

## EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact:

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SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	Bury Council & CCG Inclusion Strategy
1.2 Lead for policy/ project/ decision	Lynne Ridsdale, DCE
1.3 Committee/Board signing off policy/ project/ decision	Cabinet/ Governing Body
1.4 Author of Equality Analysis	Name: Lynne Ridsdale Role: Deputy Chief Executive Contact details: <a href="mailto:l.ridsdale@bury.gov.uk">l.ridsdale@bury.gov.uk</a>
1.5 Date EA completed	14 <sup>th</sup> December 2020
1.6 Quality Assurance	Name: Chris Woodhouse Role: Strategic Partnerships Manager Contact details: <a href="mailto:c.woodhouse@bury.gov.uk">c.woodhouse@bury.gov.uk</a> Comments: All sections completed and good consideration of all areas.
1.7 Date QA completed	11/01/2021
1.8 Departmental recording	Reference: EA_CC_21_001 Date: 11/01/2021
1.9 Next review date	31/01/2021

<b>SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT</b> <i>Refer to Equality Analysis guidance page 5</i>	
<b>2.1</b> Detail of policy/ decision being sought	Approval of Bury inclusion strategy including equalities objectives for next 4 years
<b>2.2</b> What are the intended outcomes of this?	Compliance with Equality Act duties; progression towards Bury 2030 “inclusion” pledge delivery; demonstrable progress against equalities frameworks eg Equalities Framework for Local Government & Workforce Race & Disability Equality Framework

<b>SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY &amp; HUMAN RIGHTS</b> <i>Refer to Equality Analysis guidance pages 5-8 and 11</i>		
Please outline the relevance of the activity/ policy to the Public Sector Equality Duty		
<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Rationale behind relevance decision</b>
<b>3.1</b> To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	Yes	Action plan to improve internal compliance with Equalities Act and relevant best practice standards
<b>3.2</b> To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	Action plan to ensure the council and CCG have a plan to make a meaningful contribution to Bury 2030 inclusion pledge
<b>3.3</b> To foster good relations between people who share a protected characteristic and those who do not	Yes	Action plan to ensure the council and CCG have a plan to make a meaningful contribution to Bury 2030 inclusion pledge
<b>3.4</b> Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
The Inclusion Strategy includes direct reference to the promotion of Human Rights, indeed the term inclusion has been utilised to demonstrate this strategy is beyond equality to include diversity and human rights.		

<b>SECTION 4 – EQUALITIES DATA</b> <i>Refer to Equality Analysis guidance page 8</i>			
<b>Protected characteristic</b>	<b>Outcome sought</b>	<b>Base data</b>	<b>Data gaps (to include in Section 8 log)</b>
<b>4.1</b> Age	Progression of the 7 inclusion objectives with regards each characteristic / Community of interest: <ul style="list-style-type: none"> <li>Performance and Scrutiny:</li> <li>Equality Data and Information:</li> <li>Community Engagement</li> </ul>	See Appendix	-
<b>4.2</b> Disability			-
<b>4.3</b> Gender			-
<b>4.4</b> Pregnancy or Maternity			-
<b>4.5</b> Race			Limited information on smaller and emerging communities in Bury
<b>4.6</b> Religion and belief			-
<b>4.7</b> Sexual Orientation			-
<b>4.8</b> Marriage or Civil			-

Partnership	<ul style="list-style-type: none"> <li>Representative Workforce</li> <li>Training and Learning</li> <li>Improve patient access and patient experience: NHS Frameworks Delivery</li> </ul>		
4.9 Gender Reassignment		None	There is currently no national or local data on gender identity
4.10 Carers		19,954 (Census 2011)	
4.11 Looked After Children and Care Leavers		358 Looked After Children and 140 Care Leavers	
4.12 Armed Forces personnel including veterans		6,447 (GP register, July 2020)	Specific question being asked in 2021 census
4.13 Socio-economically vulnerable		15,700 Housing benefit / Council Tax support claimants  NOMIS Claimant Count: 8,135 (October 2020)  17,207 household members in STH properties  356 people whom the council has a homeless duty  34 rough sleepers currently in temporary accommodation, including A Bed Every Night	Data to continue to be updated from Bury Community Support Fund measures.

