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# Equality Data Assessment

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<b>Report being considered by:</b>	Health and Wellbeing Board
<b>On:</b>	23 February 2023
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<b>Report Sponsor:</b>	Cllr Graham Bridgman
<b>Item for:</b>	Information

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## 1. Purpose of the Report

- 1.1 This report presents the results of an Equality, Diversity and Inclusion (EDI) Needs Assessment for West Berkshire.
- 1.2 The EDI assessment will form part of the evidence base for a new EDI Framework for West Berkshire Council. The assessment will also help inform the Health and Wellbeing Board's work on health inequalities as it completes its own Health Inequalities Needs Assessment.

## 2. Recommendation(s)

- 2.1 It is RECOMMENDED that the Health and Wellbeing Board NOTE the Equality Data Assessment contained within Appendix A.

## 3. Executive Summary

- 3.1 West Berkshire Council (like other public bodies) has a duty under the Equality Act (2010) to ensure it tackles discrimination and disadvantage for groups with specific protected characteristics. To establish an evidence base for a new EDI Framework, the Council commissioned some external, independent support to provide expertise and capacity. The evidence base for a new Framework will consist of information from a data analysis exercise and the views, feedback and lived experiences of local people. This report summarises the findings of the equality data assessment.
- 3.2 Appendix A of this report contains the results of an EDI Assessment which will form part of the evidence base for the Council's future EDI Framework. The data for this report was brought together from existing sources; it does not include the views of local people.
- 3.3 A summary of the findings suggest that when looking at the demographics for the local authority as a whole, West Berkshire is relatively affluent and generally reflective of regional and national averages. However, further analysis of smaller geographical areas and of hidden communities reveals that the local authority area faces a range of specific challenges. These challenges must be acknowledged if all residents of West Berkshire are to be supported through appropriate and proportionate methods.
- 3.4 Some of the key issues emerging from the data analysis include:

- Recognising the challenges that are associated with the urban-rural split such as accessing public services and transport, accessing social and community infrastructure, concentrations of fuel poverty, and urban-linked deprivation;
- Understanding that, although West Berkshire is largely ethnically homogeneous (94.8% White British), minority and marginalised communities with varied needs are dispersed across the district. These include the racing community, Gypsy, Traveller and Roma communities, asylum seekers and refugees, armed service members and their families, and veterans;
- Considering West Berkshire's aging population will be crucial to supporting vulnerable people as the district's population already has a large proportion of elderly residents (aged 60 years and older) and this is forecast to be a growing demographic; and
- Developing a more nuanced understanding of communities and how they are supported by the Voluntary, Community and Social Enterprise sector will aid the Council in both fulfilling its equalities duties and responding to framework objectives, especially as there are community and protected characteristics that are not currently well understood, as well as how different circumstances and characteristics interact with each other.

3.5 A full report with the details of the methodology, data and analysis can be found in Appendix A.

#### 4. Conclusion(s)

4.1 The report in Appendix A provides some clarity and understanding of the current local EDI data to illustrate the equality-related profile within the community, both across all of the protected characteristics in the Equality Act (2010) as well as other factors which can create inequality in communities

4.2 This assessment will sit alongside information from community engagement to form the evidence base for specific outcomes that West Berkshire Council will seek to achieve over the next five years in a new EDI framework. It is anticipated that the EDI Framework will be completed in summer 2023.

#### 5. Appendices

Appendix A – Equality, Diversity and Inclusion Needs Assessment

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#### Background Papers:

None

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#### Health and Wellbeing Priorities Supported:

The proposals will support the following Health and Wellbeing Strategy priorities:

- Reduce the differences in health between different groups of people
- Support individuals at high risk of bad health outcomes to live healthy lives
- Help families and young children in early years
- Promote good mental health and wellbeing for all children and young people
- Promote good mental health and wellbeing for all adults

