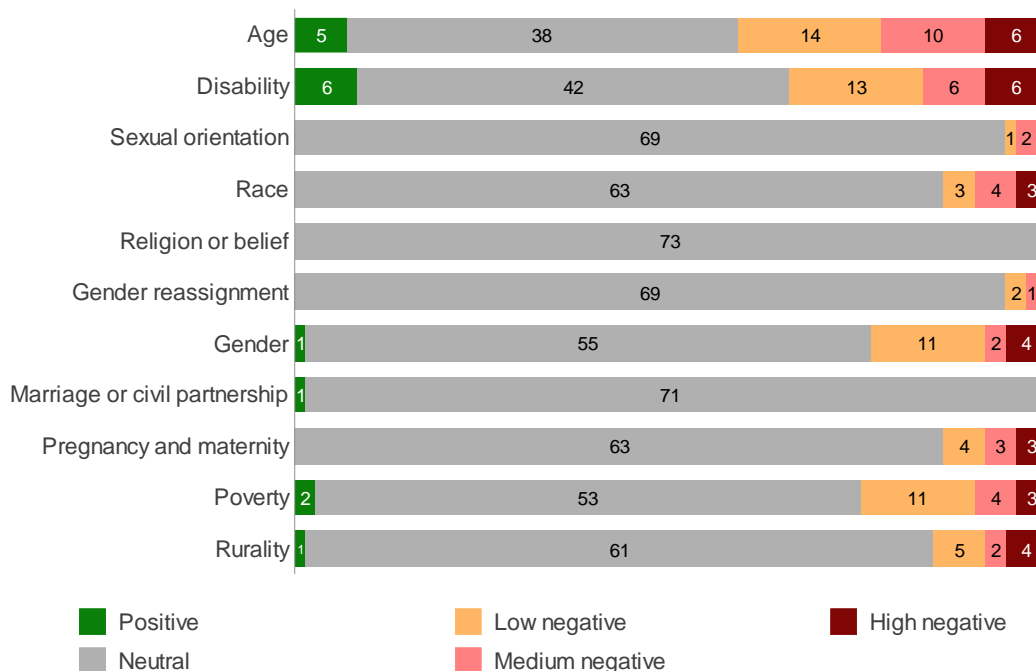


Cumulative Equality Impact Assessment

1. The Cumulative Equality Impact Assessment detailed in this Appendix is based on 73 Equality Impact Assessments (EIAs) completed by 6 September 2019. As these EIAs continue to be reviewed or updated, the Cumulative EIA may be further revised.
2. Of the 73 EIAs:
 - 27 (37%) indicated that proposals could have a neutral impact on people from key characteristic groups;
 - 6 (8%) suggested changes could have a solely positive impact; and
 - 40 (55%) highlighted proposals with at least one possible negative impact (high, medium or low). Of these, two proposed changes were reported as potentially having both positive and negative impacts.
3. The chart below provides a summary of the anticipated impacts by characteristic. It shows that the key characteristics most likely to be negatively impacted are age, disability and poverty, which mirrors the key service users within the high-spend departments (Adults' Health and Care and Children's Services – which account for nearly three quarters of the County Council's total annual budget). Gender is the characteristic with the next highest number of reported negative impacts.

Level and type of impact by each protected characteristic (counts)



4. Analysis identified where proposals were considered to impact negatively on more than one group. There were 31 EIAs that met this criterion. Analysis found that:

- a) 29 of the 31 (94%) proposals with multiple negative impacts referenced **age or disability**, with **21 of these (68%) referencing both**.
- b) 16 of the 31 (52%) referenced a negative impact on **age, disability and at least one other characteristic** – primarily gender (13 EIAs).
5. Further qualitative review showed where specific cohorts within characteristic groups may be more likely to be impacted, should proposals go ahead. This analysis identified that:
- a) **Age** – Children (aged 0-18), and older people (aged 50+) may be more likely to be impacted than those within the core adult demographic.
- b) **Gender** – Females may be more likely to be impacted than males.
- c) **Poverty** – Deprived communities and those on low incomes are most likely to be affected.
- d) **Disability** – A wide range of groups are likely to be affected. Mental health needs, physical disabilities, learning disabilities were most prominent, and children with Special Educational Needs and Disability (SEND) are also likely to be affected.

