

Chesterfield Borough Council

Equality Impact Assessment - Preliminary Assessment Form

The preliminary impact assessment is a quick and easy screening process. It should identify those policies, projects, services, functions or strategies which require a full EIA by looking at negative, positive or no impact on any of the equality groups.

Service Area: Development & Growth
Section: Economic Development
Lead Officer: Emily Williams

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Skills Action Plan

Is the policy, project, service, function or strategy:

Existing ☐
Changed ☐
New/Proposed ☒

Q1 - What is the aim of your policy or new service?

To provide a platform from which to deliver activity to improve the skills profile of Chesterfield and to maximise the impact of skills related programmes for the benefit of residents and businesses to enhance the local economy.

Q2 - Who is the policy or service going to benefit?

Local residents and businesses

Q3 - Thinking about each group below, does, or could the policy, project, service, function or strategy have an impact on protected characteristics below? You may also need to think about sub groups within each characteristic e.g. older women, younger men, disabled women etc.

Please tick the appropriate columns for each group.

Group or Protected Characteristics	Potentially positive impact	Potentially negative impact	No impact
Age – including older people and younger people.	✓		
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	✓		
Gender – men, women and transgender.	✓		
Marital status including civil partnership.	✓		
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	✓		
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	✓		
Ethnic Groups	✓		
Religions and Beliefs including those with no religion and/or beliefs.	✓		
Other groups e.g. those experiencing deprivation and/or health inequalities.	✓		

If you have answered that the policy, project, service, function or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

Q4 - Should a full EIA be completed for this policy, project, service, function or strategy?

Yes ☐
No ☒

Q5 - Reasons for this decision:

Whilst the skills action plan could potentially impact all groups listed, the impact is of a positive nature. The skills agenda has been subject of much change recently and there is a plethora of skills programmes available through different providers. The skills landscape is complicated and it can often be difficult for business and individuals to navigate the system to understand what is available and how to access it.

The skill action plan seeks to ensure that individuals and businesses in Chesterfield have the right skills to access current and future growth and employment opportunities. The plan seeks to give local people and businesses clear advice and support about the range of programmes available. The plan will help maximise the number of training employment and supply chain opportunities for local people arising from new development and secured through local labour agreements.

Please e-mail this form to the Policy Service before moving this work forward so that we can confirm that either a full EIA is not needed or offer you further advice and support should a full EIA be necessary.