

## Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>		Growth Strategy (2018-21)
<i>Service Area:</i>	Economic Growth	
<i>Section:</i>	Economic Development	
<i>Lead Officer:</i>	Matthew Southgate	
<i>Date of assessment:</i>	08/18	
<i>Is the policy, project, service, function or strategy:</i>		
Existing		
Changed ✓		
New / Proposed		

### Section 1 – Clear aims and objectives

#### 1. What is the aim of the policy, project, service, function or strategy?

The overall purpose of the Growth Strategy is to set out the role of the Council in supporting the growth and regeneration of Chesterfield borough. The Strategy provides a framework for a range of actions that will deliver the Council's corporate priority of making Chesterfield a thriving borough and contributing towards the priority of improving the quality of life for local people.

#### 2. Who is intended to benefit from the policy and how?

The aim of the Strategy is to accelerate economic growth, creating more and better jobs that are accessible to local people. It will seek to achieve this by making Chesterfield the best possible place in which to establish and grow a business, recognising that private sector businesses are the main drivers of employment creation. The local working age population will be the primary beneficiaries through local access to an increased range of quality employment opportunities. The Strategy promotes an inclusive approach to growth, seeking to ensure that local people have the right skills to take advantage of the new jobs which are created.

### 3. What outcomes do you want to achieve?

Anticipated outcomes will include:

- An increase in the overall number of employment opportunities in the borough
- An increase in the number of higher-skill, higher-wage jobs as a proportion of total employment
- An increase in the number of businesses in the borough
- An increase in the level of footfall in the town centre helping to sustaining town centre occupancy at 90% or higher
- An increase in the number (and value) of visitors to the area
- An increase in the skill levels of the local workforce
- A reduction in the number of residents who are out of work
- To accelerate the delivery of housing development across the borough

## Section 2 – What is the impact?

### 4. Summary of anticipated impacts.

	Potentially positive impact	Potentially negative impact	No disproportionate impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability and long term conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnant women and people on parental leave	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

### Section 3 – Recommendations and monitoring

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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.

#### 5. Should a full EIA be completed for this policy, project, service, function or strategy?

Yes

✓ No

*Please explain the reasons for this decision:*

It is considered that the Growth Strategy will not have a disproportionate impact on the groups listed and will have a potentially positive impact on particular groups such as the young unemployed (18-24 year olds) and those with a disability/long term condition, through the delivery of specific programmes (for example the Talent Match and Ambition SCR programmes) to assist people back into employment.

The primary purpose of the Strategy is to build a more resilient economy that can create and sustain a range of quality job opportunities that are accessible to local people. In tandem it will seek to ensure that all local people have the right mix of skills to access the job opportunities which are created, with a particular focus on the hardest to reach groups and most deprived communities.

## Section 6 – Knowledge management and publication

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Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	Lynda Sharp
	Date:	09/2018
Reviewed by Policy Service	Name:	Katy Marshall
	Date:	08/2018
Final version of the EIA sent to Policy Service	<input checked="" type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	