

**Why do an Equalities Impact Assessment (EqIA)?**

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council’s **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
  - b. **identify ways to advance equality of opportunity,**
  - c. **foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
  3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
  4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

For questions, queries, and a chat about how to do your EqIA, please email your EDI officers:

1. Mili Kalia – [milkalia@oxford.gov.uk](mailto:milkalia@oxford.gov.uk)
2. Sobia Afridi- [safриди@oxford.gov.uk](mailto:safриди@oxford.gov.uk)

Please do refer to our [SharePoint Page](#) for support such as FAQs and Examples, etc.

**A good EqIA has the following attributes:**

1. **Comprehensively considers the 9 protected characteristics.**

|                                 |                       |
|---------------------------------|-----------------------|
| 1. Age                          | 6. Race & Ethnicity   |
| 2. Disability                   | 7. Religion or Belief |
| 3. Gender Reassignment          | 8. Sex                |
| 4. Marriage & Civil Partnership | 9. Sexual Orientation |
| 5. Pregnancy & Maternity        |                       |

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.
7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

## Section 1: General overview of the activity under consideration

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| <b>1. Name of activity being assessed.</b><br><br><b>For example:</b><br>-New policy,<br>-Review of existing policy,<br>-Changes in service(s),<br>-New project(s), etc. | Oxford City Council<br>Annual Business Plan 2024-2025  | <b>2. The implementation date of the activity under consideration:</b>  | <a href="#">01/04/2024</a>   |
| <b>3. Directorate/Department(s):</b>   | Corporate Strategy   | <b>4. Service Area(s):</b>  | Policy and Partnerships  |
| <b>5. Who is (are) the assessment lead(s):</b><br><b>Please provide:</b><br>-Name<br>-Email address  | Lucy Cherry<br>lcherry@oxford.gov.uk<br><br>Clare Keen<br>ckeen@oxford.gov.uk<br><br>Mili Kalia<br>mikalia@oxford.gov.uk | <b>6. Contact details, in case there are queries:</b><br><b>Please provide:</b><br>-Name<br>-Email address                                    | Lucy Cherry<br>Policy and Partnerships<br>lcherry@oxford.gov.uk  |
| <b>7. Is this a new or ongoing EqIA?</b>   | New <input type="checkbox"/><br><br>Extension to existing EqIA <input checked="" type="checkbox"/>                       | <b>8. If this is an extension of a previous EqIA, please indicate where the previous EqIA is located and share the link to the said EqIA.</b> | <a href="#">2023-2024 Business Plan EqIA</a>   |
| <b>9. Date this EqIA started:</b>  | <a href="#">14/02/2024</a>   |   |  |
| <b>10. Will this EqIA be attached to <a href="#">Corporate Management Team (CMT)</a> reports/updates, which will be published online?</b>                                | Unsure   |   | <b>11. Give a date (tentative or otherwise) when this assessment will be taken to the CMT.</b><br><br>Unsure |

**Section 2: About the activity, change, or policy that is being assessed.**

|                   |   |   |  |   |  |
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| <p><b>12.</b></p> | <p><b>Type of activity being considered:</b></p> <p>Check the most appropriate.</p>   | <input type="checkbox"/> Budget   | <input type="checkbox"/> Decommissioning   | <input type="checkbox"/> Commissioning  | <input checked="" type="checkbox"/> <b>Change to an existing activity.</b> |
|                   |   | <input type="checkbox"/> <b>New Activity</b>  | <input checked="" type="checkbox"/> <b>Others. Please</b>  |   |  |
| <p><b>13.</b></p> | <p>Which priority area(s) <u>within Oxford City Council's Corporate strategy (2020-2024)</u> does this activity fulfil?</p> <p>Please check as needed.</p>                      | <p>Enable an inclusive economy.</p>   | <input checked="" type="checkbox"/> <b>Deliver more affordable housing.</b>  | <p>Support thriving communities.</p>  | <p>Pursue a zero carbon Oxford.</p>  |
| <p><b>14.</b></p> | <p>Which priority area(s) within <u>Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</u> does this activity fulfil?</p> <p>Please check as needed.</p> | <p>Responsive services and customer care.</p>   | <p>Diverse and engaged workforce.</p>  | <p>Leadership &amp; organisational commitment.</p>  | <p>Understanding and working with our communities.</p>                     |
| <p><b>15.</b></p> | <p><b>Outline the aims, objectives, &amp; priorities of the activity being considered.</b></p>  | <p>Aims:<br/>Oxford City Council's Business Plan 2024-25 (Plan) is an annual document that sets out publically the Council's priority work programme activities for the year.</p> | <p>Objectives:<br/>The Plan will inform the actions laid out in each department service plan.<br/><br/>Progress in delivery of the actions set out within the Plan will be tracked through the year, alongside the 2024-2028</p> | <p>Priorities:<br/>The Plan activities sit against the Council's four Council Strategy 2024-28 priorities: Good, affordable homes; Strong, fair economy; Thriving Communities; Zero Carbon Oxford; With a fifth</p> |  |

