

Equality Impact Assessment (EIA):

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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.

Executive Lead / Head Sign off:

Executive Lead(s)	Mayor, Gordon Oliver	Executive Head:	Charles Uzzell
Date:		Date:	

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

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome?</p>	<p>The allocation of national government’s economic growth funding has changed markedly over the past two years, with Government devolving responsibility and funds for driving economic development to Local Enterprise Partnerships (LEPs).</p> <p>Various existing sources of Government funding are being combined into a single local growth fund into which LEPs must bid. As part of this process LEPs must demonstrate how they plan to deliver growth in their area. This needs to be articulated in the form of a Strategic Economic Plan (SEP). The LEP submitted a draft SEP to Government in January 2014, with the final plan due for submission at the end of March.</p> <p>It is likely that the process of bidding for funding by both LEPs to Government and local authorities to LEPs will be highly competitive. Given the geographic spread of the Heart of the SW LEP there will be different demands for the LEP to reconcile and it is therefore important that Torbay engages fully in the process of developing the SEP to ensure its priorities are included.</p> <p>It is proposed that the Council engages with and supports development of the Local Enterprise Partnership Strategic Economic Plan by endorsing the draft document and its priorities. The SEP is supportive of the objectives in the Torbay economic strategy and it is expected that the outcome will be a LEP strategy supporting the needs of Torbay.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>The Heart of the South West Partnership is a critical partner for the Council and a strong economic plan for the LEP will increase the opportunities to secure funding for support of the economic strategy and individual projects supporting the economic growth of Torbay. Specific projects have yet to be defined but funding is allocated for activity which will have a positive impact on business and communities in the Bay and wider LEP area which could include:</p> <ul style="list-style-type: none"> • Business support initiatives including export support • Infrastructure (road & digital) improvements • Funding for skills and to support people back into work • Unlocking stalled housing sites <p>The SEP is the LEP’s overarching strategy which will steer its priorities until 2030 and Torbay has been an active</p>

No	Question	Details
		<p>partner throughout the development of the plan with the Mayor with Council and TDA officers working to ensure that relevant intelligence and objectives are included. The Torbay Economic Strategy and associated evidence base has been used to set out Torbay priorities, and the over arching theme of job creation is central to this. This has helped to shape the business support element of the SEP and also the support for getting people back to work. The SEP complements the LEP's EU strategy, submitted to Government in January 2014 and the recently approved Plymouth & Peninsula City Deal, both of which feed into the overarching Strategic Economic Plan (SEP).</p> <p>Funds will be distributed to the LEP via the 'deal' with Government which the Strategic Economic Plan represents. Without a consensus of support for the plan from its partners the plan is likely to be weakened which could lead to a lower level of funding being made available to the partnership.</p>

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
3.	Have you considered the available evidence?	<p>The LEP has built a detailed evidence base in the process of developing the Strategic Economic Plan and a supporting EU strategy. The strategy contains an evidence base build around the 3 core pillars of People, Place and Business. The detailed evidence base is available here -</p> <p>http://www.heartofswlep.co.uk/sites/default/files/HOTSW_SEP_draft2_submission_19-12-13.pdf</p> <p>The evidence base is built around a report completed by consultants overseen by the LEP economic intelligence group (on which Torbay is represented). The evidence base for the Torbay Economic Strategy fed into this report and focussed on business and enterprise, people and communities, economic projections and the neighbourhood plans. It took into account the demography of the Bay, in particular the ageing population and low productivity which have had a strong influence over the SEP.</p> <p>The Torbay evidence base is available here –</p> <p>http://www.torbaydevelopmentagency.co.uk/dbimqs/Torbay%20Economic%20Strategy%20Evidence%20Base.pdf</p> <p>It shows that wages, income and output within Torbay are low, and the area suffers from a narrow industrial base with a sectoral reliance on low wage industries including tourism, retail and social care, although there are some opportunities, including business services, healthcare and technology.</p> <p>Figures released at the end of 2012 highlight the challenges faced by the Torbay economy. GVA per head levels in the Bay are the lowest in the South West and the 4th lowest in the UK. This and a high unemployment have been used to influence LEP priorities around improving productivity and skill levels and reducing unemployment.</p>

