

Equality Impact Assessment

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
Age	<ul style="list-style-type: none"> • 18 per cent of Torbay residents are under 18 years old. • 55 per cent of Torbay residents are aged between 18 to 64 years old. • 27 per cent of Torbay residents are aged 65 and older. 	<p>No adverse impacts are expected to be felt by this decision. There will be no loss of support for children as a result of this decision. Children’s needs as set out in their Education, Health and Care Plan (EHCP) will continue to be met</p> <p>We will be repurposing the current hearing impairment unit spaces for children with social, emotional and mental health needs (SEMH).The Hearing Impairment Units have been running at less than 50% capacity for more than five years. The repurposing will enable us to target resources most effectively.</p>	<p>Although there are no adverse impacts associated from this decision, we will be closely monitoring its implementation to ensure that the needs of children continue to be met. We recognise that this could be an unsettling time for children.</p> <p>We understand that that this decision may feel unsettling for parents and carers as these units have been much</p>	SEND and Inclusion Team

			<p>more than an educational base and have also provided additional community events and learning over the years. This function will be continuing under the Torbay Family Hubs where termly community events for Hearing Impairment families will be offered.</p>	
Carers	<p>At the time of the 2021 census there were 14,900 unpaid carers in Torbay. 5,185 of these provided 50 hours or more of care.</p>	<p>We understand that that this decision may feel unsettling for parents and carers as these units have been much more than an educational base and have also provided additional community events and learning over the years.</p>	<p>This function will be continuing under the Torbay Family Hubs where termly community events for Hearing Impairment families will be offered.</p>	SEND and Inclusion Team
Disability	<p>In the 2021 Census, 23.8% of Torbay residents answered that their day-to-day activities were limited a little or a lot by a physical or mental health condition or illness.</p> <p>Over the course of the last six months Torbay Council have been reviewing the needs of young people across Torbay. Forecast data from the Joint</p>	<p>No adverse impacts are expected to be felt by this decision. There will be no loss of support for children as a result of this decision. Children's needs as set out in their EHCP will continue to be met</p> <p>We will be repurposing the current hearing impairment unit spaces for children with social, emotional and mental health needs (SEMH). The Hearing Impairment Units have been running at less than 50% capacity for more than five years. The repurposing</p>	<p>Although there are no adverse impacts associated with this decision we will be closely monitoring its implementation to ensure that the needs of children continue to be met. We recognise that this could be an unsettling time for children.</p>	SEND and Inclusion Team

	<p>Strategic Needs Assessment shows us that hearing impairment needs across Torbay have fallen, with this need representing less than 1% of all special educational needs in the Bay, with those higher-level hearing impairment needs being less than ten families in total across the primary and secondary age ranges.</p> <p>In February 2024, a SEND Needs Analysis was carried out on children who had an EHCP or on SEN Support at their school. For those with a HI as their primary area of need and in receipt of an EHCP, this equates to 0.7% of the total EHCPs. When comparing this to those with an SEMH need, which is where the repurposed places are going to be supporting, this is at 25% of the total EHCPs.</p> <p>However, it is important to acknowledge that when a child requires support due to a hearing impairment that this is often highly complex.</p>	<p>will enable us to target resources most effectively.</p>	<p>We understand that that this decision may feel unsettling for parents and carers as these units have been much more than an educational base and have also provided additional community events and learning over the years. This function will be continuing under the Torbay Family Hubs where termly community events for Hearing Impairment families will be offered.</p>	
<p>Gender reassignment</p>	<p>In the 2021 Census, 0.4% of Torbay's community</p>	<p>No adverse impacts are anticipated</p>	<p>Not applicable</p>	<p>Not applicable</p>

	<p>answered that their gender identity was not the same as their sex registered at birth. This proportion is similar to the Southwest and is lower than England.</p>			
Marriage and civil partnership	<p>Of those Torbay residents aged 16 and over at the time of 2021 Census, 44.2% of people were married or in a registered civil partnership.</p>	<p>No adverse impacts are anticipated</p>	<p>Not applicable</p>	<p>Not applicable</p>
Pregnancy and maternity	<p>Over the period 2010 to 2021, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 63.7 per 1,000) than England (60.2) and the South West (58.4). There has been a notable fall in the numbers of live births since the middle of the last decade across all geographical areas.</p>	<p>No adverse impacts are anticipated</p>	<p>Not applicable</p>	<p>Not applicable</p>
Race	<p>In the 2021 Census, 96.1% of Torbay residents described their ethnicity as white. This is a higher proportion than the South West and England. Black, Asian and minority ethnic individuals are more likely to live in areas of Torbay classified as being amongst the 20% most deprived areas in England.</p>	<p>No adverse impacts are anticipated</p>	<p>Not applicable</p>	<p>Not applicable</p>

Religion and belief	64.8% of Torbay residents who stated that they have a religion in the 2021 census.	No adverse impacts are anticipated	Not applicable	Not applicable
Sex	51.3% of Torbay's population are female and 48.7% are male	We understand that that this decision may feel unsettling for parents and carers as these units have been much more than an educational base and have also provided additional community events and learning over the years.	This function will be continuing under the Torbay Family Hubs where termly community events for Hearing Impairment families will be offered.	SEND and Inclusion Team
Sexual orientation	In the 2021 Census, 3.4% of those in Torbay aged over 16 identified their sexuality as either Lesbian, Gay, Bisexual or, used another term to describe their sexual orientation.	No adverse impacts are anticipated	Not applicable	Not applicable
Armed Forces Community	In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces. In Torbay, 5.9 per cent of the population have previously served in the UK armed forces.	No adverse impacts are anticipated	Not applicable	Not applicable
Additional considerations				
Socio-economic impacts (Including impacts on child		We recognise that the percentage of Torbay's children living in relative low-income families is increasing, and is	Not applicable	Not applicable

poverty and deprivation)		significantly higher than the England average. No adverse impacts are anticipated from this decision.		
Public Health impacts (Including impacts on the general health of the population of Torbay)		No adverse impacts are anticipated	Not applicable	Not applicable
Human Rights impacts		No adverse impacts are anticipated. The Council is committed to ensuring human rights and this include the rights of the child and, the right to education.	Not applicable	Not applicable
Child Friendly	Torbay Council is a Child Friendly Council and all staff and Councillors are Corporate Parents and have a responsibility towards cared for and care experienced children and young people.	Torbay Council has an ambition of creating a prosperous and healthy Torbay. The Council's Community and Corporate Plan sets out as one of its Targeted Actions that it will "Protect all children and give them the best start in life".	Not applicable	Not applicable