

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>		Growth Strategy (2018-21) – Updated to incorporate Covid-19 Economic Recovery Plan.
<i>Service Area:</i>	Economic Growth	
<i>Section:</i>	Economic Development	
<i>Lead Officer:</i>	Matthew Southgate	
<i>Date of assessment:</i>	06/2020	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>		
<i>Changed</i> ✓		
<i>New / Proposed</i>		

Section 1 – Clear aims and objectives

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

This EIA covers the updates to the previously existing Growth Strategy which will now incorporate the Economic Recovery Plan, in response to the COVID 19 pandemic.

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.

The report outlines the key issues facing the local economy in response to the pandemic and outlines key actions that need to be undertaken to ensure that local businesses and people working in the Borough are supported. The report makes a number of recommendations around additional activities that the Borough Councils Economic Team may wish to undertake to ensure a robust response to the issues businesses will face in the coming months.

The Town Centre Framework for Covid 19 Response referred to within the Recovery Plan has been assessed in a separate EIA,

where actions have been identified to promote accessibility whilst maintaining social distancing arrangements.

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.

The COVID 19 Recovery Plan highlights a range of proposed measures to support businesses, the employees of those businesses and the working age population living in the Borough. These additional measures are required in response to the potential scale of impact that Covid-19 will have on the local economy and consequent impact on the working age population through an increase in unemployment.

3. What outcomes do you want to achieve?

Anticipated outcomes of the original Growth Strategy 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

Anticipated outcomes for the Economic Recovery Plan include:

- To minimise the negative economic impacts of COVID 19 on Chesterfield's economy
- Seek to ensure that local businesses are supported and sustained at a difficult period of economic uncertainty
- Encourage new business start-ups, post COVID to grow the business base
- Ensure targeted activity to address skills and training issues so that the workforce is supported, responsive and adaptable
- Ensure that targeted activity is undertaken to support town centre businesses for the benefit of the Town Centre

- To ensure that new investment in the local economy is attracted and retained
- Ensure the Council responds to local business needs by pro-actively engaging with businesses.
- Setting out clear guidance and ensuring that businesses are aware of the support available.

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

5. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

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 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.

The Economic Recovery Plan will ensure that Chesterfield Borough Council is able to respond to the anticipated economic impacts of COVID 19, by putting in place a range of activity across a range of key themes. Although the majority of proposals are not anticipated to impact disproportionately on any particular group, proposed schemes such as the Youth Resilience Programme, Young Champions Programme and the virtual careers and skills platform are anticipated to have a positive impact on younger people.

It is written at this point in time (May 2020), when businesses are re-opening or thinking about how they will function in the future. The plan needs to be reviewed on a regular basis as the situation is ever changing. Government is issuing regular guidance on different measures to support businesses and businesses are responding accordingly. The Recovery Plan has recommendations for various activities that CBC may wish to see come forward to support businesses. All will have different potential impacts. Equalities should be considered as part of the detailed planning of these elements as they come forward. For example, a new initiative to ensure business start-ups are encouraged should ensure that its service provision and support is accessible to all. Skills activities should be designed to ensure that they respond to issues faced by all sectors of our community including those with protected characteristics.

Section 6 – Knowledge management and publication

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:	06/2020
Reviewed by Policy Service	Name:	Katy Marshall
	Date:	06/2020
Final version of the EIA sent to Policy Service	<input checked="" type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	