

Equality Impact Assessment



Version	1.1	Date Completed	10 May 2024
Description of what is being impact assessed			
<p>Economic Development Strategy 2024-29. This Equality Impact Assessment has been developed for the consideration of members on the Overview Committee and to inform their decision on whether to recommend that Cabinet endorse the Strategy.</p>			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups?			
<p>Data from the Local Economic Review (LER) 2023 was used to inform the Economic Development Strategy (EDS). The LER contains data from the Census, ONS datasets available on Nomis and statistics attained by the Council through consultants. In regard to protected groups, the LER contains data on demographics, in particular different age groups in the district and at a ward level. The LER also uses data looking into economic inactivity and the reasons why residents are economically inactive, including due to long term sickness and disability.</p> <p>This data was used to craft the EDS Social Policy which specifically addresses East Devon’s demographic issues, such as its high old-age dependency ratio and high levels of economic inactivity. This section of the EDS begins by stating “our Social Policy will ensure that specific actions are taken to ensure that economic development is inclusive, equitable and strengthens residents’ pride of place”. This commitment to inclusivity is not just applicable to this policy, but the Strategy as a whole: “Our vision is for East Devon to have a sustainable and equitable economy geared towards the improved wellbeing of our residents and prosperity of our businesses.”</p> <p>Lastly, as the EDS priorities have been tied to the UN Sustainable Development Goals, a number of proposed actions have been linked to Goal 10: Reduced Inequalities.</p>			

Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?

In addition to the data collection process undertaken, we also ran two consultation exercises, including in-person workshops for the first round and an online survey for the second. Our in-person workshops included businesses, representative organisations, community groups and other stakeholders such as Exeter College for example. We sense-checked the LER data with the attendees to reveal whether the data reflects the 'lived-in' experience of priorities of these various stakeholders. These workshops also yielded a number of policy suggestions and actions, some of which have been included within the strategy itself.

The online survey responses scored highly on the need to ensure the district becomes a more attractive place for young people to live and work. We reached out to Exeter College to arrange a session with young East Devon students to discuss the EDS and receive feedback, however the College were ultimately unable to accommodate this. However, young people were given the opportunity to have their say via the survey.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. The Council also has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, assess the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> The EDS sets out a strategic ambition and a number of actions for the Council to take in order to make East Devon a more attractive place for young adults to want to live and work. The EDS sets out a clear priority for the Council to facilitate and promote voluntary and mentoring opportunities for those at or near retirement age and reduce economic inactivity within this age group. 	☐	☐	☒
Disability	<ul style="list-style-type: none"> The EDS sets out a clear priority for the Council to help coordinate employment support for economically inactive residents of all ages, including a focus on those with disabilities. 	☐	☐	☒
Gender reassignment	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	☐	☒	☐
Marriage and civil partnership	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	☐	☒	☐

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Pregnancy and maternity	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Armed Forces (including serving personnel, families and veterans)	<ul style="list-style-type: none"> This protected group is not specifically referred to in the Strategy, although the Strategy does commit the Council to help establish a more inclusive and equitable economy. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, care leavers, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> The EDS sets out a clear priority for the Council to provide retrofitting grants to households in poverty who cannot access support from other schemes. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
N/A	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

N/A

Completed by:	Tom Winters, Economic Development Officer
Date:	10 May 2024
Approved by:	<i>Should be reviewed by the relevant Assistant Director/Director and signed off</i>
Date:	
To be reviewed by:	Robert Murray, Economic Development Manager
Review date:	Annually until 2029.