

# **Equality Impact Assessment Economic Development Strategy 2024 - 2027**

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

**For the following protected characteristics:**

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

**What is prohibited?**

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

**Complete this action plan as you go through the questions**

- **Step 1 – Introductory information**

Title of the policy / strategy / project	<b>Economic Development Strategy 2024 – 2027</b>
Lead officer and others undertaking this assessment	<b>Lead Officer: Liz McCusker</b>
Date EIA started	<b>15<sup>th</sup> January 2024</b>
Date EIA completed	<b>18<sup>th</sup> January 2024</b>

● **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy, Strategy, project? (Specify aims and objectives)
The Economic Development Strategy 2024 – 2027 sets out the objectives to help facilitate a stronger economy for Charnwood and enable the development of action plans to deliver the strategic priorities.
What specific group/s is the policy, Strategy, project designed to affect/impact and what is the intended change or outcome for them?
The strategy shows the four main strategic themes: Places and Infrastructure; Business Environment; People (and skills) and Innovation. Working across these themes will positively impact on the business community and residents of Charnwood including those with protected characteristic groups. Successful delivery of the economic strategy should benefit all groups in Charnwood including those with protected characteristics and monitoring to ensure that each action plan and partners we will work with adhere to equality at all levels. The purpose of the strategy should not have any adverse impact on any groups or individuals as its purpose is to make improvements for all.
Which groups have been consulted as part of the creation or review of the policy, Strategy, Policy?
Consultation has taken place with Loughborough College, Loughborough University, and business groups, such as FSB and East Midlands Chamber of Commerce, data has also been incorporated from the ONS to identify statistics of Charnwood.

● **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc. Data/information such as: <ul style="list-style-type: none"> <li>• Consultation</li> <li>• Previous Equality Impact Assessments</li> <li>• Demographic information</li> <li>• Anecdotal and other evidence</li> </ul>
Use of ONS data to monitor aspects related to economy, this is to be reviewed annually and any adjustments to work and actions is incorporated. All partnerships will be checked to ensure that they have an equalities policy which they adhere to.  Various programmes will provide monitoring opportunities to review data to ensure all groups are able to engage, be represented and included in our work. Materials used will also be checked prior to being used to ensure representation and appropriateness for all.
What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)
The development of the economic development strategy will ensure that the actions and objectives provide positive outcomes for everyone living and working in Charnwood. Where a potential adverse impact is identified through consultation, review, and engagement this will be either addressed via

mitigating action within the strategy and/or the associated action plans or where appropriate in specific partnership and/or programmes to address any inequality issues.

● **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

Not in this circumstance. The strategy is an overarching strategy which will include a range of initiatives and different projects which are designed to provide positive outcomes for the wider community. Further consultation with individuals of protected characteristics, will take place as part of the ongoing development and implementation of these specific projects and initiatives which make up the strategy.

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any ‘protected characteristics’ and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	<p>Positive Impact - Overall the strategy should have a positive impact on individuals of all ages across Charnwood.</p> <p>Specific initiatives may have age restrictions, especially some of the work with partners in education, however at all stages this will be challenged, and restrictions will only apply in appropriate situations, such as legal age restrictions with certain jobs, courses, i.e. Driving age, serving alcohol.</p>
<p>Disability</p> <ul style="list-style-type: none"> <li>● Physical</li> <li>● Visual</li> <li>● Hearing</li> <li>● learning disabilities</li> <li>● mental health</li> </ul>	<p>Positive Impact - The actions and objectives set out in the strategy should have a positive impact on this protected characteristic. All action plans will need to provide all reasonable access and adaptations to be inclusive, whichever disability is presented at all times, if venues are chosen and then cannot provide any requirements, alternatives will be found, whether this is physical, visual, hearing, learning or mental.</p>
Gender Reassignment (Transgender)	<p>Neutral Impact - No activity, outcomes of this strategy should impact negatively on anyone in this characteristic. A potential barrier may be access to and availability of relevant information as there is little national and local information on gender re-assignment both within the Council and other organisations. Therefore, additional engagement and monitoring may be required to ensure there is no negative impact whether intended or not.</p>

Race	Positive Impact - The actions and objectives of the strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristics of race. Delivery and action plans will be open to all who participate, and a strong economy will have a positive impact on businesses and residents of Charnwood.
Religion or Belief (Includes no belief)	Positive Impact - The actions and objectives of the strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristics of religion or beliefs. Delivery and action plans will be open to all who participate, and a strong economy will have a positive impact on businesses and residents of Charnwood.
Sex (Gender)	Positive Impact - The actions and objectives of the strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristics of sex. Delivery and action plans will be open to all who participate, and a strong economy will have a positive impact on businesses and residents of Charnwood.
Sexual Orientation	Positive Impact - The actions and objectives of the strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristics of sexual orientation. Delivery and action plans will be open to all who participate, and a strong economy will have a positive impact on businesses and residents of Charnwood.
Other protected groups <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	Positive Impact - The actions and objectives of the strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristics of pregnancy and maternity and marriage and civil partnerships. Delivery and action plans will be open to all who participate, and a strong economy will have a positive impact on businesses and residents of Charnwood.
Other socially excluded groups <ul style="list-style-type: none"> <li>• Carers</li> <li>• Low literacy</li> <li>• Priority neighbourhoods</li> <li>• Health inequalities</li> <li>• Rural isolation</li> <li>• Asylum seeker and refugee communities</li> </ul>	Positive Impact - The actions and objectives of the strategy are likely to have a positive impact on individuals and communities including carers, low literacy, priority neighbourhoods, health inequalities, rural isolation and asylum seekers and refugee communities.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

Equality Impact Assessments will also be undertaken where appropriate on individual elements of the projects and initiatives which will deliver the strategy.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The economic development strategy 2024 – 2027 aims to provide a positive impact for all individuals living and working in Charnwood and therefore meets the Council's responsibilities in relation to equality and diversity.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

Once the strategy has been approved action plans will be developed, these will show actions matched against the strategy's priorities and objectives, and have where appropriate performance indicators, when implementing the action plans where appropriate EIA's will be undertaken to mitigate any barriers or adverse impacts to any of the protected characteristics.

How will the recommendations of this assessment be built into wider planning and review processes? e.g., policy reviews, annual plans, and use of performance management systems.

The recommendations of this assessment will be shared with the Economic Development and Regeneration team. Monitoring will take place annually and at relevant stages of implementation and delivery of the action plans.

● **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
001	Further consider the protected characteristics of gender reassignment and sexual orientation when developing and implementing action plans against the economic development strategy.	Economic Development Manager	Ongoing

● **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees		The EIA will be available via the information from cabinet meetings including online. It can also be requested via email to the Economic Development and Regeneration Team

Partners and stakeholders		The EIA will be available via the information from cabinet meetings including online. It can also be requested via email to the Economic Development and Regeneration Team
To ensure ease of access, what other communication needs/concerns are there?	N/A	N/A

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

<b>I agree with this assessment</b>
Signed (Service Head): Christopher Grace
Date: 19 <sup>th</sup> January 2024

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.