

## Equality Impact Assessment (EIA):

<b>Name of Report/Proposal/Strategy:</b>	Torbay Growth Fund		
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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

### Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	<b>Does this report relate to a key decision?</b>	Y <input type="checkbox"/>	N <input type="checkbox"/>
2)	<b>Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:</b> <ul style="list-style-type: none"> <li>• <b>The Community (including specific impacts upon the vulnerable or equality groups)</b></li> <li>• <b>Our Partners</b></li> <li>• <b>The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision)</b></li> </ul>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

**Section 1: Purpose of the proposal/strategy/decision**

No	Question	Details
1.	<b>Clearly set out the purpose of the proposal</b>	<p>The proposal is for the creation of a Torbay Growth Fund which will generate employment opportunities through business growth in Torbay. The fund will be open to applications from businesses both inside and outside the Bay and must be used to create jobs. The key objectives of the Fund are:</p> <ul style="list-style-type: none"> <li>• To create jobs within Torbay</li> <li>• To highlight Torbay as a place supportive of business growth</li> <li>• To encourage inward investment</li> </ul>
2.	<b>Who is intended to benefit / who will be affected?</b>	<p>The Growth Fund is aimed at businesses. Applications will be accepted from those already based in the Bay and those looking to invest here.</p>
3.	<b>What is the intended outcome?</b>	<p>The intended outcomes of the Growth Fund are:</p> <ul style="list-style-type: none"> <li>• A minimum of 250 new jobs</li> <li>• Better promotion of Torbay as an inward investment location</li> <li>• Growth of the Torbay economy</li> </ul>

## Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

### Evidence, Consultation and Engagement

No	Question	Details
4.	Have you considered the available evidence?	Yes, we have reviewed all the available information on the Torbay economy and business community.
5.	How have you consulted on the proposal?	We have consulted internally within the Council with both officers and members. This has resulted in a number of changes to the proposal including a reduction in the minimum number of jobs a business must be able to create in order to apply.
6.	Outline the key findings	Those consulted suggested the fund parameters should be reviewed to ensure as many businesses as possible are eligible to apply.
7.	What amendments may be required as a result of the consultation?	The application criteria have been reviewed and the minimum number of jobs created required by applicants has been reduced. We will also offer support to small businesses as part of the application process.

## Positive and Negative Equality Impacts

No	Question	Details		
8.	<b>Identify the potential positive and negative impacts on specific groups</b>	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why.</i>		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally	All businesses who are looking to create jobs and grow will see a positive impact from the fund. Creating employment and improving the economy will have a beneficial impact on all groups in society.	Businesses who do not meet the criteria will not be eligible for funding.	
	Older or younger people	It is likely that new businesses being attracted into the Bay by the Fund will also create apprenticeships, which will have a positive impact on young people.		The Fund will be open to all businesses regardless of the age of applicants.
	People with caring responsibilities			The Fund will be open to all businesses regardless of the external responsibilities of applicants.
	People with a disability			The Fund will be open to all businesses regardless of any disabilities applicants may have. Application materials will be made available in different formats where necessary.
	Women or men			The Fund will be open to all businesses regardless of the gender

No	Question	Details	
			of applicants.
	People who are black or from a minority ethnic background (BME)	<i>(please note Gypsies / Roma are within this community)</i>	The Fund will be open to all businesses regardless of the ethnicity of applicants.
	Religion or belief (including lack of belief)		The Fund will be open to all businesses regardless of the religious beliefs of applicants.
	People who are lesbian, gay or bisexual		The Fund will be open to all businesses regardless of the sexual orientation of applicants.
	People who are transgendered		The Fund will be open to all businesses regardless of the sexual orientation of applicants.
	People who are in a marriage or civil partnership		The Fund will be open to all businesses regardless of the marital/civil partnership status of applicants.
	Women who are pregnant / on maternity leave		The fund will be open to all businesses regardless if the applicants are pregnant. It is unlikely women on maternity leave would be applying to the fund.
9.	<p><b>Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and / or foster good relations?</b></p>	<p><i>The council is committed to ensuring that we meet the diverse needs of our community. As part of the Equality Act there is a <u>general duty as well as our moral obligation</u> where we are required to have 'due regard' to eliminating unlawful discrimination, advancing equality of opportunity and foster good relations between people who share a protected characteristic and people who do not. Outline how your proposal meets the general duty.</i></p> <p>As well as ensuring the Growth Fund application process does not discriminate against any groups the Fund can be used to promote equality of opportunity through the jobs created. Applicants will be required to demonstrate that the jobs they are creating will be recruited in line with the Equalities Act and that there will be no discrimination.</p>	

### Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	The Growth Fund will offer incentives to businesses to create jobs in Torbay. It will create jobs locally which will be open to In order to ensure all groups benefit from the Fund we will ensure it is marketed widely, and that information is available in different formats if requested. Success stories from the Fund will be publicised to help promote Torbay.
11.	Summarise any negative impacts and how these will be managed?	There is a potential for a negative impact on businesses who apply to the Fund but who are not successful. In order to avoid this the criteria on which applications will be judged will be clear and transparent, and businesses will be able to ask questions during the application process to ensure they stand the best possible chance of success.

### Section 4: Course of Action

No	Action	Details
12.	State a course of action  [please refer to action after section 5]	<p><b>Outcome 2: Adjustments to remove barriers</b> – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality.</p> <p>We have altered the parameters of the fund to ensure it is available to as many businesses as possible.</p> <p><b>Where: -</b></p> <p><b>Outcome 1: No major change required</b> - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.</p> <p><b>Outcome 2: Adjustments to remove barriers</b> – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality.</p> <p><b>Outcome 3: Continue with proposal</b> - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p> <p><b>Outcome 4: Stop and rethink</b> – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified.</p>

## Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	Once the Fund is established we will require applicants to monitor the equalities impact of jobs created.

*Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment*

### Action plan

Please detail below any actions you need to take:

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	Create marketing and communication plan	To ensure the fund is accessible to all groups		Marketing/Inward Investment	Once Fund is approved
2	Ensure application information is available in different formats	To enable all groups to access the information and apply to the fund		TDA	When requested
3	Require applicants to have an equal opportunities recruitment process.	To ensure applicants are adhering to the Equal Opportunities Act		TDA	Annually
4					
5					