

Equality Impact Assessment (EIA):

Name of Report/Proposal/Strategy:	Torbay Economic Strategy		
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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)	Does this report relate to a key decision?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:		
	• The Community (including specific impacts upon the vulnerable or equality groups)	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	• Our Partners	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
	• 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"/>	N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p>The purpose of the Torbay Economic Strategy 2013-18 is to clearly articulate how the Torbay economy will be developed over the next 5 years to a number of groups including businesses, the community, Government and the Local Enterprise Partnership.</p> <p>The strategy identifies the resources needed to deliver the proposed actions and will also enable the Council to make a case for investment. Securing the necessary funding to deliver the action plans set out within the strategy will be essential to its success.</p> <p>The Torbay Economic Strategy 2013-18's core objective is:</p> <p style="text-align: center;"><i>To create more full time and sustainable employment by encouraging the growth of existing businesses and the creation of new businesses and social enterprises.</i></p> <p>Delivery of this objective will be through the four key priorities of the strategy and their associated action plans. These priorities are:</p> <ul style="list-style-type: none"> ○ Driving business growth ○ Sustaining the core economy ○ Raising skill levels and promoting opportunities for all ○ Nurturing the knowledge economy
2.	Who is intended to benefit / who will be affected?	A clear economic strategy setting out the economic regeneration aims of Torbay will improve the economic performance of the area and benefit all groups within the Bay.
3.	What is the intended outcome?	<p>The overarching aim of the economic strategy is to create more full time and sustainable employment by encouraging the growth of existing businesses and the creation of new businesses and social enterprises. This will be measured through delivery of the action plans within the strategy. The intended outcomes include:</p> <ul style="list-style-type: none"> ○ Create 1900 new jobs by 2015 ○ Develop Torbay as a vibrant economy with its Gross Value Added (GVA) increasing faster than the regional average by 2020

No	Question	Details
		<ul style="list-style-type: none"> ○ Raise residents wage rates to 90% of the South West average by 2020 ○ Sustain improvements in the skills attainment of local people ○ Secure investment to support delivery of the strategy and its action plan <p>Other relevant indicators will include:</p> <ul style="list-style-type: none"> ○ An increase in exports/export ready businesses ○ A reduction in the number of individuals Not in Employment Education or Training/18-24 year old unemployed ○ An increase in business productivity as measured by GVA ○ Businesses assisted ○ Improved business rate level for Torbay Council

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?	<p>The economic strategy is based on comprehensive and up to date economic evidence base. This takes into account the structure of the Torbay economy and trends over recent years and has informed the central objective of job creation. We have also reviewed the emerging Local and Neighbourhood Plans to ensure parity of key priorities and projects.</p> <p>The evidence base for the strategy is submitted as a separate document.</p>
5.	How have you consulted on the proposal?	<p>We have sought the views of local businesses and the community through:</p> <ul style="list-style-type: none"> ○ Business Barometer surveys – 150 responses across the last 3 surveys (Spring 2012, Autumn 2012 and Spring 2013) ○ Aftercare visits to businesses – 45 in last 12 months ○ Consultation through the Marine Economy Action Plan and Workhub focus groups (approx 50 business/organisations) ○ Hi Tech and Manufacturing Forums (approx 50 members) ○ Future EU programme development – LEP workshops ○ Neighbourhood Forums - review of evidence from Neighbourhood Plans ○ Voluntary Community – Torbay SEN have commented on the draft ○ Trade Unions – The TUC have reviewed the document and provided feedback
6.	Outline the key findings	The strategy is based on the assumption that the key issues for the Torbay economy have not changed dramatically

No	Question	Details
		<p>since the last strategy was published. This is consensus from the businesses who responded to the Business Barometer survey that a weaker than desired infrastructure (81%) and low levels of business growth are still key issues (93%).</p> <p>Consultation with the voluntary community highlighted a need for greater emphasis on social enterprise, while the Neighbourhood Planning forums picked up individual projects which are priorities for the local community and it was felt should be included.</p>
7.	<p>What amendments may be required as a result of the consultation?</p>	<p>The feedback received has been largely supportive meaning there have been no significant changes to the strategic priorities. However, as a result of consultation with the Overview & Scrutiny Board, voluntary sector and Neighbourhood Planning forums a number of amendments identified by these groups as critical have been added to the action plans and strategy itself.</p> <p>These include –</p> <ul style="list-style-type: none"> • Brixham Coastguard Station • A greater emphasis on social enterprise/community development throughout the strategy • Additional data being included in the evidence base.

Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups	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.		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally	The aim of the strategy is to create more jobs and improve the economy of Torbay. This will have a positive impact on all groups in society by making Torbay a more attractive place to live. The strategy also highlights the need to promote social enterprise and is there more to this sentence (ends in and)		
	Older or younger people	Youth unemployment is an issue in Torbay and is specifically identified within the strategy as a priority. This means implementation of the strategy should have a positive impact, creating job opportunities for younger people in particular. (Add stats on youth unemployment?)		
	People with caring responsibilities			The strategy aims to improve the Torbay economy as whole and create job opportunities for all. Where possible we will encourage employers to create flexible opportunities but this may not always be possible.
	People with a disability			The strategy aims to improve the

No	Question	Details	
			Torbay economy as whole and create job opportunities for all. Any jobs created will need to be recruited in accordance with disability legislation.
	Women or men		The strategy aims to improve the Torbay economy as whole and create job opportunities for all regardless of gender.
	People who are black or from a minority ethnic background (BME)	<i>(please note Gypsies / Roma are within this community)</i>	The strategy aims to improve the Torbay economy as whole and create job opportunities for all regardless of ethnicity.
	Religion or belief (including lack of belief)		The strategy aims to improve the Torbay economy as whole and create job opportunities for all regardless of religion or belief.
	People who are lesbian, gay or bisexual		The strategy aims to improve the Torbay economy as whole and create job opportunities for all regardless of sexual orientation.
	People who are transgendered		The strategy aims to improve the Torbay economy as whole and create job opportunities for all regardless of gender.
	People who are in a marriage or civil partnership		The strategy aims to improve the Torbay economy as whole and create job opportunities for all regardless or marital/civil partnership status.

No	Question	Details	
	Women who are pregnant / on maternity leave		The strategy aims to improve the Torbay economy as whole and create job opportunities for all including those who are pregnant or on maternity leave.
	Socio-economic impacts (including impact on child poverty issues and deprivation)	The aim of the strategy is to create more jobs and improve the economy of Torbay. This will have a positive impact on all groups in society by making Torbay a more attractive place to live. The strategy also highlights the need to promote social enterprise and is there more to this sentence (ends in and)	
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and / or foster good relations?	The action plans within the economic strategy propose a number of projects which will improve the Torbay economy and create jobs. All Torbay Economic Development Company/Torbay Council led projects will be required to promote equality of opportunity through procurement of goods and services and recruitment where this is applicable. Private sector partners will also be expected to adhere to equalities legislation and TEDC/Council policy.	

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?	<p>The economic strategy sets out how the Torbay economy can be improved. If it is implemented successfully it will have a positive impact on all groups in Torbay by offering improved quality of life and public space (ie town centre regeneration), more jobs and more training opportunities. Having this overarching strategy in place will maximise the positive impacts of regeneration projects by making sure they interlink.</p> <p>A clear strategy setting out Torbay's aims will also mean we are better placed to secure funding from local (ie Heart of the SW Local Enterprise Partnership) and national sources. Without the strategy in place we will be less competitive in accessing funding and the Torbay economy risks deteriorating further and deprivation increasing.</p>

11.	Summarise any negative impacts and how these will be managed?	As projects advocated by the strategy are developed there will be consultation with relevant groups to ensure any potential negative impacts are managed on a project by project basis.
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Section 4: Course of Action

No	Action	Details
12.	State a course of action [please refer to action after section 5]	<p>No major change required – the strategy itself will not have any adverse impact in relation to equalities, and all opportunities to promote equalities will be taken through the projects set out in the action plans.</p> <p>Where: -</p> <p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.</p> <p>Outcome 2: Adjustments to remove barriers – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality.</p> <p>Outcome 3: Continue with proposal – 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>Outcome 4: Stop and rethink – 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	Each project set out in the economic strategy will be required to promote equalities and the impact of the proposals will be monitored on an individual project basis.

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	Ensure all relevant projects set out in economic strategy action plans maximise equalities opportunities.	To ensure lead officers on all projects are aware of this equalities impact assessment.		Lead officer for each project	Ad Hoc
2					
3					
4					
5					