

**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- [safridi@oxford.gov.uk](mailto:safridi@oxford.gov.uk)

Please do refer to our SharePoint Page for support

**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

1.	<b>Name of activity being assessed.</b>  <b>For example:</b> -New policy, -Review of existing policy, -Changes in service(s), -New project(s), etc.	The draft Council Strategy, 2024 to 2028	2.	<b>The implementation date of the activity under consideration:</b>	01/04/2024
3.	<b>Directorate/Department(s):</b>	Corporate Strategy	4.	<b>Service Area(s):</b>	Policy and Partnerships
5.	<b>Who is (are) the assessment lead(s):</b> <b>Please provide:</b> -Name -Email address	Lucy Cherry Policy & Partnerships Officer <a href="mailto:lcherry@oxford.gov.uk">lcherry@oxford.gov.uk</a>  Clare Keen Policy & Partnerships Officer <a href="mailto:ckeen@oxford.gov.uk">ckeen@oxford.gov.uk</a>  Mili Kalia Corporate Equality, Diversity & Inclusion Lead <a href="mailto:Mikalia@oxford.gov.uk">Mikalia@oxford.gov.uk</a>	6.	<b>Contact details, in case there are queries:</b> <b>Please provide:</b> -Name -Email address	Lucy Cherry <a href="mailto:lcherry@oxford.gov.uk">lcherry@oxford.gov.uk</a>
7.	<b>Is this a new or ongoing EqIA?</b>	New <input checked="" type="checkbox"/>  Extension to existing EqIA <input type="checkbox"/>	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.	
9.	<b>Date this EqIA started:</b>	25 March 2024			
10.	<b>Will this EqIA be attached to <a href="#">Corporate Management Team</a></b>	No	11.	<b>Give a date (tentative or otherwise) when</b>	N/A

[\(CMT\)](#) reports/updates, which will be published online?

this assessment will be taken to the CMT.

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

12.	<b>Type of activity being considered:</b>  <a href="#">Check the most appropriate.</a>	<input type="checkbox"/> Budget	<input type="checkbox"/> Decommissioning	<input type="checkbox"/> Commissioning	<input checked="" type="checkbox"/> <b>Change to an existing activity.</b>
		<input checked="" type="checkbox"/> <b>New Activity</b> The Council's current Strategy was approved in 2020 and runs until the end of the Council's financial year 2024. It is now time for the Council to consider what it should focus on over the course of the next 4 years, 2024 to 2028.			
13.	<b>Which priority area(s) <a href="#">within Oxford City Council's Corporate strategy (2020-2024)</a> does this activity fulfil?</b>  <a href="#">Please check as needed.</a>	<input checked="" type="checkbox"/> <b>Enable an inclusive economy.</b>	<input checked="" type="checkbox"/> <b>Deliver more affordable housing.</b>	<input checked="" type="checkbox"/> <b>Support thriving communities.</b>	<input checked="" type="checkbox"/> <b>Pursue a zero carbon Oxford.</b>
14.	<b>Which priority area(s) within <a href="#">Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</a> does this activity fulfil?</b>  <a href="#">Please check as needed.</a>	<input checked="" type="checkbox"/> <b>Responsive services and customer care.</b>	<input checked="" type="checkbox"/> <b>Diverse and engaged workforce.</b>	<input checked="" type="checkbox"/> <b>Leadership &amp; organisational commitment.</b>	<input checked="" type="checkbox"/> <b>Understanding and working with our communities.</b>

