

Equality Impact Assessment (EIA)

Document control

Title of activity:	Inclusive Growth Strategy
Type of activity:	The introduction of an Inclusive Growth Strategy for Havering
Lead officer:	Howard Swift
Approved by:	
Date completed:	16/10/2020
Scheduled date for review:	November 2021

The Corporate Policy & Diversity team requires **5 working days** to provide advice on EIAs.

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at diversity@haverling.gov.uk

About your activity

1	Title of activity	Inclusive Growth Strategy
2	Type of activity	The activity relates to the publication of a new Inclusive Growth Strategy for Haverling.
3	Scope of activity	<p>To support the achievement of the Council's wider vision, the Inclusive Growth Strategy will:</p> <ul style="list-style-type: none"> • Provide an analysis of Haverling's economy, including sector strengths and potential for growth; • Identify the types of employment growth and locations for that growth to inform its approach to inward investment and business support; and, • Identify the strategic and operational interventions that the Council will take to facilitate growth.
4a	Is the activity new or changing?	Yes
4b	Is the activity likely to have an impact on individuals or groups?	
5	If you answered yes:	
6	If you answered no:	

Completed by:	Howard Swift Interim Economic Development Manager London Borough of Havering Development Town Hall, Main Road, Romford, RM1 3BD
Date:	20/10/2020

2. Equality Impact Assessment

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

For more details on the Council's 'Fair to All' approach to equality and diversity, please visit our [Equality and Diversity Intranet pages](#). For any additional advice, please contact diversity@haverling.gov.uk

Please note the Corporate Policy & Diversity Team require **5 working days** to provide advice on Equality Impact Assessments.

Please note that EIAs are public documents and must be made available on the Council's [EIA webpage](#).

Understanding the different needs of individuals and groups who use or deliver your service

In this section you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity).

Currently there are **nine** protected characteristics (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/fait, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/maternity/paternity.

In addition to this, you should also consider **socio-economic status** as a protected characteristic, and the impact of your activity on individuals and groups that might be disadvantaged in this regard (e.g. carers, low income households, looked after children and other vulnerable children, families and adults).

When assessing the impact, please consider and note how your activity contributes to the Council's **Public Sector Equality Duty** and its three aims to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity, and
- foster good relations between people with different protected characteristics.

Guidance on how to undertake an EIA for a protected characteristic can be found on the next page.

Guidance on undertaking an EIA

Example: Background/context							
<p><i>In this section you will need to add the background/context of your activity. Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							
Example: Protected characteristic							
<p>Please tick (✓) the relevant box:</p> <table border="1"> <tr> <td>Positive</td> <td></td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table>	Positive		Neutral		Negative		<p>Overall impact: <i>In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.</i></p> <p><i>It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive							
Neutral							
Negative							
<p>Evidence: <i>In this section you will need to document the evidence that you have used to assess the impact of your activity.</i></p> <p><i>When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.</i></p> <p><i>It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.</i></p> <ul style="list-style-type: none"> - <i>If you have identified a positive impact, please note this.</i> - <i>If you think there is a neutral impact or the impact is not known, please provide a full reason why this is the case.</i> - <i>If you have identified a negative impact, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the Action Plan.</i> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<p>Sources used: <i>In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:</i></p> <ul style="list-style-type: none"> - <i>Service specific data</i> - <i>Population, demographic and socio-economic data</i> <p><i>Suggested sources include:</i></p> <ul style="list-style-type: none"> - <i>Service user monitoring data that your service collects</i> - <i>Havering Data Intelligence Hub</i> - <i>London Datastore</i> - <i>Office for National Statistics (ONS)</i> <p><i>If you do not have any relevant data, please provide the reason why.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							

The EIA

Background/context:

The Council has set out its priorities within its Corporate Plan, and in relation to economic growth and regeneration, is seeking to provide its existing and new residents with thriving town centres and a vibrant cultural offer. The Inclusive Growth Strategy complements the Corporate Plan by recommending sustainable and inclusive growth that generates local wealth and opportunities. Interventions within the strategy include supporting commercial development of companies in the borough to generate first – class business opportunities as well as securing investment in high-quality skills and careers. Further recommendations include the need to increase footfall in Romford and other town centres and raise the profile of the borough with the business community and potential investors.

**Expand box as required*

Age: Consider the full range of age groups

Please tick (✓)
the relevant box:

Positive

✓

Neutral

Negative

Overall impact:

The strategy will benefit all age groups with recommendations covering some specific age groups. There is currently a low level of qualifications within the adult population and a particular concern is to improve the skills and qualification levels within the working age population in the borough to ensure they are better equipped to secure employment opportunities which will increasingly demand higher level qualifications. The strategy identifies emerging priorities including working with local education providers and greater employer engagement in key sectors.

Other recommendations include the creation of an aspiration programme through Havering Leadership Academy to combat low ambition among young people and their parents. The strategy also recommends the promotion of apprenticeships and workforce development within key sectors.

