



Equality Impact Assessment/ Analysis (EqIA)

Section	Planning Policy
Officer(s) responsible for the screening	Rosemary Williams
Name of Strategy/ Policy/ Service being assessed	Local Industrial and Economic Strategy
Date of this assessment	October 2018
Is this is a new or existing policy/service?	This is a new strategy.
If existing policy/service please state date of last assessment	Not existing
Signature of responsible officer (to be signed after the EqIA has been completed)	

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Local Industrial and Economic Strategy			✓			✓			✓			✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how. Local Industrial and Economic Strategy seeks to have a positive impact on social inequalities by: <ul style="list-style-type: none"> • Recognising the importance of transport choice; • Addressing affordability of homes; • Improving broadband connectivity; • Addressing skills training; and • Supporting the rural economy. • Creating additional jobs • Improving health to increase economic growth and productivity 																							YES				
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																							NO				

Form A2 – Details of Plan/ Strategy/ Service/ Policy

Stage 1 – Scoping and Defining	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	The purpose of the Local Industrial and Economic Strategy is to identify the strengths and weaknesses of the local economy and to set out a plan for action to build on existing successes. It sets out how Stratford-on-Avon District Council (SDC) will work with partners and local businesses to deliver jobs and economic growth across the District through indigenous business growth, retention and new inward investment from the UK and abroad.
(2) How does it fit with Stratford District Council’s wider objectives?	It is consistent with key objective 1: A Flourishing Local Economy and Key Objective 2: People and Their Environment of the Councils Corporate Strategy 2015-2019. It is also consistent with the economic vision highlighted in the Core Strategy adopted in 2016.
(3) What are the expected outcomes?	The Strategy outlines actions which are intended to be fulfilled over the next 5 years. These outcomes will be monitored and reviewed and the Strategy amended if necessary.
(4) Which of the groups with protected characteristics is this intended to benefit?	The Strategy is not intended to benefit any one particular group but rather focusses on inclusivity.
Stage 2 - Information Gathering	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	The evidence base for the Strategy includes primary and secondary data and includes studies commissioned to examine employment land market signals; the risks of automation; infographics and economic assessments carried out by the Worcestershire County Council and a business survey carried out by SDC.
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	The Strategy has been consulted on in October 2018 with identified stakeholders, Local councillors, regional bodies, local businesses and organisations.
(3) Which of the groups with protected characteristics have you consulted with?	This was a targeted stakeholder consultation and followed the Stratford Business survey that consulted businesses and organisations across the District over the summer of 2018 survey. As such, the Strategy is relevant to everyone who will live, work and visit the District. The Strategy aims to be inclusive and promote good jobs and greater earning power. It recognises that the retail and tourism sectors are generally low paid and seeks to support skills training and the provision of apprenticeship schemes. In terms of transport the Strategy seeks to improve the provision of public transport and also contains actions to target housing affordability.

Stage 3 – Analysis of impact			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	RACE	DISABILITY	GENDER
	The Strategy is inclusive of all equality groups.	None identified specifically in relation to the Strategy.	The Strategy is not gender specific.
<p>(2) If there is an adverse impact, can this be justified?</p>	MARRIAGE/CIVIL PARTNERSHIP	AGE	GENDER REASSIGNMENT
	The legislative requirements relating to this group are only relevant in the context of the District Council's role as an employer and are not therefore relevant to the EqIA for this Strategy.	The strategy recognises the importance of lifelong learning and the increase in pensionable age has led to a greater proportion of over 65's making up the workforce.	No policies in the Strategy are targeted towards or against this group.
	RELIGION/BELIEF	PREGNANCY / MATERNITY	SEXUAL ORIENTATION
	No policies in the Strategy are targeted towards or against this equality group.	No policies in the Strategy are targeted towards or against this equality group.	No policies in the Strategy are targeted towards or against this equality group.
	No adverse impacts in relation to the identified groups are anticipated. The Strategy supports inclusive growth.		
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)</p>	No negative or adverse impacts are anticipated; therefore no actions are needed.		

(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	The Strategy supports inclusive growth.
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	The Strategy seeks to support business networking. Venture house encourages networking groups and it is proposed that this model of supporting start-ups is to be rolled out across the District.
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	This question is not relevant to the Strategy.

<u>Stage 4 – Action Planning, Review & Monitoring</u>	
If No Further Action is required then go to – Review & Monitoring	
(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	The Strategy outlines actions which are intended to be fulfilled over the next 5 years. These outcomes will be monitored and reviewed and the Strategy amended if necessary.