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|   | <p>The Draft Business Plan 2024-25 sets out the first year of activity toward achieving the outcomes set out in our Council Strategy 2024-28</p>  | <p>corporate key performance indicators.</p> | <p>underpinning Priority 5, Fit for the Future.</p> <p>There are some issues that cut across more than one area of work and require joined up thinking by different teams and partnerships to achieve overarching goals:</p> <p>Enabling more sustainable transport and active travel helps achieve our goals for health, sustainability and economic activity;<br/> Increasing the amount of affordable housing opens up more economic opportunities, lifts families out of poverty, benefits health and helps create thriving communities;<br/> Providing safe, accessible and enjoyable public spaces supports local businesses, leisure and community wellbeing.</p> |
| <p><b>16. Please outline the consequences of not implementing this activity. For example,</b><br/> -Existing activity does not fulfil Corporate Objectives,<br/> -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.</p> | <p>The Plan underpins the delivery of the draft Corporate Strategy, and sets the specific priorities for the year ahead and report on progress against adopted key performance indicators. In turn, the Business Plan will be complemented by the Council's annual Budget and Medium Term Financial Plan (MTFP) that will allocate resources against the priorities set.</p> <p>Our priorities are intrinsically linked with supporting residents / citizens who experience systemic inequalities and will benefit the most from the delivery of these priorities.</p> <p>If the Plan priorities are not delivered there may be an adverse impact on some of the most vulnerable residents/ citizens in the city.</p> |  |  |

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### Section 3: Understanding service users, residents, staff and any other impacted parties.

17. Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?

Please provide details—

- when,
- how many, and
- the approach taken.


While the Business Plan 2024-25 will be in delivery from April 2024, it may be subject to some subsequent revision as a result of any changes that the Council chooses to adopt in the Corporate Strategy 2024-28 prior to its final adoption by the full Council in July 2024.

Corporate Management Team and Head of Service workshop completed, January 2024

Corporate Strategy 2024-28 consultation (closes 21.03.24):

Officers held a series of workshops and meetings with a number of key strategic stakeholders and anchor institutions who have provided inputs for the draft Corporate Strategy. These include:

- The Oxford Strategic Partnership - the Council's senior multi-stakeholder partnership
- The Council: Corporate Management Team
  - o Operational Delivery Group
  - o Equalities Steering Group
  - o Organisational Change Board
  - o Policy Officers Group
  - o Locality Learning Session
  - o Let's Talk Session
- The Cabinet
- The Liberal Democrat Group
- The Green Group (due 21 December 2023)
- The Oxford Socialist Independents Group
- Oxford Economic Growth Steering Board – including business representatives
- A city-wide conversation forum 'working together to support Oxford's citizens and Communities to thrive'
- Oxford's Children and Young People Partnership – including children and young people representatives
- Zero Carbon Oxford Partnership Steering Group – including major institutions and businesses
- Parish Councils Forum
- Public Consultation closes 21 Amrch 2024.