<p><b>15.</b></p>	<p><b>Outline the aims, objectives, &amp; priorities of the activity being considered.</b></p>	<p><b>Aims:</b> The draft Council Strategy 2024 to 2028 publicly sets out the Council's five high level strategic aims and priorities for the years 2024 to 2028.</p> <p>While the Council Strategy 2024 to 2028 identifies tackling inequality as an underpinning strategic theme for all the Council's work, it does not specify how the aims and outcomes will be achieved and these may change over time.</p>	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• Improve existing housing and increase the number of new homes for social rent and to buy, and speed up housing for homeless people and rough sleepers in the city.</li> <li>• Support economic growth, including significant new business and housing developments that provide good quality jobs for people in Oxford.</li> <li>• Focus on areas of highest inequality to improve health, wellbeing, skills and employment opportunities and equal access for everyone.</li> <li>• Prioritise climate change goals to cut carbon emissions from buildings, and develop low carbon infrastructure and support households, businesses and institutions to save energy and cut emissions.</li> <li>• Be more efficient with our resources by offering better digital services, prioritising our activities and balancing spending with income growth.</li> </ul>	<p><b>Priorities:</b></p> <ul style="list-style-type: none"> <li>• Good, affordable homes.</li> <li>• Strong, fair economy.</li> <li>• Thriving communities.</li> <li>• Zero Carbon Oxford.</li> </ul> <p>With an underpinning priority of:</p> <ul style="list-style-type: none"> <li>• Well run Council.</li> </ul> <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>
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16.

**Please outline the consequences of not implementing this activity.**

**For example,**

- Existing activity does not fulfil Corporate Objectives,
- existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.

The Council Strategy 2024 to 2028 sets out the Council's five high level strategic aims and priorities for the years 2024 to 2028, which are intrinsically linked with supporting all people who live in, work or visit Oxford.

If the Council Strategy 2024 to 2028 is not implemented there may be an adverse impact on some of the most vulnerable citizens in the city.

Without the Council Strategy 2024 to 2028, the Council may not be able to allocate resources on a priority basis to tackle inequalities or to monitor impact.

Strategic aims and priorities also enable the Council to pay attention to impact of their work on the 9 protected characteristics.

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

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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.

- Public consultation from January to Thursday 21 March 2024.

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 Council Strategy 2024 to 2028. These include:

- The Oxford Strategic Partnership - the Council's senior multi-stakeholder partnership.
- The Council:
  - Corporate Management Team
  - Operational Delivery Group
  - Equalities Steering Group
  - Organisational Change Board
  - Policy Officers Group
  - Locality Learning Session
  - Let's Talk Session.
- The Cabinet.
- The Liberal Democrat Group.
- The Green Group.
- The Oxford Socialist Independents Group.

		<ul style="list-style-type: none"> <li>• Oxford Economic Growth Steering Board – including business representatives.</li> <li>• A city-wide conversation forum ‘working together to support Oxford's citizens and Communities to thrive.’</li> <li>• Oxford’s Children and Young People Partnership – including children and young people representatives.</li> <li>• Zero Carbon Oxford Partnership Steering Group – including major institutions and businesses.</li> <li>• Parish Council Forum.</li> <li>• Engagement with Young People.</li> </ul>
18.	<p><b>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>          -third-party research,          -census data,          -legislation,          -articles,          -reports,          -briefs.</p>	<p>Data includes:</p> <ul style="list-style-type: none"> <li>• Census 2021.</li> <li>• Oxfordshire Joint Strategic Needs Assessment (JSNA) - Publication date 2023</li> <li>• Community Health Profiles.</li> <li>• Index of Multiple Deprivation (IMD)- 2019</li> <li>• Socio-Economic Duty insight benchmarking and data.</li> </ul>
19.	<p><b>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>          -when,          -with whom, and          -how long will you collect the relevant data.</p>	<p>Not applicable, please see section 17.</p>

**Section 4: Impact analysis.**

<b>20.</b> <b>Who does the activity impact?</b>  <b>Check as needed.</b>  The impact may be positive, negative or unknown.	<b>Service Users</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
	<b>Members of staff</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
	<b>General public</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
	<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 Mitigations
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Census 2021 Oxford	Key groups  <b>Children:</b> <ul style="list-style-type: none"> <li>After accounting for housing cost, 21% of</li> </ul>

- 17.8% are aged 0-15; (England Average 19.2%) Lower than national average.
- 67.5% are aged 16-64, (England average of 62.4%). Higher than the national average.
- 14.9% aged 65+, England average 18.4%). Higher than the national average.
- 70.4% of pensioner households have a pension & living alone, (England average 59.3%). Higher than the national average.
- The proportion of those aged 0-14 years in Oxford is 14%. This is lower than county (17%), regional (17%), and national (17%) averages.
- 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.
- 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.

children in Oxfordshire live in poverty (Good Food Oxford Report - 2021).