SECTION 5 – STAKEHOLDERS AND ENGAGEMENT		
Refer to Equality Analysis guidance page 8 and 9		
	Internal Stakeholders	External Stakeholders
5.1 Identify stakeholders	All council and CCG staff	All Borough residents The Team Bury partnership network
5.2 Engagement undertaken	<ul style="list-style-type: none"> <li>All staff invited to contribute to the Bury 2030 vision</li> <li>121 interviews with a sample of staff, Equality Group Chairs and leaders by independent consultant</li> <li>Bury 2030 consultation began 2 November 2020 and ongoing</li> <li>Strategic Commissioning Board on 7th December 2020</li> </ul>	<ul style="list-style-type: none"> <li>Borough-wide survey on Bury 2030 vision via One Community</li> <li>Partnership events including the Faith Forum; Jewish Leaders' meetings and Partnership-wide away days</li> <li>Specific Listening Event with BAME community leaders</li> <li>Bury 2030 consultation began 2</li> </ul>

		November 2020 and ongoing
<b>5.3 Outcomes of engagement</b>	Key messages captured in consultant feedback and independent report. Council and CCG found to be equally poor as organisations in meeting equalities obligations in law and fulfilling own ambition	
<b>5.4 Outstanding actions following engagement (include in Section 8 log)</b>	None outstanding for approval of report	None outstanding for approval of report

## SECTION 6 – CONCLUSION OF IMPACT

*Refer to Equality Analysis guidance page 9*

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age	Positive	Given nature of strategy, see 6.14
6.2 Disability	Positive	
6.3 Gender	Positive	
6.4 Pregnancy or Maternity	Positive	
6.5 Race	Positive	
6.6 Religion and belief	Positive	
6.7 Sexual Orientation	Positive	
6.8 Marriage or Civil Partnership	Positive	
6.9 Gender Reassignment	Positive	
6.10 Carers	Positive	
6.11 Looked After Children and Care Leavers	Positive	
6.12 Armed Forces personnel including veterans	Positive	
6.13 Socio-economically vulnerable	Positive	
6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?	Strategy provides framework to ensure positive contribution against all characteristics / communities of interest with clear action plan for delivery against: <ul style="list-style-type: none"><li>• The requirements of the Equalities Act 2010</li><li>• Internal ambition as described in the Inclusion Strategy and joint Corporate Plan</li></ul>	

## SECTION 7 – ACTION LOG

*Refer to Equality Analysis guidance page 10*

Action Identified	Lead	Due Date	Comments and Sign off (when complete)
<b>7.1 Actions to address gaps identified in section 4</b>			
Data to be sought on carers	LR	17/12/20	Received 16/12/2020 and included in section 4

Data to be sought on Armed Forces	LR	17/12/20	Received 16/12/2020 and included in section 4
Data to be sought on socio-economically vulnerable	LR	17/12/20	Requested 14/12/20 and included in section 4. Further data from Bury Community Support Fund to be routinely added.
<b>7.2 Actions to address gaps identified in section 5</b>			
No gaps at present			
<b>7.3 Mitigations to address negative impacts identified in section 6</b>			
No gaps at present			
<b>7.4 Opportunities to further inclusion (equality, diversity and human rights ) including to advance opportunities and engagements across protected characteristics</b>			
The “inclusion” pledge applies as one of the five cross-cutting outcomes for the whole Bury 2030 vision. Every initiative and deliverable will be tested to ensure it is contributing to inclusion and other pledges, to ensure all resources are aligned to the strategic vision	All	Ongoing	

