

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

Name of policy to be assessed:

Economic Growth Strategy 2015 to 2021

1. What is the main purpose of the policy?

The purpose of the Colchester Economic Growth Strategy is to set out a framework to steer the activities of the Council and partner organisations (public, private and third sector) to achieve a sustainable and strong local economy, foster the conditions for economic resilience and growth and to capture the economic benefits for residents and businesses in the Borough.

2. What main areas or activities does it cover?

The role of the Council is to work with public, private and third sector partners to create the conditions which will deliver economic development and growth.

The delivery of the strategy will focus on the delivery of challenging and ambitious targets. Informed by the evidence base the following targets are proposed for delivery in the lifetime of the Strategy by the Council working in collaboration with its partners:

- Create 6,000 new jobs
- Raise the skill levels of our residents, including 500 apprenticeships
- Create, retain and support 1,000 new businesses
- Secure superfast broadband to all our businesses
- Secure £5m of direct funding for skills and business support
- Attract £10m of new inward investment

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

The new strategy is a development and refinement of the previous Economic Development Strategy 2010 to 2015. Changes in the strategy are reflecting the different economic landscape and changes made in the support provided by central government for businesses, apprenticeships, skills, training and wider economic development activities.

4. Who are the main audience, users or customers who will be affected by the policy?

The strategy directly and indirectly impacts on a wide range of customers and stakeholders including businesses, partner organisations in the private, public and third sectors, residents and tourists.

5. What outcomes do you want to achieve from the policy?

- Creating and retaining jobs
- Attracting inward investment into the Borough
- Building strong and effective partnerships across the public, private and third sectors
- Raising skills levels in the workforce
- Enabling businesses to start up, survive, grow and prosper
- Increasing the number and spend of visitors
- Increasing the speed and delivery of broadband and digital technologies

6. Are other service areas or partner agencies involved in delivery? If so, please give details below:

The strategy is central to the delivery of economic growth in the Borough. The strategy is also closely and appropriately aligned with the economic strategies at sub regional, County and Local Enterprise Partnership levels.

7. Are you aware of any relevant information, data, surveys or consultations¹ which help us to assess the likely or actual impact of the policy upon customers or staff?

There will be an annual report published on the website on the delivery of the strategy against agreed metrics to enable scrutiny of economic performance and the resultant impact on the audiences detailed in 4.

The evidence base underpinning the formulation of this strategy will also be made available on the website alongside the quarterly economic reports (example on link below) which provides a statistical overview of economic performance of Colchester

<http://www.colchester.gov.uk/CHttpHandler.ashx?id=17003&p=0>

8. The 'general duty' states that we must have "due regard" to the need to:

- (a) eliminate unlawful discrimination, harassment and victimisation
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not³
- (c) foster good relations between people who share a protected characteristic and those who do not⁴

Not all policies help us to meet the 'general duty', but most do.

Where applicable, explain how this policy helps us to meet the 'general duty':

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

It is not believed that the strategy specifically helps to achieve this aim.

¹Click on [surveys or consultations](#) for more information. The Council's surveys and consultations include 'equality monitoring information' to help us identify any particular concerns or views expressed by any particular group or 'protected characteristic'. It can also help us to assess how representative of our customers the respondent group is. Local Data on the Protected Characteristics is available [on this page](#) of the Hub.

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

³ This involves having due regard, in particular, to the need to: (a) remove or minimise disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

⁴ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

The policy helps us to ‘advance equality of opportunity...’ in the following way(s):

The analysis which underpins the strategy uses data including that relating to the protected characteristic of ‘age’. The strategy includes measures to improve access to skills and employment initiatives, including apprenticeships and work placements, which particularly benefit young adults. This could help increase equality of opportunity for this group. The strategy may also help to increase equality of opportunity for vulnerable groups including older people and people with a disability – see section 9 below.

The policy helps us to ‘foster good relations...’ in the following way(s):

It is not believed that the strategy specifically helps to achieve this aim.

9. This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the ‘protected characteristics’.

Remember to include reference to any relevant consultation, data or information.

‘Protected characteristic’ group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)	X	The Economic Growth Strategy aims to create opportunities for all. Strong and effective partnerships support vulnerable groups including older people.		None identified
	Younger people (17-25) and children (0-16)	X	The Economic Growth Strategy aims to increase the opportunities for young people to access skills and employability initiatives including apprenticeships and work placements.		None identified
Disability	Physical	X	The Economic Growth Strategy aims to create opportunities for all. Strong and effective partnerships support vulnerable groups including people with disabilities.		None identified

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Sensory	X	As above		None identified
	Learning	X	As above		None identified
	Mental health issues	X	As above		None identified
	Other – <i>specify</i>				
Ethnicity ⁵	White	X	The Economic Growth Strategy aims to create opportunities for all ethnic groups.		None identified
	Black				None identified
	Chinese				None identified
	Mixed Ethnic Origin				None identified
	Gypsies/ Travellers				None identified
	Other – <i>please state</i>				None identified
Language	English not first language	X	The Economic Growth Strategy aims to create opportunities for all people for whom English is not their first language. .		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	X	The Economic Growth Strategy aims to create opportunities for all women who are pregnant or have given birth in last 26 weeks		None identified
Religion or Belief	People with a religious belief (or none)	X	The Economic Growth Strategy aims to create opportunities for all people with a religious belief or none.		None identified
Sex	Men	X	The Economic Growth Strategy aims to create opportunities for all people of gender, sexual orientation or marital status.		None identified
	Women	X	As above		None identified
Gender Reassignment ⁶	Transgender/ Transsexual	X	As above		None identified

⁵ National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	X	As above		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership	X	As above		None identified

10. If you have identified any negative impacts (above) how can they be minimised or removed?

No negative impacts have been identified.

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸?

No discrimination against people with any protected characteristic has been identified which would impact either directly or indirectly.

⁶ The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to. NB: It is generally held that transgender people disguise their features or clothing to resemble their preferred sex, whereas transsexual people wish to change their body to completely resemble their preferred sex.

⁷ The Council has a general duty to 'eliminate unlawful discrimination, harassment and victimisation'. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic'.

⁸ If you answer 'yes' to question 11 (above) you will need to complete this section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

Summary and findings of Initial Equality Impact Assessment

12. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No negative impacts have been identified X	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed	Sign off screening and finish.
Negative impacts could not be minimised or removed	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement.	Sign off screening and complete a full impact assessment – Section 2.

13. Name and job title of person completing this form:

Matthew Brown – Economic Development Manager

14. Date of completion:

7/8/2015, reviewed 19/11/2019

15. Date for update or review of this screening:

1/6/2020