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|--|--|
| <p><b>18. List information and data used to understand who your residents or staff are and how they will be impacted.</b></p> <p><b>These could be-</b><br/>         -third-party research,<br/>         -census data,<br/>         -legislation,<br/>         -articles,<br/>         -reports,<br/>         -briefs.</p> | <p>Existing annual service area plans where data and insight work has been considered and already built in</p> <p>Census data 2021<br/>         IMD- Indices of Multiple Deprivation- 2019<br/>         Socio-economic duty insight and data - benchmarking, etc.<br/>         Oxon JSNA- 2023 reports</p> <p>List other sources of data used.</p> |
| <p><b>19. If you have not done any consultations or collected data &amp; information, are you planning to do so in the future?</b></p> <p><b>Please list the details –</b><br/>         -when,<br/>         -with whom, and<br/>         -how long will you collect the relevant data.</p>                                 | <p>Not applicable</p>    |

**Section 4: Impact analysis.**

|  |                                |  |                                    |  |
|--|--------------------------------|--|------------------------------------|--|
| <p><b>20. Who does the activity impact?</b></p> <p><b>Check as needed.</b></p> <p>The impact may be positive, negative or unknown.</p> | <p><b>Service Users</b></p>    | <p>Yes <input checked="" type="checkbox"/></p> | <p>No <input type="checkbox"/></p> | <p>Don't Know <input type="checkbox"/></p> |
|  | <p><b>Members of staff</b></p> | <p>Yes <input checked="" type="checkbox"/></p> | <p>No <input type="checkbox"/></p> | <p>Don't Know <input type="checkbox"/></p> |
|  | <p><b>General public</b></p>   | <p>Yes <input checked="" type="checkbox"/></p> | <p>No <input type="checkbox"/></p> | <p>Don't Know <input type="checkbox"/></p> |

|  |  |   |                             |                                     |
|--|--|---|-----------------------------|-------------------------------------|
|  | <b>Partner / Community Organisation</b>  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|  | <b>City Councillors</b>                  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|  | <b>Council suppliers and contractors</b> | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |

**21.** Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?

Check as needed and provide evidence-driven conclusions.


**Good Practice** is to keep it simple and list your, evidence, insights, and mitigations.

| Protected Characteristic | Positive                 | Negative                 | Neutral                             | Don't know               | Data/information/evidence supporting your assessment  | Analysis & insight<br>Mitigations   |
|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|---|---|
| Age                      | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>-17.8% are aged 0-15; (England Average 19.2%) Lower than national average.</p> <p>-67.5% are aged 16-64, (England average of 62.4%). Higher than the national average.</p> <p>-14.9% aged 65+, England average 18.4%). Higher than the national average</p> <p>-70.4% of pensioner households have a pension &amp; living alone,</p> | <p>Key groups:</p> <p>Children:<br/>- After accounting for housing cost, 21% of children in Oxfordshire live in poverty (Good Food Oxford Report -2021).</p> <p>Adults:<br/>-15.3% of all adults in Oxfordshire struggle to meet monthly bills/commitments.</p> |

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|   |                          |                          |                                     | <p>www.oxford.gov.uk</p> | <p>(England average 59.3%). Higher than the national average</p> <p>- The proportion of those aged 0-14 years in Oxford is 14%. This is lower than county (17%), regional (17%), and national (17%) averages.</p> <p>- In terms of adults in working age (15-64 years)*, they make up for 74% of the total population. This is higher than county (65%), regional (63%), and national (64%) averages.</p> <p>- Those aged 65+ years make up for 12% of the population in the city. This is lower than county (18%), regional (19%), and national (18%) averages</p> <p>~ Census 2021</p> | <p>- Oxford has an expanding working age population, the scope to deliver positive impact through the 'Inclusive Economy' strand is promising. However, close monitoring of impact on the following groups are needed- 1. Disability, 2. Sex, 3. Race and Ethnicity.</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>- Corporate Strategy 2024/28<br/>         - Equality, Diversity &amp; Inclusion Strategy<br/>         - Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p> |
| <p><b>Disability</b><br/><b>(Visible and invisible)</b></p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>-Households with 1 person living with disability = 23% - Higher than Oxfordshire average (Oxfordshire - 22.5%; England - 25.4%)</p>   | <p>In terms of number of disabled people in household, the proportion of 1 person disabled under the Equality Act in household in Oxford (23.1%) is above Oxfordshire (22.5%), but below the national average (25.4%). 5.9% of</p>   |