No	Question	Details
4.	How will / have you consulted on the proposal?	<p>The LEP has carried out significant consultation as part of development of both its key strategies. This has taken the form of an online consultation which was promoted via the LEP's wider communications such as tweets and newsletters. In addition, Heart of The South West (HOTSW) staff and LEP partners encouraged stakeholders to engage in the process when attending events or meetings. The first draft of the strategy was a collaborative document, and further feedback will be sought as the final strategy is developed.</p> <p>Throughout the development of the strategy, engagement with partners has been ongoing within the themes of place, people and business. Local authorities have been consulted through their representation on the LEP board and ongoing engagement with the LEP management team.</p> <p>In addition to the on-line consultation, the LEP commissioned South West Forum to seek the views of the Social Purpose sector both broadly and in relation to Social Inclusion issues. This was undertaken through a separate on-line survey and a series of events/one to one discussions across the area.</p> <p>The LEP also sought the views of the business community through:</p> <ul style="list-style-type: none"> • Engagement and discussion with the business forum executive and members; • A series of events across the area focused on the wider development of the Strategic Economic Plan and refinement of the EUSIF. Events were held in Torbay on 20th June and 27th November; • An on-line business survey focusing on business needs. This was collated by the TDA and shared with partners across the Torbay Business Forum and through other networks such as the Hi Tech Forum. 15 of the 150 responses were from TQ postcodes. <p>A wide range of organisations have also contributed to the development of the LEP's Strategic Economic Plan and the ESIF thematic analyses and priority development by Place, People and Business through.</p>
5.	Outline the key findings	<p>Consultation has shown broad support for the emerging Strategic Economic Plan – however the final consultation report for the SEP is still a draft and will be made available when the document is submitted in March 2014. Feedback will be incorporated into the final version for the SEP (which is still in draft) and the consultation process will continue.</p> <p>The consultation document submitted with the LEP's EU strategy which has overlapping priorities is summarised below:</p> <ul style="list-style-type: none"> • There was general support for the strategy

No	Question	Details
		<ul style="list-style-type: none"> • Transport links are a weakness and need addressing • There is a need to recognise cultural heritage • There is a need to promote sustainable growth • The tourism industry must not be underestimated • There is a need to support SMEs and micro enterprises • The issues around digital connectivity should not be underestimated • There is general support for encouraging skills improvement • There is a need to support social enterprise
6.	What amendments may be required as a result of the consultation?	<p>The draft strategy was submitted to Government in December and now continues to evolve. It will be influenced by the EU strategy and by consultation responses.</p> <p>The LEP is continuing to consult to ensure any potential negative impacts of the SEP are addressed and this will be monitored through the governance system which Torbay will be able to influence.</p>

Positive and negative equality impacts

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	The SEP will influence the spending of skills capital funding which will benefit young people. There is also a focus on tackling long term unemployment in young people. Digital literacy and improved healthcare provision will benefit older people.		

No	Question	Details	
	People with caring Responsibilities	Business support will be available to all within the LEP and work will be undertaken to ensure it is open to those with caring responsibilities. Support to improve skills will also help carers back into work if they wish to do this.	
	People with a disability	<p>It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to all to improve skills, employment levels and business growth.</p> <p>Improved digital and physical infrastructure will support people with a disability and any new employment space created will be accessible.</p>	
	Women or men	It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to both men and women. Support to improve skills and get people back into work will also benefit both these groups.	
	People who are black or from a minority ethnic	It is anticipated that the SEP will leverage funding benefiting all	

No	Question	Details	
	background (BME) (<i>Please note Gypsies / Roma are within this community</i>)	businesses and communities in Torbay. Business support provision will be available to all to improve skills, employment levels and business growth.	
	Religion or belief (including lack of belief)	It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to all to improve skills, employment levels and business growth.	
	People who are lesbian, gay or bisexual	It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to all to improve skills, employment levels and business growth.	
	People who are transgendered	It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to all to improve skills, employment levels and business growth.	
	People who are in a marriage or civil partnership	It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to all to	

