

Chesterfield Borough Council Equality Impact Assessment – Preliminary Assessment

<i>Title of the policy, project, service, function or strategy:</i>	Chesterfield Growth Strategy 2023-27	
<i>Service Area:</i>	Economic Growth	
<i>Section:</i>	Economic Development	
<i>Lead Officer:</i>	Matthew Southgate	
<i>Date of assessment:</i>	05/01/23	
<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?

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 Plan 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 make Chesterfield a thriving borough, delivering environmentally sustainable growth that benefits local people'. It seeks to increase both the overall number and quality of jobs in the borough, and ensure that local people have the right mix of skills to take-up the jobs which are created. The primary beneficiaries of the strategy, therefore, will be the current (and future) working age population of Chesterfield who will have access to quality local employment opportunities. Where an individual's access to employment is limited by work readiness / skills related issues, the strategy supports a range of activities to promote participation and progression in the labour market.

3. What outcomes do you want to achieve?

The Growth Strategy includes a number of specified outcomes as follows

Headline Targets (by 2030):

- Increase the number of employee jobs in the borough by 4% (2,000 jobs).
- Increase the number of businesses by 12% (400 businesses).
- Increase the number of higher value businesses by 15% (100 businesses).
- Increase the share of Chesterfield residents in knowledge based occupations by 15% (baseline Census 21 18,000).
- Reduce the town centre vacancy rate to below 10% (baseline 13.2%).
- Increase the value of the visitor economy by 20% (baseline £163m).
- Reduce the economic inactivity rate relative to the national average (baseline Census 21, 42% v 39%).
- Maintain the 16-64 claimant count below the national average (baseline 3.2% v 3.6%).
- Narrow the 18-24 claimant count to within 1% point of the national average (currently 1.9% points).
- Increase business participation in carbon reduction initiatives in support of becoming a carbon neutral borough by 2050.

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

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	
<p><i>Please explain the reasons for this decision:</i></p> <p>It is considered that a full EIA is not required as the Growth Strategy will not have a potentially negative impact on any of the characteristics identified. The strategy includes specific outcome targets around reducing the rate of youth (18-24 years) unemployment and reducing the level of economic inactivity amongst the working age population. This relates specifically to helping people with a disability or limiting long term condition to find meaningful employment. As such, the strategy will have a potentially positive impact on both the 'age' and 'disability and long term conditions' characteristics.</p>		

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:	06/01/23
Reviewed by Policy Service	Name:	Katy Marshall
	Date:	13/01/23
Final version of the EIA sent to Policy Service	<input checked="" type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	