|                                    |                          |                          |                                     |   |  |   |
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|                                    |                          |                          |                                     | <p>www.oxford.gov.uk</p>  | <p>-2 or more people disabled in a household = 5.9% Higher than Oxfordshire average. (Oxfordshire- 5.3% and England= 6.6%)</p> <p>~Census 2021</p>   | <p>households (3,281 households) in Oxford have 2 or more people disabled under the Equality Act, this is above Oxfordshire and below England averages at 5.3% and 6.6% respectively.</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <ul style="list-style-type: none"> <li>- Corporate Strategy 2024/28</li> <li>- Equality, Diversity &amp; Inclusion Strategy</li> <li>- Thriving Communities Strategy</li> </ul> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results, especially for more vulnerable groups such as people who are homeless, young residents, and people in the workforce.</p> |
| <p><b>Gender re-assignment</b></p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>  | <p>Data for Oxford for 16 and over:</p> <ul style="list-style-type: none"> <li>-Gender identity the same as sex registered at birth (88.8%) (Lower than Oxfordshire and England) -</li> <li>Gender identity different from sex registered at birth but no specific identity given (0.6%) ~Census 2021Evidence.</li> </ul> <p>~ Census 2021</p> | <p>The proportion of Trans gender, and other gender identity classifications in Oxford are higher than both Oxfordshire and England averages.</p> <p>Of those who selected a gender identity different from sex registered at birth, the largest group was Gender identity different from sex registered at birth but no specific identity given (0.6%), followed by Non-binary (0.2%).</p>   |

|  |                          |                          |                                     |                          |   |  |
|--|--------------------------|--------------------------|-------------------------------------|--------------------------|---|--|
| <p>114</p>                                     |                          |                          |                                     | <p>www.oxford.gov.uk</p> |    | <p>The proportion of Trans gender, and other gender identity classifications in Oxford are higher than both Oxfordshire and England averages.</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Corporate Strategy 2024/28<br/> - Equality, Diversity &amp; Inclusion Strategy<br/> - Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p>  |
| <p><b>Marriage &amp; Civil Partnership</b></p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>-% of single residents 16 and over in Oxford - 55%</p> <p>-% married residents - 33% -%in same-sex civil partnership - 0.3%</p> <p>-Total number of residents in Civil Partnership - 344 -% Divorced- 6% -% Couples cohabiting- 13% ~Census 2021</p> | <p>Census figures on legal partnership show that the proportion of single residents has increased by 1% since last Census up from 54% to 55% of residents aged 16 and over.</p> <p>Across other partnership types there has been little or no change, with the same proportion of residents married (33%), in a registered same-sex civil partnership (0.3%) or divorced (6%) as there were in 2011. There is a very slight decrease in the percentage of residents who are separated (down from 2% to 1%) and those who are widowed (down from 5% to 4% of the 16 plus population).</p> |

|                                    |                          |                          |                                     |                          |  |   |
|------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--|---|
| 115                                |                          |                          |                                     | www.oxford.gov.uk        |   | <p>Out of those residents who are married, just under 1% are married to the same sex (414 residents in total) and 99% are married to the opposite sex. This is about in line with the national average.</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Corporate Strategy 2024/28<br/> - Equality, Diversity &amp; Inclusion Strategy<br/> - Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p> |
| Race, Ethnicity and/or Citizenship | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | ~Census 2021<br>· White British: 63.3%, (England-79.8%)<br>· Non-White: 19% (England-14.6%) Higher than national average<br>· White non-British: 17.7% (England: 5.7%) - Higher than national average<br>· Mixed: 3.8%, (England: 2.3%) Higher than national average<br>· Asian: 11.1%, (England: 7.8%) Higher than national average | The biggest increase has been recorded in the Asian/ Asian British group. This group has experienced a 3.0% increase in the proportion of the total resident population from 12.4% in 2011 to 15.4% in 2021. This is also the case for number increase with +6,164 more Asian/Asian British residents compared to the last Census.<br>Within the Asian group, the largest ethnicity increase was the Pakistani population, from 3.2% in 2011 to 4.1% in 2021, an increase of 0.9%.The second  |



