

Equality analysis report

Use this report template to record your equality analysis. This report is a written record that demonstrates that you have shown *due regard* to the need to **eliminate unlawful discrimination, advance equality of opportunity and foster good relations** with respect to the personal characteristics protected by equality law. Due regard must be paid at formative stages of policy or service development, changes, or withdrawal.

To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:

- Factsheet 1: Equality Profile of the Epping Forest District
- Factsheet 2: Sources of information about equality protected characteristics
- Factsheet 3: Glossary of equality related terms
- Factsheet 4: Common misunderstandings about the Equality Duty
- Factsheet 5: Frequently asked questions
- Factsheet 6: Reporting equality analysis to a committee or other decision making body

If you require further help, please contact the Performance Improvement Unit.

Step 1. About the policy, service change or withdrawal

Name of the policy, service or project: <i>be specific</i>	Phase 4 Investment in Superfast Essex Broadband Rollout
Revised / new / withdrawal:	New
Intended aims / outcomes/ changes:	Delivery of superfast Broadband to 2,188 premises currently served by any superfast broadband supplier.
Relationship with other policies / projects:	Information and awareness links with Transformation Programme. Linked with the wider Essex CC Superfast Essex programme
Name of senior manager for the policy / project:	John Houston
Name of policy / project manager:	Mike Warr

Step 2. Decide if the policy, service change or withdrawal is equality relevant

<p>Does the policy / project / service process involve, or have consequences for employees or other people? If yes, please state who will be affected. If yes, then the policy / project is equality relevant.</p> <p>Yes. Both the digital strategy and the proposals for free wi-fi in the town centres of the district have the potential to impact on all sectors of society. Improved infrastructure for internet connectivity could enhance the lives of all residents, businesses and visitors and improve their ability to access services, whether provided by the council, the public sector and private sector partners directly involved or the wider economy and service sector at large.</p> <p>If no, state your reasons for this decision. Go to step 7.</p>	<p>If yes, state which protected groups:</p> <p>All groups</p>
	<p>If no, state reasons for your decision:</p>

The majority of Council policies and projects are equality relevant because they affect employees or our communities in some way.

Step 3. Gather evidence to inform the equality analysis

What evidence have you gathered to help you understand the impact of your policy or service change or withdrawal on people? What does your evidence say about the people with the protected characteristics? If there is no evidence available for any of the characteristics, please explain why this is the case, and your plans to obtain relevant evidence. Please refer to Factsheet 2 ‘Sources of evidence for the protected characteristics’

Characteristic	Evidence (name of research, report, guidance, data source etc)	What does this evidence tell you about people with the protected characteristics?
Age – older people	<p>ONS Internet users in the UK: 2017</p> <p>EFDC consultation: The impact of an ageing population on the services of the Epping Forest District</p>	<p>“In 2017, almost all adults aged 16 to 24 and 25 to 34 years (99%) were recent internet users.</p> <p>Since the survey began in 2011, adults aged 75 years and over have consistently been the lowest users of the internet. In 2011, of adults aged 75 and over, 20% were recent internet users. However, recent internet use in the 65 to 74 age group has increased from 52% in 2011 to 78% in 2017, closing the gap on younger age groups.</p> <p>Recent internet use by retired adults has increased by almost 22 percentage points since 2011 to 61% in 2017. Recent internet use by adults who were economically inactive, increased by 16 percentage points over this period to 86%.”</p> <p>National statistics estimate that between 2015 and 2020, over a period when the general population is expected to rise by 3%, the numbers of people aged over 65 are expected to increase by 12% (1.1 million); the numbers aged over 85 by 18% (300,000); and the number of centenarians by 40% (7,000). Epping Forest District has over 25,000 people aged 65 and older already living within the district and an additional 27,000 people aged over 50. Partnership working required to address future needs. Opportunities for employment of older people would help to reduce financial impact of an older population. Older people want to remain in their own homes with adaptations provided. Potential to gain financial benefits through more older people volunteering.</p>
	ONS 2011	17% of the population are 65 years or over
Age – young people	truth, lies and the internet a report into young people's digital fluency (Demos 20-11)	<p>“...digital natives (12-18 year olds) are very confident users of the internet, but are not particularly competent. There is some evidence to show that young people are discerning, careful internet users, but much else that indicates that the skills of digital natives do not match their own self-reportage:</p> <ul style="list-style-type: none"> - Too many digital natives do not apply checks on the information they access – around one in four 12-15 year olds make no checks at all when