**Adults:**

- 15.3% of all adults in Oxfordshire struggle to meet monthly bills/commitments.

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. Gender, 3. Race and Ethnicity.

For now, the overall impact for this Equalities Assessment has been viewed as neutral.


Service Plans will outline specific actions that will impact on this protected characteristic.

The Council's EDI strategy sets out how we will approach equalities issues when developing strategies and policies, and sets out the governance process to give



						<p>oversight to compliance with our statutory duties</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>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results,</p>
<p><b>Disability</b> 285 (visible and invisible)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Census 2021</p> <p>Oxford</p> <ul style="list-style-type: none"> <li>Households with 1 person living with disability = 23% - Higher than Oxfordshire average (Oxfordshire - 22.5%; England - 25.4%).</li> <li>2 or more people disabled in a household = 5.9% Higher than Oxfordshire average. (Oxfordshire- 5.3% and England 6.6%).</li> </ul> <p>When we look at data on disability from the perspective of gender identity, it becomes clearer that the majority of the respondents do not declare a disability (84%).</p> <p>11% of 136,717 individuals report that their disability limits their day-to-day activities in a little way.</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%).</p> <p>5.9% of 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>Service Plans will outline specific actions that will impact on this protected characteristic.</p>

					<p>5.4% of 136,717 individuals report that their disability limits their day-to-day activities in significant ways.</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>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 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> 286</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Census 2021</p> <p>Oxford Data is available for Oxford for residents who are 16 years and over. A total of 136,717 individuals responded to this question.</p> <ul style="list-style-type: none"> <li>• 88.8% Gender identity the same as sex registered at birth (Lower than Oxfordshire and England)</li> <li>• 0.6% Gender identity different from sex registered at birth but no specific identity given.</li> <li>• 0.4% All other gender identities</li> <li>• 0.2 % Trans man</li> <li>• 0.15% Trans woman (255 individuals)</li> <li>• 10% - Not answered (212 individuals)</li> </ul>	<p>The proportion of transgender 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>The proportion of transgender, and other gender identity classifications in Oxford are higher than both</p>

287				www.oxford.gov.uk		<p>Oxfordshire and England averages.</p> <p>Service Plans will outline specific actions that will impact on this protected characteristic.</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>Close monitoring of impact and gaps will enable the Plan to deliver inclusive and equitable results.</p>
<b>Marriage &amp; Civil Partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Census 2021</p> <p>Oxford:</p> <ul style="list-style-type: none"> <li>• 55% of single residents 16 and over.</li> <li>• 33% married residents.</li> <li>• 0.3% in a same-sex civil partnership.</li> <li>• Total number of residents in a Civil Partnership is 344.</li> <li>• 6% Divorced.</li> <li>• 13% of couples cohabiting.</li> </ul>	<p>Census 2021 figures on legal partnerships show that the proportion of single residents has increased by 1% since the 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.</p>

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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).

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.

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.

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

Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results.

<b>Race, Ethnicity and/or Citizenship</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Census 2021</p> <p>Oxford</p> <ul style="list-style-type: none"> <li>• White British: 63.3%, (England 79.8%).</li> <li>• Non-White: 19% (England- 14.6%). Higher than national average.</li> <li>• White non-British: 17.7% (England: 5.7%) - Higher than national average</li> <li>• Mixed: 3.8%, (England: 2.3%) Higher than national average</li> <li>• Asian: 11.1%, (England: 7.8%) Higher than national average</li> <li>• Black: 2.9%, (England: 3.5%)</li> <li>• Other ethnic Group: 1.2%, (England: 1%) Higher than national average.</li> <li>• Households with multiple ethnicities: 22.3%, (England 8.9%). Higher than national average</li> <li>• Born in England: 65.6%, (England Av. 83.5%).</li> <li>• Born outside the UK: 30.3%, (England Av: 13.8%) Higher than national average.</li> </ul>	<p>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.</p> <p>This is also the case for number increase with +6,164 more Asian/Asian British residents compared to the last Census.</p> <p>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%.</p> <p>The second 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.</p> <p>Mixed/Multiple ethnic groups now make up 5.6% of total residents.</p> <p>Black/African/Caribbean/Black British groups have remained largely unchanged at 4.7% (+0.1%) with a slight increase in the African subgroup</p>
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(+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%).