- Black: 2.9%, (England: 3.5%)
- Other ethnic Group: 1.2%, (England: 1%) Higher than national average
- Households with multiple ethnicities: 22.3%, (England: 8.9%) Higher than national average
- Born in England: 65.6%, (England Av. 83.5%)
- Born outside the UK: 30.3%, (England Av: 13.8%) Higher than national average.


largest increase in was registered in the Indian population (+0.8%), followed by Chinese (+0.5%). The 'Other Asian' group saw an increase of 0.8% since 2011.


Mixed/Multiple ethnic groups now make up 5.6% of total residents.

Black/African/Caribbean/Black British groups have remained largely unchanged at 4.7% (+0.1%) with a slight increase in the African subgroup (+0.2%) and a slight decrease in Caribbean (-0.2%).

'Other ethnic groups' experienced a percentage increase of 2.3% with respect to the previous census. 'Any other ethnic group' subgroup saw the largest increase (+2.1%) from 0.7% in 2011 to 2.8% in 2021.

In terms of multiple ethnic group households, the largest proportion of households are still those where all household members have the same ethnic group – 47.3% (26,105 residents). Compared to 2011, the biggest increase was experienced in households where Ethnic groups differ within partnerships (+2.7%). The largest decrease from the previous census was recorded in One person households (-4.0%).

|                                  |                          |                          |                                     |  |   |   |
|----------------------------------|--------------------------|--------------------------|-------------------------------------|--|---|---|
|                                  |                          |                          |                                     | <a href="http://www.oxford.gov.uk">www.oxford.gov.uk</a> |    | <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach. The importance of informed and strategic approach is key, as many in this group face intersecting and multiple levels of disadvantage. It is highly recommend that due diligence is give to how data is being colleted and impact is being reported in this groups as there has been a sizable shift in population.</p> <p>Corporate Strategy 2024/28<br/> - Equality, Diveristy &amp; Inclusion Strategy<br/> - Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p> |
| <b>Pregnancy &amp; Maternity</b> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>                                 | <p>There were 7,287 live births in Oxfordshire in 2019.</p> <p>Oxfordshire had an above-average proportion of births to older mothers.</p> <p>Fertility in Oxfordshire follows the national trend of an increase between 2000 and 2011, followed by a decrease from 2011 to 2019.</p> | <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Corporate Strategy 2024/28<br/> - Equality, Diveristy &amp; Inclusion Strategy<br/> - Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p>   |

|                                   |                          |                          |                                     |   |  |
|-----------------------------------|--------------------------|--------------------------|-------------------------------------|---|--|
|                                   |                          |                          |                                     | <p>Oxfordshire's general fertility rate* in 2019 was 56.6 and in Oxford City was 40.9.</p> <p>This low rate in Oxford means that the county average was below the England average of 57.7.</p>  |  |
| <p>118<br/>Religion or Belief</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <p>www.oxford.gov.uk</p>  <p>-Christian- 43.3%, (England 59.4%)</p> <p>-Buddhist- 1.2% (England 0.5%)<br/>Higher than national average</p> <p>-Hindu- 1.1%, (England 1.5%)</p> <p>-Jewish – 0.8% (England 0.5%)<br/>Higher than national average</p> <p>-Muslim- 5.2%, (England 5%)<br/>Higher than national average</p> <p>-Sikh- 0.4%, (England 0.8%)</p> <p>-Other- 0.6%, (England 0.4%)<br/>Higher than national average</p> | <p>Of those who have a religion in Oxford, the largest proportion is still Christian with 38.1% of the total usual resident population. However, this group has experienced the largest percentage decrease since 2011 (-9.9%).</p> <p>The largest increase between 2011 and 2021 was recorded in the Muslim group which now makes up 8.7% of the resident population, an increase of 1.9% in relation to the previous census.</p> <p>The Hindu population has also seen a slight increase (+0.3%), from 1.3% in 2011 to 1.6% in 2021.</p> |