	<p>Teenagers spend 27 hours a week online: how internet use has ballooned in the last decade (The Telegraph 2015)</p> <p>Epping Forest Youth Conference 2015 - Conference report</p>	<p>visiting a new website</p> <ul style="list-style-type: none"> - Aesthetics over quality: decisions about information is based on site design, rather than more accurate checks - Lack of teaching – only one-third of 9-19 year olds have been taught how to judge the reliability of online information <p>“Young people aged between 16 and 24 spend more than 27 hours a week on the internet”</p> <p>Delegates were asked to select a key issue they would like to campaign on. The results were:</p> <p>Living wage 17%</p> <p>Tackling racism and religious 16% discrimination</p> <p>Mental health 15%</p> <p>A curriculum to prepare us for life 15%</p> <p>The end of austerity & child poverty 8%</p> <p>Climate change 8%</p> <p>Extended Special Educational Needs 7% support</p> <p>Transport 7%</p> <p>Votes at 16 5%</p> <p>Fund Youth Services, don't cut them 2%</p> <p>The national picture revealed the five issues that received the most votes in the ballot were:</p> <ol style="list-style-type: none"> 1. Living wage 2. A curriculum to prepare us for life. 3. Mental health 4. Transport 5. Tackling racism and religious discrimination
Age – EFDC employees	Workforce profile	Older workforce, largest proportion in 51-55 age group with impact on retirement in around 10-15 years with loss of local knowledge. Lower proportion of younger employees. Difficulty in attracting younger employees as result of housing costs locally.
Disability	<p>ONS Internet users in the UK: 2017</p> <p>How the internet still fails disabled people https://www.theguardian.com</p>	<p>In 2017, of disabled adults aged 16 to 24 years, 97.1% were recent internet users, compared with 99.5% who were not disabled. Of disabled adults aged 75 years and over, 34% were recent internet users, compared with 50% who were not disabled.</p> <p>Since 2016, the number of disabled adults who had used the internet in the last 3 months increased by 5% to 9 million in 2017.</p> <p>Across all age groups, the proportion of adults who were recent internet users was lower for those that were disabled, compared with those that were not.</p> <p>“Using a computer is still something many disabled people struggle with. According to the Office for National Statistics, in May 2015, 27% of disabled adults had</p>

	<p>an.com/technology/2015/jun/29/disabled-people-internet-extra-costs-commission-scope</p> <p>The Disability Divide in Internet Access and Use</p> <p>Kerry Dobransky and Eszter Hargittai* (Northwestern University Communication Studies Department Research Fund)</p>	<p>never used the internet, compared to 11% of non-disabled adults. In 2013, Ofcom said that factors beyond age and income, possibly related to the individual's disability, contribute to limited internet access.</p> <p>The Extra Costs Commission, launched by the disability charity Scope, did a year-long enquiry exploring the extra costs faced by disabled people, estimated to be on average £550 more a month. In the report released in June 2015 they cite that disabled people could save money by learning how to use the internet, for example by using cost comparison websites, yet disabled people were not online because of a lack of training, cost of equipment and the accessibility of web content."</p> <p>"The increasing spread of the Internet holds much potential for enhancing opportunities for people with disabilities.</p> <p>We find that people with disabilities are less likely to live in households with computers, are less likely to use computers and are less likely to be online. However, once we control for socio-economic background, we find that people with hearing disabilities and those who have limited walking ability are not less likely to be Internet users."</p>
Marriage and civil partnership	<p>ONS 2011</p> <p>Couples, the Internet, and Social Media</p> <p>PEW Research Center</p>	<p>In October 2015 ONS confirmed a total of 15,098 couples had legally married since March 2014 however number have fallen by 70% since then.</p> <p>The overall impact of technology on long term relationships</p> <ul style="list-style-type: none"> - 10% of internet users who are married or partnered say that the internet has had a "major impact" on their relationship, and 17% say that it has had a "minor impact." Fully 72% of married or committed online adults said the internet has "no real impact at all" on their partnership. - 74% of the adult internet users who report that the internet had an impact on their marriage or partnership say the impact was positive. Still, 20% said the impact was mostly negative, and 4% said it was both good and bad. <p>Overall, young adults are more likely to report that the internet has had an impact on their relationship (refers to Age also)</p> <ul style="list-style-type: none"> - 45% of internet users ages 18-29 in serious relationships say the internet has had an impact on their relationship, while just one in ten online adults 65 and older say the same.
Pregnancy and maternity	<p>Workforce data</p> <p>The Department for Business, Innovation and</p>	<p>No data available</p> <p>Nationally: - around 11% dismissed, compulsorily redundant, or treated poorly and felt they had to leave their workplace. - 1 in 5 mothers said they'd experienced harassment or negative comments relating to the</p>