No	Question	Details	
		improve skills, employment levels and business growth.	
	Women who are pregnant / on maternity leave	It is anticipated that the SEP will leverage funding benefiting all businesses and communities in Torbay. Business support provision will be available to all to improve skills, employment levels and business growth.	
	Socio-economic impacts (Including impact on child poverty issues and deprivation)	Improving skill levels, making employment more accessible and better paid are key to the SEP. Together these projects will help improve poverty and deprivation.	
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	Improved skill levels and reduced unemployment will have a positive impact on the general health of Torbay.	
8.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	<p>The SEP is a wide ranging strategy which will enable access to significant funding stream which would not otherwise be available. Although individual projects have yet to be defined it is expected the cumulative benefits across Torbay will be significant.</p> <p>The proposed impact across the LEP area is still being finalised, however benefits are expected to be:</p> <p>Building on the HOSW distinctiveness:</p> <ul style="list-style-type: none"> • By 2030, there is distinctive legacy of 'better jobs' from the investment in Hinkley, marine and other transformational assets • By 2030, proportion of businesses in knowledge economy has increased • By 2030 there is a ratio of high/medium tech businesses matching regional • By 2020, HOSW is recognised as one of the best places in the UK to start and grow a small business 	

No	Question	Details
		<ul style="list-style-type: none"> • By 2020 the natural capital of the HOSW area is enhanced and of increasing value to businesses and communities. <p>Maximising productivity & employment opportunities:</p> <ul style="list-style-type: none"> • By 2030 increase the competitiveness of our businesses so GVA/hour matches national average • By 2020, reduce youth and long term unemployment by half • By 2020, create an extra 50,000 jobs • By 2030, increase average wages to match national average <p>Creating the conditions for growth:</p> <ul style="list-style-type: none"> • By 2030 reduce rail journey times from Plymouth to London by 40 minutes • By 2020, 100% of the population able to connect to Superfast Broadband • By 2020, 60% of adult population qualified to L3 or above and 40*to Level 4 or above • By 2030, deliver 170,000 new homes
8b	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	The LEP is a partnership organisation and as such it is expected the SEP will have a positive cumulative impact across public services. The objectives set out above will impact on services such as transport and infrastructure in particular.

Section 3: Mitigating action

No	Action	Details
9.	Summarise any negative impacts and how these will be managed?	<p>No negative impacts are currently envisaged from adoption of the SEP. As the strategy is currently draft any negative consultation response will be taken into account.</p> <p>There is a challenge to balance the needs and priorities of the different parts of the LEP (rural and urban for example) but the balanced model the SEP proposes should mitigate this.</p>

		<p>The LEP is continuing to consult to ensure any potential negative impacts of the SEP are addressed and this will be monitored through the governance system which Torbay will be able to influence.</p> <p>Equality Impact Assessments will also be completed for each of the individual projects within the SEP.</p>
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Section 4: Monitoring

No	Action	Details
10.	<p>Outline plans to monitor the actual impact of your proposals</p>	<p>The LEP will be responsible for monitoring the impacts of the SEP. The SEP will also help to deliver the Torbay Economic Strategy and can be monitored through delivery of the strategy targets.</p> <p>The LEP is currently in the process of being registered as a Community Interest Company and the will be accountable to Government for delivery against the actions, objectives and outcomes set out above. Governance of different programmes which sit below the SEP, including the EU Structural & Investment Fund strategy and Plymouth & Peninsula City Deal will vary however the LEP board and management team will play an important role in the governance of all activity. The City Deal governance includes a joint committee which will bind the different public and private sector partners and it is likely that a comparable process will be established for the SEP however the finalised governance approach will be confirmed before submission of the SEP in March.</p> <p>There is a Torbay representative on the LEP board and management team and these organisations will also perform a monitoring role.</p> <p>The LEP is continuing to consult to ensure any potential negative impacts of the SEP are addressed and this will be monitored through the governance system which Torbay will be able to influence.</p> <p>Equality Impact Assessments will also be completed for each of the individual projects within the SEP.</p>

Section 5: Recommended course of action

No	Action	Outcome	Tick ✓	Reasons/justification for recommended action
11.	State a recommended course of action	Outcome 1: No major change required - EIA <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i>	✓	<i>The SEP has the potential to bring positive change to all groups within Torbay. The LEP is continuing to consult to ensure any potential negative impacts of the SEP are addressed and this will be monitored through the governance system which Torbay will be able to influence. It is proposed that Torbay Council should support the SEP in order to access future funding to benefit all our communities and businesses.</i>
		Outcome 2: Adjustments to remove barriers – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i>		
		Outcome 3: Continue with proposal - Despite <i>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’.</i>		
		Outcome 4: Stop and rethink – EIA has <i>identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</i>		