**Expand box as required*

<p>Evidence:</p> <p>The evidence base for the strategy highlighted the strengths and weaknesses of the Havering economy and how certain interventions could help residents (particularly young people) to improve their economic well - being. There is evidence that the adult population has a low level of qualifications relative to London.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p>Sources used:</p> <p>Two consultancies were commissioned (SQW and BBP) to assist in the production of the strategy, activities included surveying local businesses, evaluation of existing policy documents and stakeholder workshops. These sources and data were used to inform the evidence base of the strategy.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions		
Please tick (✓) the relevant box:		<p>Overall impact:</p> <p>The strategy will benefit residents by generating greater economic opportunities for both able bodied and disabled residents. The strategy explicitly acknowledges that the Council, as a Disability Confident Employer, will act as an influencer, encouraging businesses in the area to become Disability Confident and promote the employment of individuals with disabilities including the promotion of the DWP Access to Work funds.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
<p>Evidence:</p> <p>While there is a considerable body of evidence that disabled people are considerably disadvantaged in the labour market, we do not have evidence relating to the make-up of the business population. We will ask our business support providers to ensure that their services are accessible to people with disabilities and to monitor take up in the future.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p>Sources used:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		

Sex/gender: Consider both men and women	
Please tick (✓) the relevant box:	<p>Overall impact:</p>

Positive	✓	The strategy will benefit all people regardless of gender.
Neutral		
Negative		

**Expand box as required*

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p>The strategy should benefit everybody regardless of ethnicity or nationality.</p> <p>In the context of an increasingly diverse population in the borough, it will be important to ensure that there is a good range of employment opportunities. The strategy is designed to do that, and to help to diversify the economy, increase the numbers of high skilled jobs, and jobs in new growth sectors. Equally it will be critical to ensure that training is in place to equip residents to access the jobs available, and make sure that the training is responsive to business need.</p> <p>Mechanisms to do this have been proposed within the strategy, including bringing businesses together with training providers in relation to particular sectors. In addition, the business base is diverse, and business support programmes will be put in place to respond to the needs of businesses and support them to develop, innovate and grow.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive	✓	
Neutral		
Negative		

<p>Evidence:</p> <p>There is evidence from the Annual Population survey and NINO registrations that the population of Havering is becoming increasingly diverse.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p>Sources used:</p> <p>Annual population survey and NINO registrations.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

Religion/faith: Consider people from different religions or beliefs including those with no religion or belief		
Please tick (✓) the relevant box:		<p>Overall impact:</p> <p>The strategy will benefit people of all religions and beliefs.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive		
Neutral	✓	
Negative		
<p>Evidence:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p>Sources used:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		

Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual		
Please tick (✓) the relevant box:		<p>Overall impact:</p> <p>The strategy will benefit everybody regardless of their sexual orientation.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive		
Neutral	✓	
Negative		

Evidence:	<i>*Expand box as required</i>
Sources used:	<i>*Expand box as required</i>

Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
Please tick (✓) the relevant box:		Overall impact:
Positive		The strategy will benefit everybody regardless of gender reassignment and gender identity.
Neutral	✓	
Negative		
		<i>*Expand box as required</i>
Evidence:		
		<i>*Expand box as required</i>
Sources used:		
		<i>*Expand box as required</i>

Marriage/civil partnership: Consider people in a marriage or civil partnership		
Please tick (✓) the relevant box:		Overall impact:
Positive		The strategy will benefit all people including people who are married or in a civil partnership.
Neutral	✓	

Negative		<i>*Expand box as required</i>
Evidence:		
<i>*Expand box as required</i>		
Sources used:		
<i>*Expand box as required</i>		

Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		Overall impact: The strategy will benefit people including women who are pregnant and individuals who are undertaking maternity or paternity leave. <i>*Expand box as required</i>
Positive		
Neutral	✓	
Negative		
Evidence:		
<i>*Expand box as required</i>		
Sources used:		
<i>*Expand box as required</i>		

Socio-economic status: Consider those who are from low income or financially excluded backgrounds		
<i>Please tick (✓) the relevant box:</i>		Overall impact: The Inclusive Growth Strategy provides a number of recommendations
Positive	✓	

Neutral		and suggestions to improve the economic well - being of residents within the borough. The strategy aims to stimulate more jobs and greater opportunities for residents from low income backgrounds by increasing their skills and incomes.
Negative		<p>The strategy addresses the poor levels of productivity that is prevalent in the borough, recommending interventions that will increase innovation and productivity within Havering. Interventions that are proposed within the strategy will assist and help residents from low income and financially excluded backgrounds.</p> <p>The overarching aim of the inclusive growth strategy is to ensure all residents are included in economic growth and are in a position to exploit opportunities arising from this growth.</p>
<i>*Expand box as required</i>		
Evidence: <p>The evidence base for the strategy highlighted the strengths and weaknesses of the Havering economy and how certain interventions could help residents from a low income or financially excluded background.</p>		
<i>*Expand box as required</i>		
Sources used: <p>In drafting the strategy two consultancies (SQW and BBP) were commissioned to critically evaluate the local economy and undertake a review of existing council policies relating to inclusive growth. As part of the evaluation they also analysed the strengths and weaknesses of the local labour market.</p> <p>Activities included stakeholder workshops, the surveying of 400 businesses within the borough and interviews with a wide range of local businesses and organisations. The information that was collected from these sources was used to inform the strategy.</p>		
<i>*Expand box as required</i>		

Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
N/A	N/A	N/A	N/A	N/A	Howard Swift

* You should include details of any future consultations you will undertake to mitigate negative impacts

** Monitoring: You should state how the negative impact will be monitored; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

Review

In this section you should identify how frequently the EIA will be reviewed; the date for next review; and who will be reviewing it.

The EIA will be reviewed annually twelve months after the publication of the strategy and an officer from Regeneration will review it.