether the impact is positive, negative, a combination of both, or neutral: Positive</b>
<b>Describe the Impact</b>
<i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on a persons gender, please state this )</i>
49.9% of the borough's residents were male and 50.1% female at the time of the 2011 Census. However this has been reversed according to the 2019 mid-year estimates, which show that 50.3% of Ealing's population is now male and 49.7% female.
More than half of the borough's wards had more male than female residents in 2018 , with the difference being particularly stark in Southall Green (53.7% male), Southall Broadway (52.9% male) and Perivale (52.2% male).
Across Ealing there appears to be a significant difference in employment rates between people of different sexes. Overall the average employment rate amongst the working age population in Ealing was 74.5% in the twelve months to March 2020, however for men this rate was 85.6% and only 63.3% for women. While the figure for men was over 5.4 percentage point better than the London value (84.4%), the figure for women in Ealing was over 6.8 percentage points worse than in London overall (70.1%). The employment rates for men and women suggest a gap of more than 12 percentage points in Ealing; across the UK this gap is 9 points, while in London it is 13 points (2018 data).
Male life expectancy at the end of 2019 was 80.8 years (London: 80.7, England: 79.6) and female life expectancy was 84.8 years (London: 84.5, England: 83.2).Men are diagnosed with more cancers, have a higher mortality and generally report more favourably on care than women <sup>7</sup>
The impact of the Council Plan should be positive in tackling some inequalities that are based on sex. For example, Domestic violence is known to disproportionately affect women (although men can also be subject to domestic abuse). Under Outcome 1 (Tackling Inequalities), the Council will review and renew its Violence against Women and Girls strategic plan with a renewed focus on partnership delivery and prioritising service provision for victims and a more joined up approach to perpetrators.

<sup>7</sup> Ealing JSNA 2019: Focus on Cancers

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<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<p>The Council will continue to work towards reducing inequalities through its Equality objectives, including</p> <ul style="list-style-type: none"> <li>• Access to our information, services and facilities is fair and equitable for everyone</li> <li>• High levels of community cohesion are maintained</li> </ul>

<b>SEXUAL ORIENTATION: <i>A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.</i></b>
<b>State whether the impact is positive, negative, a combination of both, or neutral: Neutral</b>
<b>Describe the Impact</b>
<p>0.4% (993) of Ealing residents aged above 16 were living in a registered same-sex civil partnership the time of the 2011 Census.</p> <p>The Council Plan does not specifically impact on sexual orientation in either positive or negative manner. The Council will however continue to work to prevent negative discrimination of LGBTQ+ residents through its overarching Outcome 1: <i>"Tackling Inequality - Relentlessly focusing on reducing poverty and inequality for those that most need support and promoting wellbeing and safety for all"</i>.</p>
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
<p>The Council will continue to work towards reducing inequalities against those with differing sexual orientation through its Equality objectives, including</p> <ul style="list-style-type: none"> <li>• Access to our information, services and facilities is fair and equitable for everyone</li> <li>• High levels of community cohesion are maintained</li> </ul>

<b>PREGNANCY &amp; MATERNITY: <i>Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.</i></b>
<b>State whether the impact is positive, negative, a combination of both, or neutral: Positive</b>
<b>Describe the Impact</b>
<p>The General Fertility Rate (GFR) measures the rate of live births per 1,000 women in the borough aged 15 to 44. The 2018 GFR for Ealing is estimated to be 65.7 births per 1000 women in the borough, significantly higher than that for London (62.9) and in England (61.0). The Total Fertility Rate (TFR) is the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan. The 2018 TFR for Ealing is estimated to be 1.87 in the borough, a larger average than that for London (1.63) and in England (1.70).</p>

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The impact of the Council Plan's implementation should be positive for residents in maternity. For example, Outcome 8, "A Fairer start: Ensuring all our children and young people of all backgrounds get the best start in life, from their earliest years through to a great education", includes the continued delivery of the 0-19 Healthy Child Programme. The plan aims to continue to improve the quality and coverage of its universal offer and continue to embed a more structured targeted home visiting programme for vulnerable parents in Ealing.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

N/A

**MARRIAGE & CIVIL PARTNERSHIP:** *Marriage: A union between a man and a woman, or of the same sex, which is legally recognised in the UK as a marriage*  
*Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.*

**State whether the impact is positive, negative, a combination of both, or neutral: Neutral**

**Describe the Impact**

The following table shows the marital or civil partnership status of Ealing residents at the time of the 2011 Census.<sup>8</sup>

**Table 7: Marriage or civil partnership status; 2011 Census**

Marriage or civil partnership status	%
Married or in a registered same-sex civil partnership	40.3
Cohabiting	8.9
Single (never married or never registered a same-sex civil partnership)	33.8
Married or in a registered same- sex civil partnership	4.1
Separated (but still legally married or still legally in a same-sex civil	2.4
Divorced or formerly in a same- sex civil partnership which is now legally	5.7
Widowed or surviving partner from a same-sex civil partnership	4.8
<b>Total population aged 16+</b>	<b>265,985</b>

The impact of the Council Plan on marriage and civil partnership is neutral. The Council Plan does not address any specific inequalities explicitly linked to marriage or civil partnership.

<sup>8</sup> ONS, Census 2011: QS108EW.

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**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

N/A

### 3. Human Rights<sup>9</sup>

**4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

### 4. Conclusion

The overall impact of the review Council Plan 2021-22 should be positive through the delivery of its intended aims and outcomes. Whilst some protected characteristics are not directly addressed (e.g. Marriage and Civil partnership), steps to tackle inequality such as by Race and Age are prominent with in the Council Plan. This is not just within CP Outcome 1 (Tackling Inequality) which specially looks to identify and address inequality but also in other outcomes where the delivery of outcomes (e.g. educational attainment), could deliver improved outcomes for specific communities.

The impact of the delivery of the Council Plan will be assessed through quarterly performance monitoring of the suite of KPIs and delivery against the Council's Equality Objectives.

The specific equalities impact for individual programmes and projects within the Council Plan has not been assessed here as they must have a specific assessment completed to assess any equalities impacts in accordance with Council policy.

<sup>9</sup> For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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**4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.**

The following documents were used;

- The Ealing Council Equality Needs Assessment document July 2020.
- The Council Plan Review 2020-22.

**5. Action Planning: (What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions linked to the protected characteristics above will take place, how you will measure impact etc.)**

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
Monitor Future Ealing Delivery Through Performance Framework	Assess Delivery of Outcomes for Protected Groups	Positive outcomes for protected groups	2021 to May 2022	Anthony Lewis / Rajiv Ahlawat
Monitor Delivery of Equality Objectives	Asses progress made by Council to deliver Equality objectives and reduce	Delivery of actions linked to the Council Equalities outcomes.	2021- to November 2024	Anthony Lewis / Jackie Pinney
Incorporate additional Equalities data from Census 2021	Incorporate Gender reassignment data into Ealing Equalities needs assessment.	Access to ONS Gender Reassignment data	2021 to May 2023	Anthony Lewis / Rajiv Ahlawat
Review and Refresh Equalities KPIs	Assess against insight and recommendations from programmes such as the Race Equality Commission	Equalities monitoring	2021- to November 2024	Anthony Lewis / Jackie Pinney / Rajiv Ahlawat

**Additional Comments:**

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**6. Sign off: (All EAA's must be signed off once completed)**

Completing Officer Sign Off:	Service Director Sign Off:	<i>HR related proposal (Signed off by directorates HR officer)</i>
Signed:   Name (Block Capitals): ANTHONY LEWIS  Date: 16/06/2021	Signed:   Name (Block Capitals): KIERAN READ  Date: 30/06/2021	Signed: N/A  Name (Block Capitals):   Date:
For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

**Appendix 1: Legal obligations under Section 149 of the Equality Act 2010:**

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- As a public authority we must have due regard to the need to:
  - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
  - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
  - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
  - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.