|     |                          |                          |                                     |                          |   |  |
|-----|--------------------------|--------------------------|-------------------------------------|--------------------------|---|--|
| 119 |                          |                          |                                     | www.oxford.gov.uk        | <p>- No religion- 38.4% (England average 24.7%) Higher than national average</p> <p>~Census 2021</p>  | <p>Residents with no religious beliefs make up 39.0% of the city's total population. This is an increase of 5.9% compared to 2011.</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Corporate Strategy 2024/28<br/>- Equality, Diversity &amp; Inclusion Strategy<br/>- Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p> |
| Sex | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>Census 2021-</p> <p>50.9% Female (England -51%)</p> <p>49.1% Male (England-49 %)</p>   | <p>For the sexual orientation indicator, the majority of usual residents aged 16 years and over selected straight or heterosexual (80.4%), this was lower than both Oxfordshire and England averages at 88.4% and 89.4% respectively.</p> <p>Of those who selected an option other than Straight, the largest group was Bisexual with 3.6%, this is higher than both Oxfordshire and England at 1.7% and 1.3% respectively. Other groups include Gay or lesbian (2.4%),</p>  |

|                                  |                          |                          |                                     |                          |  |   |
|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--|---|
|                                  |                          |                          |                                     | <p>www.oxford.gov.uk</p> |    | <p>Pansexual (0.5%), Asexual (0.2%), and Queer (0.1%).</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>In the realm of procurement and partnership working it is necessary for our partnery to have some form on gender paygap reporting to align with Equalities Statutory duty for Oxford City Council and the partners that we work with. <a href="#">UK national recommednation-</a></p> <p>Corporate Strategy 2024/28<br/>         - Equality, Diveristy &amp; Inclusion Strategy<br/>         - Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p> |
| <p><b>Sexual Orientation</b></p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>There remains very limited data on sexual orientation – people identifying as heterosexual/straight, gay/lesbian, bisexual or another sexual orientation.</p> | <p>For those within the category ‘registered in a civil partnership’, 44% are with the opposite sex while 56% are with the same sex. The total number of residents of Oxford who are in a civil partnership is 344.</p>   |



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|   |                          |                          |                                     |   |   |   |
|---|--------------------------|--------------------------|-------------------------------------|---|---|---|
|   |                          |                          |                                     | <p>www.oxford.gov.uk</p>  | <p>~ Census 2021</p> <p>Residents 16 years and over self-identified as straight or heterosexual- 80.4% (Oxfordshire = 88.4%)</p> <p>Self-identified as bisexual= 3.6% (higher than Oxfordshire and England)</p> | <p>Of those who selected an option other than Straight, the largest group was Bisexual with 3.6%, this is higher than both Oxfordshire and England at 1.7% and 1.3% respectively. Other groups include Gay or lesbian (2.4%), Pansexual (0.5%), Asexual (0.2%), and Queer (0.1%).</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Corporate Strategy 2024/28<br/>- Equality, Diversity &amp; Inclusion Strategy<br/>- Thriving Communities Strategy</p> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p> |
| <p><b>Other (voluntary consideration)</b></p> <p><b>For example:</b></p> <p>Migrant, refugee, or asylum seekers</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>  | <p>The data on this group is confounding mostly because this is a highly mobile group.</p> <p>However, it is estimated that 1 in 3 people in Oxford are some forms of migrants.Evidence</p>                     | <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Corporate Strategy 2024/28<br/>- Equality, Diversity &amp; Inclusion Strategy<br/>- Thriving Communities Strategy</p>   |

