



## Equality Assessment

### Part 1 - Initial Equality Assessment screening

<b>Name of Policy/Function:</b>	This is <b>new</b>
<b>Economic Regeneration Strategy</b>	This is a <b>change</b> to an existing policy ✓
	This is an <b>existing</b> policy, not previously assessed

<b>Date of screening</b>	25 August 2015 and updated June 2016
<b>Name of screener</b>	Judith Sturley

#### 1. Briefly describe its aims & objectives

The aim of this function is to review the current Economic Regeneration Strategy and produce a document to incorporate aims, objectives and actions in line with the current economic conditions of the borough in order to contribute to the provision of a strong and diverse local economy which will help sustain business growth and the prosperity of all.

#### 2. Are there external considerations? (Legislation/government directive etc)

In particular the need to be in line with the aims and objectives of Leicester & Leicestershire Local Enterprise Partnerships Strategic Economic Plan 2015 – 2020 in order to provide a framework for influencing and supporting partners and stakeholders who will help to drive economic development locally.

#### 3. Who are the stakeholders and what are their interests?

The stakeholders include all local businesses and local residents and the strategy aims to help achieve prosperity for all. The document provides an Action Plan that will offer solutions to enabling town centre regeneration; market the borough as an area that opportunities for development, investment and relocation; improving skills and take up of apprenticeships. Partnership working will be essential in the delivery of the plan's objectives during the plan period and beyond.

#### 4. What outcomes do we want to achieve and for whom?

- A vibrant Borough, with a strong and diverse economy, which contributes to increasing prosperity for all.
- To have an economy that can support sustainable business growth, investment and attract new businesses as well as encouraging entrepreneurship.

- To help to achieve equality of opportunity in education, skills and employment

## 5. Has any consultation/research been carried out?

Yes

If **yes** please provide details and outcomes, if **no** please outline any planned activities

The draft strategy public consultation was launched at a business event on 21<sup>st</sup> April 2016 and lasted for six weeks to 2<sup>nd</sup> June 2016. Following the business event the draft strategy was placed on the Council's website with a direct link from the homepage for comments for the duration of the consultation period. A consultation email was also sent to key stakeholder including the Leicester and Leicestershire Enterprise Partnership, Leicestershire County Council, other Leicestershire district council economic regeneration officers and the three town centre business groups. Responses have then been incorporated into the updated Economic Regeneration Strategy 2015-2020 document.

The Economic Development Strategy 2015 – 2020 will then be published after it has been presented and approved by Policy, Finance and development Committee in September.

**6. Are there any concerns at this stage which indicate the possibility of inequalities/negative impacts?** (Consider and identify any evidence you have - equality data relating to usage & satisfaction levels, complaints, comments, research, outcomes of review, issues raised at previous consultations, known inequalities) If so please provide details.

No. The previous strategy had an objective 'to up skill the local workforce to help residents to fulfil their learning and employment potential'. To enable this work was done with the former Leicestershire and Leicester City Learning Partnership. Furthermore OWBC has engaged with Leicestershire County Council in the provision of a Jobs Fair, particularly targeted at the unemployed. The revised strategy will continue to promote Jobs Fairs and will work more closely with schools and colleges to ensure that learners understand the sectors with the most local job potential.

**7. Could a particular group be affected differently in either a negative or positive way?** (Positive – it could benefit, Negative – it could disadvantage, Neutral – neither positive nor negative impact or Not sure?)

	Type of impact, reason & any evidence
Disability	Positive – The new strategy will help to increase job and business opportunities for all
Race (including Gypsy & Traveller)	Positive – The new strategy will help to increase job and business opportunities for all
Age	Positive – The new strategy will help to increase job and business opportunities for all

	In particular the strategy has an objective to support skill development for young people Not in Employment, Education or Training (NEETS) and the unemployed
Gender Reassignment	Positive – The new strategy will help to increase job and business opportunities for all
Sex	Positive – The new strategy will help to increase job and business opportunities for all
Sexual Orientation	Positive – The new strategy will help to increase job and business opportunities for all
Religion/Belief	Positive – The new strategy will help to increase job and business opportunities for all
Marriage and Civil Partnership	Neutral
Pregnancy and Maternity	Neutral

**8. Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?**

In a positive way as described above

**9. Are there any human rights implications?**

No (if yes please explain)

**10. Is there an opportunity to promote equality and/or good community cohesion?**

Yes (if yes how will this be done?)

Yes, in terms of equality, the strategy aims to enable training and job opportunities for all, to give local people the opportunity to set up in business and to give support to existing businesses located in the borough.

In terms of good community cohesion, this strategy offers the opportunity of working together to establish and pursue funding opportunities to bring about objectives.

**11. If you have indicated a negative impact for any group is that impact legal (not discriminatory under anti-discrimination legislation)?**

Yes/No (please explain)

N/A

**12. Is any part of this policy/service to be carried out wholly or partly by contractors?**

No

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**13. Is a full Equality Assessment required?**

No
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**14. Date by which a full Equality Assessment is to be completed and actions**

N/A
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**Please note that you should proceed to a Part 2, the full Equality Assessment if you have identified actual, or the potential to cause, adverse impact or discrimination against different groups in the community.**

We are satisfied that an initial screening has been carried out and a full impact assessment is **not required\*** (please delete as appropriate).

Completed by..... Judith Sturley, Principal Economic Regeneration Officer

Date...14/06/2016.....

Director or Head of Service:...

Adrian Thorpe.....Date.....30/06/16.....

Countersigned by:...V.Quintyne.(**Community Engagement Officer**). Date..June 30<sup>th</sup> 2016..

*Please forward an electronic copy to: [veronika.quintyne@oadby-wigston.gov.uk](mailto:veronika.quintyne@oadby-wigston.gov.uk) **Community Engagement Officer** for a countersignature. This Equality Assessment form will then be published on the Council website*