	<p>Skills (BIS) and the Equality and Human Rights Commission research report Pregnancy and maternity research findings ONS Birth Trends</p> <p>Internet use by pregnant women seeking pregnancy-related information: a systematic review</p> <p>Do mothers use the internet for pregnancy related information and does it affect their decisions during the pregnancy? A literature review</p>	<p>pregnancy. - 10% said their employer had discouraged them from attending antenatal appointments.</p> <p>Birth rate is falling nationally. In Essex Under 16 conceptions fell from 4 per 1,000 women om 2009- 2011 to 3.8 in 2010-2012.</p> <p>The Internet has become one of the most popular sources of information for health consumers and pregnant women are no exception.</p> <p>Based on the evidence in the literature, that a significant percentage of women in United Kingdom are using the internet as one of their main sources of information, it is crucial that maternity service providers accept the internet as a factor in the decision making process during pregnancy. Key conclusions from the literature appear to be that mothers now are more exposed than ever to a significant amount of different information: online forums, videos, medical websites and scholarly literature, effectively compelling them to develop decisions based only on the information they have accessed online.</p>
Race / ethnicity	<p>Essex Residents' Tracker Survey 2015:</p> <p>EFDC Complaints data</p> <p>ONS 2011</p> <p>ONS Internet Users 2015</p>	<p>70% of people agree that people from different backgrounds get along well together.</p> <p>Since 1 April 2016, there were 38 Equality monitoring complaint forms returned via EFDC website and 16 were not completed. 22 forms were submitted by White British residents/customers followed by 3 by Asian or Asian British, 2 by Mixed white and Black Asian and 2 by Black or Black British Caribbean, only 1 form was submitted by White Irish Person</p> <p>.</p> <p>- 85% of the EFDC district is whiteBritish (largest ethnic group) - 5% are other white groups (including Irish, White other, and Gypsies and Irish Travellers) (second largest ethnic group) - 2% are mixed ethnic background - 5% are Asian background including 2% Indian (third largest ethnic group) - 2% are black African, Caribbean or other black groups - 0.006% are of other ethnic groups - 0.005% of people in the district cannot speak English or cannot speak English well.</p> <p>Ethnic Group - In quarter 1 (Jan to Mar) 2015, the ethnic group with the highest percentage of recent internet users was the mixed or multiple ethnic background (97%). However, it should be noted that there is a higher degree of sampling variability around some categories of ethnic group and internet use, due to the small sample sizes used to compile the estimates. Therefore these estimates should be treated with caution.</p>

	<p>PEW Research Center, 2016</p> <p>Ofcom, 2013</p>	<p>Social Media Conversations About Race - How social media users see, share and discuss race and the rise of hashtags</p> <p>Ethnic minority groups love their gadgets and home technology - People from ethnic minority groups say they love gadgets more than the British population as a whole (37% compared with 30%), they're also more likely to say it's important that their homes are equipped with the latest technology (32% compared to 20%). This rises to almost a half (47%) of those in the 'Asian Indian' group.</p> <p>Ethnic minority groups are also more likely to have home broadband and a mobile phone, although they are less likely to watch TV and listen to the radio, compared to the British population as a whole.</p>
Religion or belief	<p>ONS 2011</p> <p>The Crime Survey for England and Wales (CSEW)</p> <p>Home Office, Hate Crime, England and Wales 2014/15</p> <p>EFDC hate crime stats June 2016</p> <p>BBC, 2012</p> <p>The Guardian, 2011</p>	<p>Christian (Persons) 77,053 Buddhist (Persons) 416 Hindu (Persons) 1,745 Jewish (Persons) 3,972 Muslim (Persons) 2,377 Sikh (Persons) 1,253 Other Religion (Persons) 432 No Religion (Persons) 28,061</p> <p>The second most common motivating factor in hate crime incidents (2011/12 and 2012/13) was religion (70,000 incidents per year).</p> <p>In 2014/15, there were 52,528 hate crimes recorded by the police, an increase of 18% compared with the 44,471 hate crimes recorded in 2013/14, of which: 3,254 (6%) were religion hate crimes</p> <p>EFDC hate crime statistics show some religiously motivated racial abuse hate crime in the district.</p> <p>How the Church of England is engaging with social media – “Faced with falling congregations, the Church of England is finding digital engagement via Twitter, Facebook and blogging sites a powerful and important part of its ministry and mission.”</p> <p>What effect has the internet had on religion? – “The importance of the web in everyday life – from banking to shopping to socialising – means that religious organisations must migrate their churches and temples to virtual real estate in order to stay relevant and to be where the people are.”</p>
Sex	ONS 2011	<p>There are more women than men in the district. (64,219 W / 60,440 M)</p> <p>Sex - In quarter 1 (Jan to Mar) 2015, 88% of men (22.2</p>