|  |                          |                          |                                     |                          |  |   |
|--|--------------------------|--------------------------|-------------------------------------|--------------------------|--|---|
|  |                          |                          |                                     |                          |  | <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p>   |
| <p><b>Other (voluntary consideration)</b></p> <p><b>For example:</b></p> <p>Socio-economic status (income, wealth, etc.)</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p>Key groups to consider:</p> <p>1. Lone Parents:<br/>Lone parent families with dependent children: 22.2%, (England average of 24.5%)- Below national average.</p> <p>2. Unpaid Carers Oxford's unpaid carers (age 5+) population= 10,290 in 2021. Out of this, -4.3% provide 19 hours or less unpaid care a week. -1.5% provide 20-49 hours unpaid care a week (slight increase from previous census). - 2.2% provide 50 or more hours of unpaid care a week. ~Census 2021</p> <p>3. Homeless Population National Data 2022- 3,069 people rough sleeping on a single night. This is an increase of 26% from 2021. For Oxford is was 27 people rough sleeping on a single night, up by 13% from 2021.</p> | <p>In terms of household deprivation, over half of the households in Oxford (28,832) do not experience any dimension of deprivation, this is 4% higher (better) than in 2011.</p> <p>Just under a third of the households in Oxford experience at least 1 dimension of deprivation (1,767 residents), this has remained the same since 2011.</p> <p>Approximately 0.3% of households in Oxford experienced all 4 dimensions of deprivation. This is lower (better) than Census 2011 figures.</p> <p>The proportion of residents aged 16+ years without qualifications is 12.6%</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> |

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|  |                          |                          |                                     |                          |  |  |
|--|--------------------------|--------------------------|-------------------------------------|--------------------------|--|--|
|  |                          |                          |                                     |                          | <p>4. In terms of household composition, the largest group of households in Oxford City is 'Single family households' (30,517 ~ Census 2021)</p> | <ul style="list-style-type: none"> <li>- Corporate Strategy 2024/28</li> <li>- Equality, Diversity &amp; Inclusion Strategy</li> <li>- Thriving Communities Strategy</li> <li>- Economic Strategy</li> <li>- Housing, Homeless &amp; Rough Sleeping Strategy.</li> </ul> <p>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p>   |
| <p>1233<br/>Other<br/>For example:<br/>- Unpaid carers<br/>- Prison population<br/>- Homeless population<br/>- Council suppliers &amp; contractors<br/>- Cabinet Members</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <p># Census 2021:</p>                                        | <p>In terms of the provision of unpaid care in Oxford, there was a decrease in the number of residents aged 5+ who provide unpaid care (-1,435) from 11,727 in 2011 to 10,290 in 2021. Of those providing unpaid care, age-standardised figures show that the largest group was made up of those who provide 19 hours or less of unpaid care a week (4.3%), this is similar to England's average at 4.4%. Compared to Census 2011, the biggest change was recorded in the group Provides 19 hours or less of unpaid care a week (- 2.9pp) followed by Does not provide weekly unpaid care (+2.4pp).<br/>Oxford's two universities:</p> |

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Oxford Brookes and the University of Oxford - had 32,930 full time students and 9,125 part time students enrolled for the academic year 2018-19.

Between 2008/09 and 2018/19 the undergraduate population declined by 2,200 (-7%) and the postgraduate population increased by 2,325 (+20%). This has resulted in a similar number of students and an older age profile. The majority of University of Oxford students live within Oxford City although some part time students might not be Oxford residents. Oxford Brookes has a campus in Headington, two campuses close to Oxford (in Wheatley and Harcourt Hill, Botley) and a campus in Swindon.

The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.

- Corporate Strategy 2024/28
- Equality, Diversity & Inclusion Strategy
- Thriving Communities Strategy
- Economic Strategy
- Housing, Homeless & Rough Sleeping Strategy.

Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.

|  |  |  |  |  |  |  |
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## Section 5: Conclusion(s) of your Full Impact Assessment

|            |  |                                   |  |  |                                     |   |                          |   |
|------------|--|-----------------------------------|--|--|-------------------------------------|---|--------------------------|---|
| <b>22.</b> | <b>Conclusions.</b> Check as needed.                               |                                   |  |  |                                     |   |                          |   |
|            | <input type="checkbox"/>   | Stop and reconsider the activity. | <input type="checkbox"/>   | Adjust activity before beginning the activity and continue to monitor. | <input checked="" type="checkbox"/> | No major change(s) or adjustments and continue with activity but continue to monitor. | <input type="checkbox"/> | No major change(s) or adjustments and continue with the activity. No need to monitor in the future. |
| <b>23.</b> | <b>Please explain how you have reached your conclusions above.</b> |                                   | <p><b>Key findings:</b></p> <ul style="list-style-type: none"> <li>- Census 2021 figures also show that, there are 55,200 households in Oxford.</li> <li>- According to the Census 2021 figures, the city of Oxford has now a population of approximately 162,100 residents of which 79,700 are men and 82,400 women.</li> <li>- Between 2011 and 2021, the population in Oxford has grown by 6.7%. This change over a 10-year period represents an increase of 10,200 residents in the city.</li> <li>- The proportion of those aged 0-14 years in Oxford is 14%. This is lower than county (17%), regional (17%), and national (17%) averages.</li> <li>- Census 2021 figures also show that, there are 55,200 households ** in Oxford.</li> </ul> |  |                                     |   |                          |   |

