

HDC Due Regard (Equality Analysis)

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the ‘Due Regard’ process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

Name of policy/procedure/function/service being analysed: Young Person Opportunities Plan

Department and section: Harborough District Community Wellbeing Partnership

Name of lead officer: James O’Connell

Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.):

Date assessment completed:

Step 1: Defining the policy/procedure/function/service

Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

The Young Person Opportunities Plan is a new policy with that aims to:

- 1) Raise awareness of, and access to, opportunities linked to learning, employment and housing options for 15 – 34 year olds in the district of Harborough
- 2) Retain and attract more young people to live, work and learn in the district
- 3) Support our young people to engage with the Council to ensure that their issues are considered throughout our service delivery and policy development.

The objectives, methodology and expected outcomes are detailed further in the associated Action Plan, with the overarching strategic priorities of:

- 1) Encourage and support skills, training and employment opportunities within the district for young people
- 2) Increase awareness and availability of suitable and affordable housing for young people
- 3) Ensure young people are consulted on matters directly impacting their futures

Step 2: Data collection & evidence

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

Harborough population by age

(Figures are taken from Office for National Statistics (ONS) subnational population projections by persons, males and females, by single year of age)

Since Census 2011, the district has seen a 12% growth in total population. But with 2021 Census data outstanding until Summer 2022 at the earliest, by using 2011 Census data to forecast potential current populations of 15 – 34 year olds, we see a growth of 18%, with similar numbers living in urban and rural settings respectively. Whilst this projection is subject to external factors, such as outward migration, when considered alongside the 12% population growth seen between 2011 – 2020, with factors such as inward migration, employment opportunities and first-time buyers seeing the need for continued housing development within the district, the numbers are a realistic account of the current population.

Data from the Leicester and Leicestershire Enterprise Partnership (LLEP) highlights that Harborough has a smaller share in populations of 18-24 year olds compared to Leicestershire (6.2% compared to 8.4%) and this is potentially linked to a lack of higher education institutions within the district, contributing to external migration.

This data demonstrates the projected populations of 15-34 year olds in the short, medium and long-term within the district of Harborough.

	2020	2025	2030	2035	2040
People aged 15-17	3, 400	3, 900	4, 000	3, 800	3, 800

People aged 18-24	5,200	5,100	5,600	5,800	5,600
People aged 25-34	9,500	10,000	9,500	9,800	10,700
Total population (aged 15-64)	57,200	59,800	60,700	61,600	62,700
Total population (all ages)	94,600	99,700	104,000	107,900	111,600

	2020	2025	2030	2035	2040
Females aged 15-17	1,700	1,900	1,900	1,900	1,900
Females aged 18-24	2,400	2,300	2,500	2,600	2,500
Females aged 25-34	4,800	4,900	4,700	4,800	5,300
Total female population (aged 15-64)	28,700	30,200	30,700	31,000	31,900

	2020	2025	2030	2035	2040
Males aged 15-17	1,700	2,000	2,000	1,900	1,900
Males aged 18-24	2,800	2,800	3,000	3,100	3,000
Males aged 25-34	4,700	5,000	4,800	5,000	5,300
Total male population (aged 15-64)	28,400	29,500	29,900	30,300	30,700

*all rounded to the nearest 100

Within the recent residents engagement consultation and housing surveys, there was an 87% and 96% response rate from white residents respectively up to the age of 34, highlighting a majority across the district in line with official Census data.

Harborough population by Ethnic group

(Figures are taken from the Census 2011, published by Office for National Statistics (ONS))

Ethnic group	White	Mixed/ multiple ethnic group	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other Ethnic Group
People aged 18-24	5,049	105	213	37	11
People aged 25-34	7,257	98	403	43	42
Total population (aged 18-64)	48,628	390	1,753	224	147

Ethnic group by percentage	White	Mixed/ multiple ethnic group	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other Ethnic Group
People aged 18-24	93.24%	1.94%	3.93%	0.68%	0.20%
People aged 25-34	92.53%	1.25%	5.14%	0.55%	0.54%
Total population (aged 18-64)	95.08%	0.76%	3.43%	0.44%	0.29%

Alongside the majority of White British within the district, Census 2011 data shows there is a majority Christian population. However, figures are high amongst those who identify as having no religion. Again, there are pockets of diverse groups across the district who require improved representation in order to bridge equality of opportunity:

Religion / Age	All	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	No religion	Not stated
15–17	3,442	1,897	6	51	4	33	16	2	1,132	301
18–24	5,415	2,837	4	66	2	40	48	16	2,018	384
25–34	7,843	4,031	26	166	16	91	107	25	2,926	455
Total:	16,700	8,765	36	283	22	164	171	43	6,076	1,140
%		52.5%	0.2%	1.7%	0.1%	1%	1%	0.3%	36.4%	6.9%

Office for National Statistics experimental statistics on sexual orientation in the UK in 2019 using data from the Annual Population Survey (APS) estimate that: 6.6% of those aged 16-24 years and 3.6% of those aged 25-34 years identify as Lesbian, Gay or Bisexual. Using 2020 Harborough population estimates that would equate to: 343 Harborough residents aged 16-24 years and 342 residents aged 25-34 years who identify as Lesbian, Gay or Bisexual.