<b>SECTION 8 - REVIEW</b>			
<i>Refer to Equality Analysis guidance page 10</i>			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Prior to Cabinet meeting January 2021	LR	08/01/2021	Reviewed by Internal Working Group; no further additions required at this stage.
Ahead of reporting against implementation plan to Cabinet Member for Corporate Affairs and Clinical Lead for Inclusion	LR	Monthly from 31/01/2021	
Ahead of progress and outcomes of Inclusion Strategy as part of quarterly reviews of Corporate Plan to SCB	LF	Quarterly	
Ahead of Joint update to Strategic Commissioning Board	Cllr Tahir Rafiq/ Dr. Jeff Schryer	Every six months	
Ahead of reporting to respective Scrutiny functions	LR	At least annually	

<b>SECTION 9 – QUALITY ASSURANCE</b>		
<i>Refer to Equality Analysis guidance page x</i>		
<b>Consideration</b>	<b>Yes/ No</b>	<b>Rationale and details of further actions required</b>
Have all section been completed fully?	Yes	All sections completed; actions aligned to log. All characteristics considered.
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Yes	Nature of the strategy and focus of content places these duties at the heart of this activity. Anchoring this activating in Bury 2030 will positively advance opportunities to advance inclusion and associated relations. The Inclusion Action Plan address both internal and external opportunities to advance equality across workforce, service commissioning and delivery, communications and to ensure data allows for robust decision making in light of protected characteristics (both those in law and additional local communities of interest)
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Yes	
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Yes	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Yes	Whilst no gaps to date this is to be kept under review to ensure further engagement opportunities explored to strengthen delivery of the strategy.
Have clear and robust reviewing arrangements been set out?	Yes	Good coverage of reviewing options with a named lead. This is to be updated as the strategy is implemented to ensure EA kept up-to-date.
Are there any further comments to be made in relation to this EA	No	

## **Appendix : Bury 2030 Strategy - Bury's Diversity**

Bury has a resident population of 190,108. The communities we serve are diverse in their make-up. We have several indicators of our population's diversity across the protected characteristics:

### **Gender**

The gender split within Bury is 51% female and 49% male. This is the same as the gender split for England and Wales (2011 Census).

### **Age**

Bury has a relatively younger population profile, similar to England overall, with more people aged between 30-39, and 50-59 (2018 Office of National Statistics Mid-Year Estimates) By 2021 the number of people aged under 20 years old is expected to increase by 2%. The over 65 year old population is expected to increase by 6%. The over 80 year old population is expected to increase by 11%.

## **Race**

Bury has a Black, Asian and Minority Ethnic (BAME) population of around 10.8% compared to 14.7% of the population of England and Wales (2011 Census). The Borough has a number of emerging communities' and data from the Government shows that there are 495 refugee and asylum seekers in Bury receiving section 95 support intended to meet essential living needs. In the North West region, the nationalities of those seeking asylum are predominantly from Pakistan, Iran, Iraq and Nigeria.

## **Disability**

Over 21,224 people in Bury have a limiting long-term illness, health problem or disability equating to 11.24% of our resident population, compared to 18.8% of the population of England and Wales (2011 Census). Instances of disability rise significantly with age. As life expectancy increases, the number of people with complex care needs rises too. The number of people providing unpaid care is around 19,954, of which 2.5% care for 50 hours or more.

## **Religion/Belief (and Lack of Religion/Belief)**

A majority of Bury's residents are Christian (62.7%), followed by Muslim (6.1%) and Jewish (around 5.6%). 18.6% identified as having no religion. This compares to the population of England and Wales as Christian (59.3%), followed by Muslim (4.8%), Hindu (1.5%), Sikh (0.8%) and then Jewish (0.5%). 25.1% identified as having no religion (2011 Census).

## **Gender Reassignment**

There is currently no national or local data on gender identity. However, estimates provided by the Lesbian, Gay, Bisexual and Transgender (LGBT) Foundation that 1 in 4,000 people in the UK seek support to change their birth gender.

## **Sexual Orientation**

There is currently no national or local data on sexual orientation. However, estimates provided by the LGBT Foundation and Stonewall that between 5% and 7% of the population identify as Lesbian, Gay or Bisexual nationally.

## **Marriage and Civil Partnership**

The Census 2011 showed those married as 70,088 and those in a registered same-sex civil partnership status as 253 in Bury.