In terms of household deprivation, over half of the households in Oxford (28,832) do not experience any dimension of deprivation, this is 4% higher (better) than in 2011.

- Just under a third of the households in Oxford experience at least 1 dimension of deprivation (1,767 residents), this has remained the same since 2011.

- Approximately 0.3% of households in Oxford experienced all 4 dimensions of deprivation. This is lower (better) than Census 2011 figures.

- There are 21,222 residents in communal establishments in 2021, 2,557 more than in 2011 (18,665).

#### Legal partnership status and living arrangements in Oxford

- Identified groups are in the hierarchy of priority (these are part of our statutory duty):

- 1) Age- children, younger people, and older groups.
- 2) Disability
- 3) Race and Ethnicity
- 4) Pregnancy and Maternity

#### Key findings Legal partnership status and living arrangements in Oxford:

- Other non-statutory (outside of Equality Act 2010) that you might consider are:

1. Unpaid carers
2. Homeless population (Please do refer to how Government Guidance on Homelessness code of guidance for local authorities- <https://www.gov.uk/guidance/homelessness-code-of-guidance-for-local-authorities/overview-of-the-homelessness-legislation> .
- 3) Victims of domestic violence.
4. Refugees, Asylum Seekers, and other vulnerable migrants.

While the Business Plan 2024-25 will be in delivery from April 2024, it may be subject to some subsequent revision as a result of any changes that the Council chooses to adopt in the Corporate Strategy 2024-28 prior to its final adoption by the full Council in July 2024.

## Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA. These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

**24. Who or which team or service area will be responsible for monitoring equalities impact?**

**For example-**

- team,
- directorate,
- service area,
- Equalities Steering Group,etc.

- Corporate Strategy
- Equalities Steering Group
- Corporate Management Team
- Business Intelligence Unit

|     |   |  |     |  |
|-----|---|--|-----|--|
| 25. | Who (individual, team, or service area) will be responsible for carrying out the EqIA review?                     | <ul style="list-style-type: none"> <li>- Corporate Strategy</li> <li>- Equalities Steering Group</li> <li>- Business Intelligence Unit</li> <li>- List here. Provide Names and contact information</li> </ul> <p>PLUS:</p> <ul style="list-style-type: none"> <li>- Progress updates feature in annual Cabinet reports</li> <li>- Scrutiny work plan</li> <li>- Corporate dashboard updates</li> </ul> |     |  |
| 26. | How often will the equality impact be reviewed for this activity?<br>For example-<br>-quarterly,<br>-yearly, etc. | Annually   | 27. | Date when the EqIA will be reviewed again.<br>31/03/2025 |

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## Section 7: Sign-off

Name: Lucy Cherry  
 Job Title: Policy & Partnerships Officer  
 Signature:

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 Name: Mish Tullar  
 Job Title: Head of Corporate Strategy

Name: Clare Keen  
 Job Title: Policy & Partnerships Officer  
 Signature:

-----  
 Name: Sally Hicks  
 Job Title:

Name: Mili Kalia  
 Job Title: EDI Lead  
 Signature:

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### Suggested list of people to include are:

- 1) Project lead/manager.
- 2) Head of service area or team.
- 3) Person who completed the EqIA.
- 4) EDI Lead.
- 5) EDI Specialist.



Signature:

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Signature:

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**You have now reached the end of the assessment.**

**⚠ Please appended this to any reports and project files for reference.**

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