

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Extending the Economic Growth Programme		
Directorate	Economy and the Environment		
Service	Performance Management and Regeneration and Development		
Responsible Officer	Mark Lavender		
EqIA Author	Mark Lavender		
Proposal planning start	16.03.2016	Proposal start date (due or actual)	01.04.2016

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	No	
	Procedure	No	
	Internal service	YES	Revision
	External Service	YES	Revision
	Other - give details		
	The extension of existing services		
2	What are the intended outcomes, reasons for change? (The business case)		
	The outcomes of the service revision is the extension of a current successful programme of activities, that aim to create new employment opportunities by supporting Walsall companies to expand or locate in Walsall, complemented by supporting local unemployed people to gain the skills employers need and then support to find and secure local employment.		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Yes	The opportunities are open to all people of working age.
	Specific group/s		
	Council employees		

	Other																																										
4	Evidence, engagement and consultation																																										
4.1	<p>The development of the Walsall Strategic Economic Plan (SEP) involved consultation with stakeholders and community groups / members, together with local employers as part of its drafting. This also included on-going dialogue with the Economy & Environment Directorates customers, who include: local employers, local people and the providers of services associated with this proposal.</p> <p>Consultation was also carried out with key stakeholders and community representatives as part of the development of the Black Countries European Investment Strategy, this looks at developing and delivering interventions that promote Social Inclusion throughout identified geographical areas, assigned by the European commission.</p> <p>As part of the development of strategies for implementation and the work carried out through the Economic Growth programme we will ensure that no person or persons are discriminated against.</p> <p>The teams involved in service design and delivery operate on-going engagement with service users (often Local People) and customers (often Local Businesses and Employers), two examples of this on-going engagement and consultation are:</p> <table><tr><td>Type</td><td>Business Community Feedback</td><td>Date</td><td>On-going</td></tr><tr><td>Audience</td><td colspan="3">Walsall Business Community / Employers</td></tr><tr><td>Protected characteristics</td><td colspan="3">All</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4">As part of on-going consultation with local employers and business owners team members discuss issues needs and barriers to employment. Comments are collected and used to inform service delivery and changes and to identify companies who are positively supportive of ensuring a diverse of employment etc.</td></tr></table> <table><tr><td>Type</td><td>Service User Feedback</td><td>Date</td><td>On-going</td></tr><tr><td>Audience</td><td colspan="3">Individuals who use or benefit from our services</td></tr><tr><td>Protected characteristics</td><td colspan="3">All</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4">We seek the views and comments of service users so that we are able to respond to specific needs and requirements and also adapt our delivery to meet the needs of those with protected characteristics.</td></tr></table>			Type	Business Community Feedback	Date	On-going	Audience	Walsall Business Community / Employers			Protected characteristics	All			Feedback				As part of on-going consultation with local employers and business owners team members discuss issues needs and barriers to employment. Comments are collected and used to inform service delivery and changes and to identify companies who are positively supportive of ensuring a diverse of employment etc.				Type	Service User Feedback	Date	On-going	Audience	Individuals who use or benefit from our services			Protected characteristics	All			Feedback				We seek the views and comments of service users so that we are able to respond to specific needs and requirements and also adapt our delivery to meet the needs of those with protected characteristics.			
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4.2	Concise summary of evidence, engagement and consultation			
	<p>Consultees expressed a desire to ensure that members within local communities, especially those furthest from the labour market within the protected characteristic's receive support to overcome barriers to work including: access to affordable Childcare, specific support for those in age groups shown to be vulnerable or holding a higher than average unemployment rates, those possessing low / no skills or experiencing wider problems that are limiting their access to employment.</p> <p>Service users expressed a desire to undertake training and support that was tailored to meeting both their employment ambitions and their individual needs, that could overcome barriers they are experiencing, so that they are able to move forward and meet their individual goals.</p>			
5	How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral.			
	Characteristic	Affect	Reason	Action needed Y or N
	Age	Yes	Positive – Improved access to training and employment opportunities for those aged 16+	N
	Disability	Yes	Positive – Improved access to training and employment opportunities	N
	Gender reassignment	None		N
	Marriage and civil partnership	None		N
	Pregnancy and maternity	None		N
	Race	Yes		N
	Religion or belief	None		N
	Sex	Yes	Positive – Improved access to training and employment opportunities for all.	N
	Sexual orientation	None		N

	Other (give detail)	N/A	N
	Further information		
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.		(Delete one) Yes / No
	<p>The programme will assist with the delivery of many complementary programmes, including the Local Growth Fund, the City Deal Initiative and the new European Programme. It's not possible to quantify the impact on any particular equality group as this is to be determined. However all services will be available for all people throughout the borough, subject only to the eligibility criteria set by the funding organisations.</p> <p>The proposal will also utilise existing council reserves harnessing these to support local businesses to create new jobs, and local people to apply and successfully gain them.</p>		
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)		
	A	No major change required	
	B	Adjustments needed to remove barriers or to better promote equality	
	C	Continue despite possible adverse impact	
	D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
April 2016	Evaluate / understand the likely (positive) impact the EU specifications may have on protected groups. Delay in EU programme resulting in a carry forward of this task from the previous EqIA.	Performance Management within the E&E Directorate	September 2016	Understand and if possible define the positive impact on protected groups

Update to EqIA	
Date	Detail