	<p>ONS Internet Users 2015</p> <p>The Internet of Things, gender equality & more (Tech City News)</p> <p>ONS Internet users in the UK: 2017</p>	<p>million) and 85% of women (22.4 million) were recent internet users. Since quarter 2 (Apr to June) 2011, the proportion of men and women who were recent internet users has increased by 6 and 8 percentage points respectively.</p> <p>The Future of Gender Equality, a report by Yell Business, has indicated that despite the technology industry's notorious reputation for disruption and innovation, it is yet to disrupt unbalanced gender representation. Only 17% of jobs in the tech sector are held by women, with only 3% of venture capitalists and 7% of partners at top venture firms being female. The report did, however, highlight tech companies that have successfully tackled gender inequality within the workplace, such as team communication app Slack. Some 43% of Slack's employees are female, with women also holding 43% of the firm's leadership roles.</p> <p>"The proportion of men who had recently used the internet was 90% in 2017 compared with women at 88%. The difference in recent internet use between men and women was larger in the oldest age groups. Recent internet use by men aged 65 to 74 years was 79% and by men aged 75 years and over was 47%. This compares with recent internet use by women in these age groups at 76% and 35% respectively.</p> <p>The gap between men and women who had recently used the internet has been closing in all age groups since 2011, with the percentage rising to 90% for men and 88% for women in 2017. This compared with 82% for men and 77% for women in 2011.</p> <p>There is still a higher proportion of women who had never used the internet at 10.5% compared with men at 7.8%.</p> <p>The largest increase in the number of recent internet users was in women aged 75 years and over, which trebled from 0.3 million in 2011 to just over 1 million in 2017.</p>
Sexual orientation and Gender reassignment	<p>FT.com "LGBT youth suffer isolation and intolerance"</p> <p>Government Equalities Office</p> <p>Institute for Economic and Social Research https://www.iser.essex.ac.uk</p>	<p>"Amid the difficulties facing gay youth, many turn to the internet for support, community and information. A survey of gay American teens found they ...had more online friends and were highly likely to have used the internet to connect with other LGBT people."</p> <p>Providing services for transgender customers If you set the atmosphere and culture by treating the inclusion of transgender people as 'business as usual' and nothing remarkable, it will help others to follow. In other words, be mindful of issues that can arise, but don't expect there to be problems.</p> <p>An Examination of Poverty and Sexual Orientation in the UK</p> <p>The economic impact of sexuality related stigma, harassment and discrimination occurs when economically related institutions, such as employers, schools, local authorities, etc. either deliberately or incidentally exclude people based on their sexuality.</p>

		The report highlights various factors related to poverty and sexuality including the problems of youth homelessness, aging and retirement, health inequalities, educational attainment, school bullying, employment experiences including earnings, and wealth creation.
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Steps 4 & 5 Analyse the activity, policy or change (*The duty to eliminate unlawful discrimination*)

Based on the evidence you have analysed, describe any actual or likely adverse impacts that may arise as a result of the policy decision. Where actual or likely adverse impacts have been identified, you should also state what actions will be taken to mitigate that negative impact, ie what can the Council do to minimise the negative consequences of its decision or action.

<i>Characteristic</i>	<i>Actual or likely adverse impacts identified</i>	<i>Actions that are already or will be taken to reduce the negative effects identified</i>
Age	As the delivery of services becomes more digital or online based there is a risk that older people become further isolated from the mainstream and less able to access vital services.	The additional premises connected through the programme will bring district coverage to 99.99% and an even higher percentage in rural areas. This will enhance older peoples chances of living safely at home rather than in a social care home environment for longer
Dependents / caring responsibilities	None	
Disability	Without building in the appropriate accessibility to these digital initiatives those with disabilities could find it harder to access services.	Ensuring accessibility to those non-universal elements of the programme e.g. the installation process will be a key element of any drive to deliver services to this section of society in a digital format. Without giving the customers the skills and tools the initiative will not achieve its aims.
Gender reassignment	None	
Marriage and civil partnership	None	
Pregnancy and maternity	None	
Race / ethnicity	None	
Religion or belief	None	
Sex	None	
Sexual orientation	None	

Step 6.

