

APPENDIX 3

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Planning and Economic Development	Title of the Lead Officer responsible for EIA	Economic Development and Regeneration Manager
Name of the policy or function to be assessed:	UK Shared Prosperity Fund – Year Three Programme		
Title of the Officer undertaking the assessment:	UKSPF Business, Skills and Economic Initiatives Manager		
Is this a new or an existing policy or function?	Existing		
<p>1. What are the aims and objectives of the policy or function?</p> <p>UK Shared Prosperity funding was allocated to all district and borough councils as part of the government's Levelling Up Programme. The overall aim of the programme is to improve the life of local communities by levelling up investment across areas that are “left behind” and communities who have specific disadvantages in this case in Broxtowe. The function of the Programme and its supporting policies is to distribute £1.6 million as approved into local projects and activities in line with the investment plan submitted by the authority and approved by DLUHC in December 2022. Broxtowe Borough Council officers are requesting that the year three programme spend that is detailed by the appendix document of the report to Cabinet is approved. The function that has been assessed in this Equality Impact Assessment is the division of funding between the three thematic areas and how the principles of equality and diversity and relevant legislation for those groups with protected status have been taken into consideration. The three thematic areas are mandated by Government and are: People and Skills, Business Support and Communities and Place.</p> <p>The overall aim of the programme is to improve the life of local communities by levelling up investment across Broxtowe.</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>People and Skills outcomes:</p> <ul style="list-style-type: none"> • Improve educational outcomes and employment opportunities for all. • Help employers to choose local talent when recruiting • Provide support for those furthest away from the labour market • Action to deliver gaps within the employment and skills landscape in Broxtowe as identified via the Broxtowe Employment and Skills Partnership. <p>Business Support Outcomes:</p> <ul style="list-style-type: none"> • Help business to start, develop and thrive • Help businesses to decarbonise their premises and reduce their carbon footprint 			

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<ul style="list-style-type: none"> • Provide support through Business Support Grants • Action the priorities identified in the Broxtowe Skills Quest • Foster a self-sustaining local enterprise culture including social enterprise support; <p>Communities and Place Outcomes:</p> <ul style="list-style-type: none"> • Support for local projects via a grant scheme • Increased cost of living support activities • Place making and pride issues including celebrating culture and diversity • Work in rural areas of the borough to support village halls • Support local cultural and tourism activity <p>Other activities as outlined in the report.</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>The activities outlined in the report intend to benefit:</p> <p>People and Skills:</p> <ul style="list-style-type: none"> • People who are out of work (health related, skill related or facing barriers into employment) all ages • People who are economically inactive and based in the top 10 priority wards in Broxtowe – all ages • People requiring help with digital support, basic and other skills. • Employers - with advice and support to recruit local talent. <p>Businesses</p> <ul style="list-style-type: none"> • People in the local community who want to start a business • Business (under 3years old) that need help to develop • Sole traders and micro businesses • Business who want to locate or relocate in the local area • Businesses in town centres who need to adapt to survive • Businesses who wish to decarbonise or innovate <p>Communities and Place</p> <ul style="list-style-type: none"> • Local Communities that have not had Levelling Up Funding via Towns Deal and other government initiatives. • Rural Communities • Community members who need advice, support and intervention due to the cost of living crisis • Groups and societies who strengthen the social capital of the area or who provide essential voluntary sector services 			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>The main stakeholders are:</p> <p>People and Skills theme: local communities / residents, voluntary and community organisations, employment and skills providers, Department for Work and Pensions, Broxtowe Employment and Skills Partnership members, Careers and Enterprise Company, training providers and firms who support training</p>			

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<p>Business theme: local business owners – micro, SMEs, local business networks and clubs, business support agencies (local, regional and nationally), entrepreneurs and local people who want to start a business. High Street businesses and social enterprises -Broxtowe Skills Quest respondents. Communities and Place – local residents, visitors to Broxtowe, voluntary and community sector organisations, local businesses The programme works across all council departments.</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <p>The investment plan was based on data relating to Broxtowe and has been updated using relevant and available socio economic data and seeks congruence with the Corporate Plan. Taking a closer look at data sets considered is helpful to consider this theme by theme: The quantitative data for the programme is contained within the original investment plan.</p> <p>People and Skills -</p> <ul style="list-style-type: none"> • Analysis from the ending of ESF funding where gaps in provision have been left for local communities who need support with accessing work • Unemployment figures for the area – contained in full skills quest, detailed the top 10 areas requiring support. (Department for Work and Pensions – Stat Xplore, State of the district and NOMIS data) • Educational attainment data (Department for Education) • Economic Inactivity and Health data (Nottinghamshire County Council Public Health) <p>Business Support</p> <ul style="list-style-type: none"> • 80% of local businesses are micro business with less than 9 employees – majority have 1 or 2. • Business startup, growth and sustainability data (East Midlands Chamber, Federation of Small Business, Department for Business, Energy and Industrial Strategy (BEIS)) <p>Communities and Place</p> <ul style="list-style-type: none"> • Local Voluntary and Community Sector, Broxtowe Culture Strategy, Citizens Advice Bureau – impact of cost of living in Broxtowe. <p>Where possible we have sort to use shift share analysis of those with protected characteristics as a sub set of the data under consideration to understand penetration of service offers to these groups.</p>			
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? Data and information via the following sources:</p>			