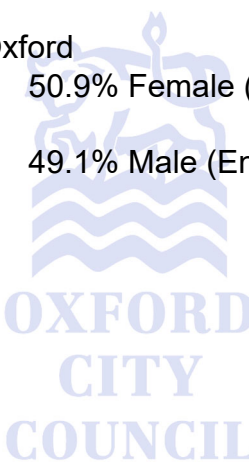
Service Plans will outline specific actions that will impact on this protected characteristic.

The most recent Census 2021 showed increased diversity.

291				www.oxford.gov.uk		<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>The importance of informed and strategic approach is key, as many in this group face intersecting and multiple levels of disadvantage.</p> <p>It is highly recommended that due diligence is given to how data is being collected and impact is being reported in this groups as there has been a sizable shift in population.</p> <p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results.</p>
Pregnancy & Maternity	<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>Oxfordshire's general fertility rate* in 2019 was 56.6 and in Oxford City was 40.9.</p>	<p>The ongoing work will have a neutral impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Service Plans will outline specific actions that will impact on this protected characteristic.</p>

					<p>This low rate in Oxford means that the county average was below the England average of 57.7.</p>	<p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">292</p> <p><b>Religion or Belief</b></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Oxford</p> <ul style="list-style-type: none"> <li>• Christian: 43.3%, (England 59.4%.</li> <li>• Buddhist: 1.2% (England 0.5%). Higher than national average.</li> <li>• Hindu: 1.1%, (England 1.5%).</li> <li>• Jewish: 0.8% (England 0.5%). Higher than national average.</li> <li>• Muslim: 5.2%, (England 5%). Higher than national average.</li> <li>• Sikh: 0.4%, (England 0.8%).</li> <li>• Other- 0.6%, (England 0.4%). Higher than national average.</li> <li>• No religion: 38.4% (England average 24.7%) Higher than national average.</li> </ul>	<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> <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 neutral impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p>




						<p>Service Plans will outline specific actions that will impact on this protected characteristic.</p> <p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results.</p>
<p><b>Sex</b></p> <p>293</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <p>www.oxford.gov.uk</p>	<p>Census 2021</p> <p>Oxford</p> <ul style="list-style-type: none"> <li>• 50.9% Female (England -51%).</li> <li>• 49.1% Male (England-49 %)</li> </ul> 	<p>In the realm of procurement and partnership working it is necessary for our partners to have some form on gender pay gap reporting to align with Equalities Statutory duty for Oxford City Council and the partners that we work with. <a href="#">UK national recommendation</a></p> <p>The ongoing work will have a neutral impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> <p>Service Plans will outline specific actions that will impact on this protected characteristic.</p> <p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028</p>

						to deliver inclusive and equitable results.
<p><b>Sexual Orientation</b></p> <p>294</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>136,719 people in Oxford responded to this Census question.</p> <p>Sexual Orientation was a new census category and provides a better idea of how people self-identify.</p> <p>Census 2021</p> <p>Oxford</p> <ul style="list-style-type: none"> <li>• 80.4% of residents 16 years and over self-identified as straight or heterosexual (Oxfordshire = 88.4%; England= 89.4%).</li> <li>• 3.6 % self-identified as bisexual (higher than Oxfordshire-1.7% and England-1.3%).</li> <li>• 2.4% self-identified as Gay or Lesbian.</li> <li>• 13% chose to not answer this question.</li> <li>• 0.5% Pansexual</li> <li>• 0.2% Asexual</li> <li>• 0.1% Queer</li> </ul>	<p>Service Plans will outline specific actions that will impact on this protected characteristic.</p> <p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results.</p>
<p><b>Other (voluntary consideration)</b></p> <p>For example:</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 form of migrants.</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>Migrant, refugee, or asylum seekers</p>						<p>Service Plans will outline specific actions that will impact on this protected characteristic.</p> <p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 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>Census 2021</p> <p>Key groups to consider:</p> <p>Oxford</p> <ol style="list-style-type: none"> <li>1. Lone Parents: 22.2% of lone parent families with dependent children (England average of 24.5%). Below the national average.</li> <li>2. Homeless Population: National Data 2022- 3,069 people rough sleeping on a single night. This is an increase of 26% from 2021. For Oxford was 27 people rough sleeping on a single night, up by 13% from 2021.</li> <li>3. 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.</li> </ol> <p>Just under a third of the households in Oxford experience at least 1 dimension of deprivation</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>Service Plans will outline specific actions that will impact on this protected characteristic.</p> <p>Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028 to deliver inclusive and equitable results.</p>