The duty to advance equality of opportunity

Can the policy, service or project help to advance equality of opportunity in any way? If yes, provide details. If no, provide reasons. (Note: not relevant to marriage and civil partnership)

<i>Characteristic</i>	<i>Ways that this policy, service or project can advance equality of opportunity</i>	<i>Why this policy, service or project cannot help to advance equality of opportunity:</i>
Age	The internet can offer a discreet, safe and secure place in which to meet people of like-minded attitudes; similar age, race, religion or beliefs; at similar life stages such as pregnancy, adolescence, old age; or with similar lifestyles or health conditions. As such it can facilitate the sharing of relevant information and enable the targeting of marketing, information and service delivery. Thus rather than offering the same service to all in the same way but offering an appropriate tailoring of the service to the relevant groups it encourages those groups to access the services they need, promoting their own equality of opportunity.	Whilst a connectivity network will be installed connection to the internet via the network is not automatic and cannot be guaranteed. Users will need to self-register and purchase access to the network and this may be too difficult or too expensive for some people.
Dependents / caring responsibilities	“”	“”
Disability	“”	“”
Gender reassignment	“”	“”
Pregnancy and maternity	“”	“”
Race / ethnicity	“”	“”
Religion or belief	“”	“”
Sex	“”	“”
Sexual orientation	“”	“”

The duty to foster good relations

Can the policy, service or project help to foster good relations in any way? If yes, provide details. If no, provide reasons. (Note: not relevant to marriage and civil partnership)

<i>Characteristic</i>	<i>How this policy, service or project can foster good relations:</i>	<i>Why this policy, service or project cannot help to foster good relations:</i>
Age	The internet and digital technology is rapidly advancing the nature of communication making the establishment of supportive communities, open conversations and rapid sharing of information, advice and assistance simple, cost-effective and sustainable to achieve.	Whilst a connectivity network will be installed connection to the internet via the network is not automatic and cannot be guaranteed. Users will need to self-register and purchase access to the network and this may be too difficult or too expensive for some people.

	Groups sharing the same characteristics can establish an online identity which not only supports them and provides a safe haven within which to communicate with each other but also enables them to establish a group identity through which they can communicate their collective voice with other groups and build mutually supportive networks for action, lobbying, cooperation and support.	
Dependents / caring responsibilities	“”	“”
Disability	“”	“”
Gender reassignment	“”	“”
Pregnancy and maternity	“”	“”
Race / ethnicity	“”	“”
Religion or belief	“”	“”
Sex	“”	“”
Sexual orientation	“”	“”

Step 7. Documentation and Authorisation

Summary of actions to be taken as a result of this analysis (add additional rows as required):	Name and job title of responsible officer	How and when progress against this action will be reported
1. Ensure that the commissioned digital strategy consultants have due regard for the need to consider equality issues.	Mike Warr, Economic Development Officer	As part of the setting of the consultancy brief and the procurement process.
2. Ensure any free town centre wi-fi scheme is capable of working across accessible platforms, does not exclude any section of society and is suitably safe for all to use	Mike Warr, Economic Development Officer	As part of the procurement process.
3.		

Name and job title of officer completing this analysis:	Mike Warr
Date of completion:	13 th March 2018
Name & job title of responsible officer: (If you have any doubts about the completeness or sufficiency of this equality analysis, advice and support are available from the Performance Improvement Unit)	Derek Macnab, Deputy Chief Executive and Director of Neighbourhoods

Date of authorisation:	13 th March 2018
Date signed copy and electronic copy forwarded to PIU equality@eppingforestdc.gov.uk	13 th March 2018

Step 8. Report your equality analysis to decision makers:

Your findings from this analysis (and any previous analysis) must be made available to a decision making body when it is considering the relevant service or policy.

Therefore you must:

- reflect the findings from this analysis in a 'Due Regard Record' (template available), and attach it as an appendix to your report. The Record can be updated as your policy or service changes develop, and it exists as a log of evidence of due regard;
- Include this equality information in your verbal report to agenda planning groups or directly to portfolio holders and other decision making groups.

Your summary of equality analysis must include the following information:

- if this policy, service change or withdrawal is relevant to equality, and if not, why not;
- the evidence base (information / data / research / feedback / consultation) you used to help you understand the impact of what you are doing or are proposing to do on people with protected characteristics;
- what the evidence base (information / data / research / feedback / consultation) told you about people with protected characteristics;
- what you found when you used that evidence base to assess the impact on people with the protected characteristics;
- whether or not your policy or service changes could help to advance quality of opportunity for people with any of the protected characteristics;
- whether or not your policy or service changes could help to foster good relations between communities.