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<p>People and Skills - Broxtowe Employment and Skills Partnership, D2N2 LEP, DWP and other local providers</p> <p>Business Support – local businesses via Broxtowe Skills Quest and employer engagement activities</p> <p>Communities and Place – via the Broxtowe Costs of Living Support Group, Broxtowe Children and Young People Forum, Broxtowe Health and Learning Disabilities Forum.</p> <p>Corporate Plane and D2N2 LEP reports and publications.</p>			

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

The Broxtowe Skills audit helped us to develop a priority list of business support needs for companies in Broxtowe. The Employment and Skill Partnership strategy and action plan has helped us to identify gaps in local provision. A series of community meetings were held prior to the submission of the investment plan. The consultation has shown us the need to continually engage with groups who represent groups with protected characteristics, especially advocacy groups. Consultation and publicity should be tailored accordingly.

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

Business Support - Consideration needs to be given to the diversity and size of local businesses operating in Broxtowe. Commissioning the service out allows us to ensure that business operators have access to a pool of advisors with different skills, experiences and from different backgrounds providing support. Contracts have been advertised with an equalities question as part of the scoring. Officers explain the need to act in accordance with best practice and relevant legislation and make suitable adjustments to forms. The Broxtowe web site has won awards for its accessibility and all publicity and communications are channelled using these formats and protocols. This is the same across all three themes.

People and Skills - The commissioned service focusses on activity for people who are Economically Inactive. The protected groups are amongst the most targeted beneficiaries particularly those with multiple disadvantages. This complements other provision which has been commissioned nationally by the Department for work and Pensions and Office for Health

Improvements and Disparities (OHID). A key focus of the service is targeted need and promoting a learning culture to raise the life chances of the protected groups present in Broxtowe.

Communities and Place activity has allocated significant funding and focus on all communities struggling with the cost of living crisis. It is felt that supporting those who are hardest to reach will have most benefit which has brought about community days of action to ensure support is open to all. Persons with disadvantages benefit most from healthy towns and businesses and local service offers. Travel may be an issue and lowering carbon and Nox will also have health benefits. This funding helps to provide events, renovate public spaces and encourage more visitors we expect there to be no adverse impact on any particular group and a number of culturally diverse groups should distinctly benefit.

☐ Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?

No but some aspects of employment support is targeted on specific areas and groups i.e.: young people, people over 50, those who have health problems of who are economically inactive.

☐ Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

No but some people and skills activity is targeted on the top 10 wards for people who are Economically Inactive. However other provision which is active in the area will provide a tailored service to ensure the needs are met of all groups and communities and the publicity and communications reaches out to groups in different and imaginative ways

☐ Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

No

☐ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

Business Support

We are developing a range of business support services and networks which will benefit all companies in the area. These networks are for sharing good practice and will contribute to equality and good relations between different groups. Communities and Place – The Festival of Science and Curiosity is a good example of an activity that will contribute to equality in Broxtowe provide two weeks of activity for people of all ages and backgrounds. The provision of services to disaffected young people is particularly key and creates the opportunity for young people from different cohorts to socialise and interact with other young people from differing backgrounds

□ What further evidence is needed to understand the impact on equality?

None – although we are performing monitoring, evaluation and longitudinal studies to ensure that we can invest continuous improvement into what we do as should the Borough receive funding beyond Year 3.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age:

Where the resident does not fit the criteria for employment support, ensure that they are signposted to appropriate local support within the local community. Identify gaps and support schemes and projects which meet these gaps.

Disability:

The support offered to businesses takes place in a range of locations which will have access for people with disabilities. Business support is available both face to face and online. The activities that help people into work can help companies / employers to access schemes like Access to Work. This allows them to make reasonable adjustments necessary. The Council's web site is a crucial dissemination tool.

Gender: services are open to all – no specific action needed but women into business is a theme of several supported projects because they are disproportionately underrepresented at leadership levels

Gender Reassignment: services are open to all – no specific action needed

Marriage and Civil Partnership: services are open to all – no specific action needed

Pregnancy and Maternity: services are open to all – no specific action needed – localised services will support young and expectant mothers

Race: We work with a range of community partners to provide choice of services. For example, with Business Support - we are working with a number of providers that have experience of working with companies which are run by people with differing backgrounds. Additional support from specific organisations like B-Global who provide tailored business advice for people from Black Asian, Minority Ethnic Communities will be promoted.

Religion and Belief: services are open to all – no specific action needed

Sexual Orientation: services are open to all – no specific action needed

Care Experience: services are open to all – no specific action needed

Chief Executive:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:

