# Equality Impact Assessment (EqIA):

# [Project title]

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| PART 1. OVERVIEW | |
| 1.1 Decision Title: Name of Proposal being assessed |  |
| 1.2 Date of Assessment |  |
| 1.3 Version number |  |
| 1.4 Equality Analysis completed by:  (Names & Job Titles) |  |
| 1.6 Is the Activity:  (Existing / Proposed / New) |  |
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| PART 2. PURPOSE AND SCOPE | |
| 2.1 Summary of aims and objectives of the Proposal (policy/funding/activity/event) |  |
| 2.2 What involvement and consultation has been done in relation to this Decision? *(e.g. with relevant groups and stakeholders where applicable or what engagement is planned)* |  |
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| PART 3. ANALYSIS OF IMPACT ON PEOPLE | |
| 3.1 Who is affected by Proposal (policy/funding activity/event)? |  |
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| PART 4. RESPONSE TO ANALYSIS, ACTION PLAN AND MONITORING | |
| 4.1 What are the arrangements for monitoring and reviewing the actual impact of the Proposal (policy/funding activity/event)? |  |

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| PART 5: DATA | | | | | | | | |
| Baseline Table | | England % | Tees Valley % | Darling-ton % | Hartle-pool % | Middles-brough % | Redcar & Cleveland % | Stockton-on-Tees % |
| Census 2021 data | |  |  |  |  |  |  |  |
| Age | 0-15  16-64  65+ | 18.6  63.0  18.4 | 19.2  61.1  19.7 | 18.3  61.3  20.4 | 19.1  61.1  19.7 | 20.8  62.4  16.8 | 17.7  59.0  23.3 | 19.6  61.5  18.9 |
| Disability in household | No long-term disability  Long-term disability | 68.0  32.0 | 63.4  36.6 | 66.2  33.8 | 60.3  39.7 | 62.8  37.2 | 61.7  38.3 | 64.9  35.1 |
| Gender (sex) | Male  Female | 49.0  51.0 | 48.9  51.1 | 48.9  51.1 | 48.4  51.6 | 49.3  50.7 | 48.4  51.6 | 49.1  50.9 |
| Marriage / Civil partnership | Married or in civil partnership  Single / other | 44.7    55.3 | 43.3    56.7 | 44.2    55.8 | 42.3    57.7 | 39.4    60.6 | 44.0    56.0 | 45.6    54.4 |
| Race / ethnicity | Asian / Asian British / Asian Welsh  Black / Black British / Black Welsh / Caribbean or African  Mixed / Multiple ethnic groups  White  Other ethnic group | 9.6    4.2      3.0    81.0  2.2 | 4.4    1.1      1.3    92.1  1.1 | 2.8    0.7      1.4    94.4  0.9 | 1.7    0.5      0.7    96.5  0.6 | 10.5    2.7      2.1    82.4  2.4 | 0.8    0.2      0.9    97.7  0.4 | 4.6    1.1      1.4    92.0  0.8 |
| Religion / belief | No religion  Christian  Buddhist  Hindu  Jewish  Muslim  Sikh  Other religion  Not answered | 36.7  46.3  0.5  1.8  0.5  6.7  0.9  0.6  6.0 | 39.0  50.7  0.3  0.5  0.0  3.8  0.3  0.3  5.2 | 39.7  52.1  0.3  0.4  0.0  1.7  0.4  0.4  4.9 | 40.1  52.5  0.2  0.2  0.0  1.3  0.2  0.3  5.1 | 36.4  46.0  0.3  1.0  0.0  10.2  0.4  0.3  5.3 | 40.2  53.0  0.2  0.1  0.0  0.7  0.1  0.4  5.3 | 39.1  51.1  0.3  0.4  0.0  3.4  0.4  0.3  5.0 |
| Sexual Orientation | Straight or heterosexual  Gay or lesbian  Bisexual  All other orientations  Not answered | 89.4  1.5  1.3  0.3  7.5 | 91.0  1.5  1.0  0.3  6.2 | 91.4  1.5  1.1  0.3  5.7 | 91.1  1.5  1.0  0.2  6.1 | 89.5  1.6  1.2  0.4  7.3 | 91.3  1.3  0.9  0.2  6.3 | 91.6  1.4  0.9  0.2  5.9 |
| ONS and IMD data | |  |  |  |  |  |  |  |
| Socio-economic status | IMD average rank score | N/A | N/A | 18284.63 | 22581.98 | 23729.10 | 20348.40 | 17541.72 |
| IMD Proportion of LSOAs in most deprived decile rank (out of 317 local authority areas) | N/A | 2nd most deprived LEP area out of 38 | 47th most deprived | 10th most deprived | Most deprived district in England | 29th most deprived | 39th most deprived |
| 16+ Unemployment rate % (Jul’22-Jun’23) | 3.8 | 3.7 | 2.5 | 4.9 | 5.6 | 2.4 | 3.5 |
| Median F/T weekly wage £  (2022) | 645.8 | 580.4 | 558.2 | 593.7 | 555.0 | 568.4 | 609.4 |

*Source: ONS, Census 2021, IMD 2019*

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| PART 6: IMPACT ASSESSMENT BY COHORT | | | |
| Cohort: Protected Group/ Other | Impact effect (Positive/ Negative/ Neutral) | Please explain the identified impact(s)  Provide examples, relate to any evidence/data used | Measures that will be taken to mitigate negative impacts, and/or maximise opportunities |
| Age |  |  |  |
| Disability |  |  |  |
| Gender (Sex) |  |  |  |
| Gender reassignment |  |  |  |
| Marriage or civil  partnership |  |  |  |
| Pregnancy and  maternity |  |  |  |
| Race / Ethnicity |  |  |  |
| Religion / belief |  |  |  |
| Sexual orientation |  |  |  |
| Deprived Communities |  |  |  |
| Other (please state) |  |  |  |

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| PART 7: EVALUATION & AUTHORISATION (TVCA use only) | | |
| Question | Summary & Recommendation | |
| Is it possible the proposed Proposal (policy/funding activity/event) or activity could discriminate or unfairly disadvantage people? |  | |
| Date completed | | |  |
| Review date (TVCA only) | | |  |