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					<p>(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><b>Other</b>  <b>For example:</b>  - Unpaid carers  - Prison population  - Homeless population  -Council suppliers &amp; contractors  Cabinet Members</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Census 2021</p>  <p>www.oxford.gov.uk</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.</p> <p>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%.</p> <p>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).</p> <p>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.

Close monitoring of impact and gaps will enable the Council Strategy 2024 to 2028

to deliver inclusive and equitable results.

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

22.	<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 type="checkbox"/>	<b>No major change(s) or adjustments and continue with activity but continue to monitor.</b>	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with the activity. No need to monitor in the future.
23.	<b>Please explain how you have reached your conclusions above.</b>		<p>The draft Council Strategy 2024 to 2028:</p> <ul style="list-style-type: none"> <li>• Sets out the Council’s five high level strategic aims and priorities for the years 2024 to 2028, which are intrinsically linked with supporting all people who live in, work, or visit Oxford.</li> <li>• Has been developed to take into account the challenges facing the Council, citizens, and the community over the next 4 years, including the severe financial challenges affecting Local Government</li> <li>• Has been informed by a variety of data sources and is intended to demonstrate that the Council acts in a way that responds to the real issues that matter most within the City of Oxford with people, communities and residents and the heart of the draft strategy.</li> </ul> <p>The Council have developed a range of priority objectives which seek a balance between affordability and ambition, a balance between investing in core services and in new initiatives.</p> <p>In developing key strategic priorities, the Council have to make key investment decisions that to deliver these priorities and will have to take difficult decisions to be able to balance the books whilst ensuring they deliver for the communities.</p>					

Following the Covid-19 pandemic, the draft Councils Strategy 2024 to 2028 describes elements that have been refreshed and refined from the Council Strategy 2020 to 2024, to help address some of the new challenges that our citizens and communities are going to increasingly face, and to thrive throughout the uncertainty and into the future.

## 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.

<p><b>24.</b></p>	<p><b>Who or which team or service area will be responsible for monitoring equalities impact?</b></p> <p><b>For example-</b>          - team,          -directorate,          -service area,          -Equalities Steering Group,          etc.</p>	<ul style="list-style-type: none"> <li>• The Corporate Management Team.</li> <li>• Equality Steering Group.</li> <li>• Corporate Strategy - Policy and Partnerships Team.</li> </ul>		
<p><b>25.</b></p>	<p><b>Who (individual, team, or service area) will be responsible for carrying out the EqlA review?</b></p>	<ul style="list-style-type: none"> <li>• Corporate Strategy – Policy and Partnerships Team.</li> <li>• Equality Steering Group.</li> </ul>		
<p><b>26.</b></p>	<p><b>How often will the equality impact be reviewed for this activity?</b></p> <p><b>For example-</b></p>	<p>Annually</p>	<p><b>27.</b></p> <p><b>Date when the EqlA will be reviewed again.</b></p>	<p>By 1 April 2025</p>

-quarterly,  
-yearly, etc.

## Section 7: Sign-off

Name: Lucy Cherry

Job Title: Policy & Partnerships Officer

Signature:

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Name: Mili Kalia

Job Title: Corporate Equality, Diversity & Inclusion  
Lead

Signature:

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Name: Mish Tullar

Job Title: Head of Corporate Strategy

Signature:

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Name: Clare MKeen

Job Title: Policy & Partnerships Officer

Signature:

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Name:

Job Title:

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.
- 6) For joint projects, please consider the following:
  1. Other project leads
  2. Other service area and/or team lead/managers.

**This is not an exhaustive list.**

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

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