

Equality Impact Assessment / Equality Analysis

Title of service or policy	Economic Strategy update (Delivering Sustainable Economic Growth Cabinet report)
Name of directorate and service	Development and Major Projects
Name and role of officers completing the EIA	John Wilkinson
Date of assessment	27 th Sept 2011

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality Impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the policy including <ul style="list-style-type: none"> • How the policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes 	The Economic Strategy sets the overall ambitions for the area in supporting sustainable economic growth (e.g. business start-up and growth and job creation). It sets out the current economic context, targets for measuring success and actions to deliver those targets. It is owned by the B&NES Economic Partnership, which is the economic group of the LSP. Actions are the responsibility of a range of organisations, including the Council, business organisations, HE and FE providers and other training providers, the West of England Partnership, Job Centre Plus and the Learning Partnership. Its intended outcomes are measured by a range of indicators including employment rates, skills levels, earnings and Gross Value Added of the economy
1.2	Provide brief details of the scope of the policy being reviewed, for example: <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement? • How much room for review is there? 	The Economic Strategy was initially published in April 2010. It is a locally determined strategy which guides interventions from across the area. It pays significant attention to the underlying economic situation (analysed from data collected through the year), Government policy on economic development and local business priorities. As it is not a statutory document and is locally developed there is plenty of scope for review and updating.

1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The aims of the Strategy link directly into the overall ambitions of the Council to make Bath and North East Somerset an even better place to live, work and visit. It also supports delivery of the Sustainable Community Strategy and in particular the section on growth.
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2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	The Economy, Enterprise and Business Development Team comprises 5 people, 3 men and 2 women. The age profile is young and White British.
2.2	What equalities training have staff received?	Staff have been provided with the B&NES internal training. The EEB manager has previously been responsible for managing the equalities function in his previous role
2.3	What is the equalities profile of service users?	<ul style="list-style-type: none"> ● The age profile of B&NES is somewhat older than the national average, though we also have more people than expected in their early twenties due to the two universities. In ten years' time, we estimate that people over age 85 will number around 6,800 in B&NES compared with 4,300 in 2007 – an increase of about 50%

		<ul style="list-style-type: none"> As this older age group grows, the younger age group will fall as a percentage of the total population, which has significant implications for the local economy and the business that operate here The area's ethnic make up is predominantly white: 94.5% British, Irish or other white compared to the English average of 88.7%
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps?	Worklessness Assessment, Local Economic Assessment, Smart Growth economic study, sector studies. Data collected on the economy is very comprehensive
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	The Economic Strategy update has been consulted on with the key stakeholders who have a role in its delivery and also the Housing and Major Projects Policy Development and Scrutiny Panel. In addition we have been provided with an independent analysis of progress by an economist against the strategy's core indicators. These showed that progress has generally been positive. However the key targets, that evidence shows we are off target with, relate to the number of people with below level 2 skills, the number of business start ups and the proportion of jobs in high value sectors.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	We will be re-launching the Bath and North East Somerset Economic Partnership as a result of the emergence of the West of England Local Enterprise Partnership and this update. The partnership will be the key group that oversees the delivery of the strategy and its actions. A quarterly economic action plan will be produced which gives an update on the economic picture of the District. This report needs to include data on how particular groups are performing in the economy (e.g. we know that nationally some BME communities are over represented in unemployment figures, but need to understand whether this is the case locally)

3. Assessment of impact: 'Equality analysis'

	<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> Meets any particular needs of equalities groups or helps promote equality in some way. Could have a negative or adverse impact for any of the equalities groups
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		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Gender – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?)	A worklessness assessment has been completed to understand the economic issues facing particular groups. Proposal to undertake an evaluation of Council supported business support services, which will include an examination of who accesses the services and how improvements could be made	Business support services funded by the Council need to ensure they are delivered in a way that ensures equal access and are appropriate to the needs of particular groups, rather than one size fits all
3.2	Transgender – identify the impact/potential impact of the policy on transgender people	n/a	n/a
3.3	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)	A worklessness assessment has been completed to understand the economic issues facing particular groups. Proposal to undertake an evaluation of Council supported business support services, which will include an examination of who accesses the services and how improvements could be made	Business support services funded by the Council need to ensure they are delivered in a way that ensures equal access and are appropriate to the needs of particular groups, rather than one size fits all The opportunity to deliver business support services from the Council's new One Stop Shop in Bath is being explored. Basing services in these premises would capitalise on the excellent DDA compliant facility
3.4	Age – identify the impact/potential impact of the policy on different age groups	A worklessness assessment has been completed to understand the economic issues facing particular groups. Through the Learning Partnership work	The Learning Partnership will take forward their initial work in partnership with business groups and employers to promote opportunities

		has been delivered to tackle the barriers older people face in accessing work and training.	
3.5	Race – identify the impact/potential impact on different black and minority ethnic groups	<p>A worklessness assessment has been completed to understand the economic issues facing particular groups.</p> <p>Proposal to undertake an evaluation of Council supported business support services, which will include an examination of who accesses the services and how improvements could be made</p>	Business support services funded by the Council need to ensure they are delivered in a way that ensures equal access and are appropriate to the needs of particular groups, rather than one size fits all
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people	n/a	n/a
3.7	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	n/a	n/a
3.8	Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	<p>A worklessness assessment has been completed to understand the economic issues facing particular groups.</p> <p>Work is underway in Radstock and Westfield to develop an economic action plan focussed on addressing skills shortages and jobs growth in an area with higher than average levels of economic disadvantage in the District</p> <p>Successful delivery of the 100 in 100 days apprenticeship campaign to</p>	Funding through schemes such as Future Jobs Fund from Government has come to an end. With the potential for further rises in benefit claimants and the emergence of the Work Programme a joined up approach is needed between organisations to ensure continued support for these groups

		<p>provide opportunities for entry into the workplace</p> <p>Section 106 agreement on Bath Western Riverside to promote on-site training</p> <p>Successful delivery of the Future Jobs Fund programme</p>	
3.9	Rural communities – identify the impact / potential impact on people living in rural communities	<p>Active engagement in the West of England Local Enterprise Partnership rural sector sub groups.</p> <p>Current business support services are available via web and phone as well as face to face ensuring access to support services</p>	Ensure rural communities are able to access new economic opportunities that emerge through delivery of this Economic Strategy

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Investigate whether appropriate data is being collected on performance of particular groups in the economy (e.g. race and age)	Ensuring the quarterly economic report provides information on performance of these groups (e.g. employment levels)	Quarterly	John Wilkinson	Next report due Dec 2011/Jan 2012

Ensuring business support services are delivered in a way that ensures equal access	Undertake an evaluation of Council supported business support services	Completed by the end of FY 2011/12	Anna Garner	End of FY2011/12

5. Sign off and publishing

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

Signed off by:

(Divisional Director or nominated senior officer)

Date: