

## Equality Impact Assessment

### **Purpose of the Equality Impact Assessment process:**

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

## Section 1: Equality Impact Assessment Screening

<b>Basic Details</b>	
Title and description of the policy/ decision:	Active Mid Devon Unpaid Carers Leisure Offer – Proposal to make the pilot scheme permanent. The decision relates to providing free or discounted leisure access for unpaid carers to reduce barriers, improve wellbeing, and prevent social isolation.
Job title of the person(s) undertaking the assessment:	Customer Experience Manager
Council service:	Active Mid Devon / Leisure Services
Date of assessment:	18/02/2026

What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?
The decision aims to improve access to leisure services for unpaid carers by reducing financial and practical barriers. Objectives include improving wellbeing, reducing isolation, increasing participation, supporting young carers through free access, and strengthening partnerships with carer organisations.

<b>Further Details</b>	
Who may be affected by the policy/ decision?	Unpaid carers (young and adult), individuals receiving care (indirectly), leisure service users, community partners, and council leisure services.
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	Engagement with Devon Carers, Care Ambassadors, wellbeing drop-in sessions, Carers Rights Day, and ongoing partnership feedback.
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	Yes

To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:	Yes	No	Details
1. Eliminate unlawful discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Supports equal access to leisure and reduces barriers.
2. Advance equality of opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Supports equal access to leisure and reduces barriers.
3. Foster good relations between different groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Supports equal access to leisure and reduces barriers.

**Which of the protected characteristics is the policy/ decision relevant to?**  
 Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Supports all genders; women disproportionately carers; flexibility aids wellbeing.</li> </ul>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Adults and Juniors.</li> </ul>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Supports carers with disabilities through accessible, flexible activities.</li> </ul>
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Flexibility supports observance; inclusive environment.</li> </ul>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Equal access supports minority ethnic carers reducing barriers.</li> </ul>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Inclusive for LGBTQ+ carers reducing isolation.</li> </ul>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Affirming space for transgender/non-binary carers.</li> </ul>

Characteristic	Positive	Negative	Neutral	Comments
Pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Supports pregnant carers with flexible access.</li> </ul>
Marriage and Civil partnership*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved access to wellbeing and reduced financial barriers.</li> <li>Supports relationships by reducing stress.</li> </ul>

\*Applies only to Employment and the duty to give regard to the elimination of discrimination.

**Decision by Corporate Manager to recommend this policy/ decision for an Equality Impact Assessment?**

**Yes/No**

**If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.**

The policy has the potential to directly and indirectly affect groups with protected characteristics and has clear positive equality implications.

**EIA Screening Complete**

## Section 2: Equality Impact Assessment

### Evidence and Consultation

What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

Evidence from 12-month pilot, wellbeing events, Devon Carers engagement, membership uptake data, and partner feedback.

Evidence also includes pilot delivery data (SPAR).

We are pleased to share positive data and feedback following the continued implementation of the Unpaid Carers Policy. The policy is clearly having a meaningful impact, both in terms of engagement and outcomes for carers we support.

As of the latest SPAR figures (December), we are supporting **57** unpaid carers under 18 and **89** adult unpaid carers. This reflects strong identification and ongoing engagement, demonstrating improved awareness across services and better pathways for carers to access support earlier.

Feedback from unpaid carers has been consistently positive. Many carers have highlighted feeling more recognised and understood within services, with several noting that simply being acknowledged as an unpaid carer has reduced feelings of isolation.

Adult carers have reported increased confidence in asking for support and a stronger sense that their role is valued. Several carers have expressed appreciation for clearer communication, improved signposting to support networks, and opportunities to share their experiences in shaping services.

Our Care Ambassadors have played a vital role in embedding the policy in practice. Their advocacy and lived-experience insight have helped raise awareness, improve staff confidence in identifying carers, and ensure that support feels authentic and person-centred. Ambassadors have also contributed to creating a more open culture where conversations about caring responsibilities are normalised and encouraged.

Overall, the data and feedback suggest the policy is not only improving identification rates but also strengthening trust and engagement with carers. We will continue to build on this momentum, ensuring carers remain visible, supported, and central to our ongoing development of inclusive and compassionate services.

Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex	Women are more likely to be unpaid carers and benefit from improved access. Women are disproportionately represented among unpaid carers and are likely to benefit from improved access to wellbeing support.	Monitor participation by gender and ensure inclusive promotion.	Customer Experience Manager – ongoing	Improved wellbeing access for female carers.
Age	Free access for young carers and flexible access for adult carers removes age-based barriers.	Continue age-inclusive programming and monitor youth engagement.	Customer Experience Manager - ongoing	Increased participation across age groups.
Disability	Supports carers of disabled individuals and inclusive access.	Ensure facilities remain accessible and inclusive.	Customer Experience Manager – ongoing	Improved wellbeing for carers and inclusive access.
Religion or Belief	Neutral	Ensure culturally inclusive environments.		
Race	Reduced financial barriers may improve inclusivity.	Work with partners to ensure inclusive outreach.	Customer Experience Manager – ongoing	

<b>Protected Characteristic</b>	<b>Potential Impacts/ Issues Identified/ Opportunities identified</b>	<b>Mitigation required (action) or Justification</b>	<b>Lead Officer and target completion date</b>	<b>What is the expected outcome from the action?</b>
<b>Sexual Orientation</b>	<b>Neutral</b>	<b>No impacts identified</b>		
<b>Gender Reassignment</b>	<b>Neutral</b>	<b>No impacts identified</b>		
<b>Pregnancy/ maternity</b>	<b>Flexible access supports carers with parenting roles</b>	<b>Maintain flexible access and inclusive facilities.</b>	<b>Customer Experience Manager – ongoing</b>	
<b>Marriage and civil partnership*</b>	<b>Neutral</b>	<b>No impacts identified</b>		

\*(Applies only to Employment and the duty to give regard to the elimination of discrimination)

**Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:**

The offer will be monitored through participation data, partner feedback, and routine service reviews. Any identified barriers will be addressed through targeted outreach and service adjustments to ensure the scheme remains inclusive, sustainable, and promotes equality.

**Please state where the EIA will be published (e.g. on the Mid Devon District Council website):**

PDG Report March 2026 – Access to Leisure for Unpaid Carers

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**Equality Impact Assessment Sign off**

**For completion by Corporate Manager**

**Are you prepared to agree and sign off the EIA?**

**Yes**                       **No**

If “No”, provide details of why and next steps:

**Name: Andy Mackie**

**Job Title: Operations Manager**

**Date:**