In a feedback survey from the Schools Community Safety Roadshow Events, of 685 respondents aged between 11-18 years old, 4% identified as “non-binary (including “other””, 2% preferred not to say, with the remaining split being 41% and 53% identifying as male or female respectively.

A 2018 National LGBT Survey, run by the Government Equalities Office found that, of 108, 100 valid respondents aged above 16, nationwide, the following results found:

Sexual Orientation:	Total:
Gay / Lesbian	61%
Bisexual	26%
Pansexual	4%
Asexual	2%
Queer	1%

13% of respondents were transgender / trans, with the following breakdown in gender identity:

Gender Identity:	Total:
Non-Binary	6.9%
Trans women	3.5%
Trans men	2.9%

Interestingly, 69% of respondents were aged between 16-34, compared with just under a third for the UK population as a whole, consistent with findings that younger people are more likely to identify as LGB e.g. 57% of trans respondents under 35 were non-binary compared with 36% of those aged 35 or over¹

¹ [National LGBT Survey: Summary report \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Prior to Census 2021, there has been no formalised way of accurately surveying LGBTQ+ populations, highlighting that equality of opportunity is much needed as a focus across the whole of society to create more inclusive communities.

Further work is required in order to develop opportunities, representation and engagement for those with Special Educational Needs and Disabilities

Harborough population predicted to have a learning disability by age

(These predictions are based on prevalence rates in a report by Eric Emerson and Chris Hatton of the Institute for Health Research, Lancaster University, entitled Estimating

Future Need/Demand for Supports for Adults with Learning Disabilities in England, June 2004)

	2020	2025	2030	2035	2040
People aged 18-24	140	137	150	155	149
People aged 25-34	237	249	237	244	266
Total population (aged 18-64)	1,298	1,350	1,373	1,404	1,433

Harborough population predicted to have a physical disability by age

(Figures from PANSI – Projecting Adult Needs and Service Information)

Impaired Mobility	2020	2025	2030	2035	2040
People aged 18-24	52	51	56	58	56
People aged 25-34	95	100	95	98	107
Total population (aged 18-64)	3,299	3,532	3,563	3,517	3,553

Serious visual impairment	2020	2025	2030	2035	2040
People aged 18-24	3	3	4	4	4
People aged 25-34	6	6	6	6	7

Total population (aged 18-64)	35	36	37	38	38
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Moderate, severe or profound hearing impairment	2020	2025	2030	2035	2040
People aged 18-24	94	91	100	104	100
People aged 25-34	238	251	242	243	267
Total population (aged 18-64)	6,475	6,885	6,933	6,900	6,942

A recent housing survey was released via community and sport groups, Harborough District Council social media, residents / parish / members newsletters, Registered Providers (Housing Associations) and using details from housing applicants with data matching that of which was required. The 152 responses received helped inform housing objectives. The survey ran from 01/03/2022 – 31/03/2022 and can be found at *insert link*

Some of the key findings are:

- Two-thirds are employed in some way
- 44% are in full-time employment
- 55% of the private rental sector find their rent unaffordable
- Whilst levels of affordability in the social rental sector are positive, two-thirds aren't able to save towards homeownership
- 57% of those living with their parents have done so for more than 5 years
- 100% of those living with family or friends earn below the local average
- 'Hidden homeless' is a misunderstood issues
- There are significant gaps in awareness of how to access Help To Buy (HTB) schemes
- Nearly two-thirds of homeowners benefited from HTB schemes
- 70% of all homeowners find their package affordable

Data received from the Help To Buy (HTB) provider for the entire Midlands and London regions has highlighted that of 36580 applications to their various affordable housing schemes, just 188 put Harborough as one of their preferred options. This mirrors data from the Housing Survey relating to a lack of knowledge around government affordable housing schemes.

From Office for National Statistics (ONS) Labour Market data for 2020 / 21, Economic Activity levels are at 85.4%, above the local and national levels of 77.6% and 78.4% respectively. Levels for Economic Inactivity are low in comparison, at 14.6% to 22.4% and 21.6% respectively. However, affordability remains an issue that's been highlighted from the Housing Survey and despite levels of employment. Young people aren't earning enough to cope with the average house prices that are 10.7 times greater than a perceived average salary of £35, 800 across the district.

Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

- Promoted the Resident Engagement Consultation with schools, community and sport groups across the district, resulting in a third of all responses being from those aged up to 34
- Used Survey Monkey for feedback from the School Community Safety Roadshow events to gauge quality of delivery and preferred modes of communication e.g. social media. Received an average of 678.5 responses from young people aged between 11-18
- Conducted a district wide Housing Survey via Survey Monkey. Distributed via community and sport groups, Harborough District Council social media, residents / parish / members newsletters, Registered Providers (Housing Associations) and using details from housing applicants with data matching that of which was required. The 152 responses received helped inform housing objectives
- Received data specific to applications to and within the Harborough district from the Help To Buy (HTB) provider for the Midlands and London
- Ongoing survey of attendees at the Job Club held monthly in Lutterworth to establish interest in learning opportunities
- Internal consultation with Service Managers, Corporate Management Team, HR, Communications, Economic Development Team, Community Partnerships, Equality and Diversity Officer

Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership,

Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, current and ex-armed forces personnel (Veterans), deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

Some people under the age of 18 may not be able to access housing opportunities unless they come via a care based or homeless pathway. If they do present as homeless and are not from a Social Care background, a referral to the relevant body should be made in that instance to enable for a duty of care to be instigated.

In relation to care-experience individuals, Harborough District Council and other districts of Leicestershire have an impending Care Leavers Offer that promotes a priority when accessing key services and by way of this plan, it is recommended that a Care Leavers Champion is allocated from within the elected members and that we sign up to the Care Leavers Covenant as a way of not just launching said offer, but underlining our intentions on this front.

Military experienced personnel and their families have additional support via the Armed Forces Gateway . Having already been a signatory to the Armed Forces Covenant, prior to it being enshrined in law via the amended Armed Forces Act 2021, we are committed to enabling equality of opportunity to these communities. By way of this plan it is also hoped that Harborough businesses that are signed up to the Armed Forces Covenant will also engage more, creating greater access for this sector.

The Council has a range of offers related to employment, financial and housing support for those eligible through experience, vulnerability or disability, including guaranteed interviews for eligible care leavers and military experienced individuals.

With Harborough being a largely rural district, the need for more local opportunities is essential to enable young people in particular, from any background, to flourish.

In exploring opportunities for increased engagement with young people, this plan aims to increase representation amongst marginalised and multicultural communities, giving voice on important issues that directly impact them. This is hoped to reduce instances of discrimination and isolation whilst increasing community cohesion.

Internally, work is ongoing at the Council with regard to ensuring that the make-up of our workforce is representative of the community we support. By trying to match the community we aim to employ people with diverse skills, abilities and understanding of various groups and communities to help identify barriers or potential areas of discrimination at the earliest possible opportunity.

This combined with the objectives contained within our Equality Plan 2021/24 should help us to ensure that the only impacts on individuals or groups with protected characteristics are positive ones.

Step 5: Mitigating and assessing the impact

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

Every effort has been made to mitigate any actual or potential adverse impact or discrimination as a result of this plan, although those from outside the 15-34 age-range may not directly benefit from some of the objectives. The plan has been written with the intention of ensuring that our policies, procedures and services are accessible for all. It identifies the importance of ensuring that we consider the additional needs young people may have in order to achieve the same level of access as others and also the importance of eliminating barriers preventing people from engaging with us, their communities and their futures. If we do this then the only impacts should be positive for our residents and employees.

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Harborough District Council's responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The Young Person Opportunities Plan aims to raise awareness of and access to learning, employment and housing options in order to retain and attract more young people aged up to 34 within the District of Harborough. It is also focussed on building levels of engagement and representation amongst the targeted age-range, marginalised and multicultural communities. In working towards these aims I feel that we meet our responsibilities relative to all three aims of our Public Sector Equality Duty.

Step 7: Monitoring, evaluation & review of your policy/procedure/service change

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?
Regular reviews of progress towards objectives will take place, identifying any gaps where improvements need to be made. The 5 year period for which the plan is focussed will enable time for implementation and see other sources of outstanding data available (e.g. Census 2021, HEDNA, s106 developments), whilst also enabling engagement platforms to be explored within the demographic to inform, update and refresh in 2028.

Equality Improvement Plan

Equality Objective :

Action:
Officer Responsible: By when:

Equality Objective :

Action:
Officer Responsible: By when:

Equality Objective :

Action:
Officer Responsible: By when:

Equality Objective :

Action:

Officer Responsible:

By when:

Signed off by:

Date:

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer
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