

# Equality Impact Assessment Form



<b>Directorate: Housing &amp; Regeneration</b>		<b>Service: Economic Regeneration</b>	
<b>Completed by: Paula Huber</b>		<b>Date: 26.02.15</b>	
<b>Subject Title: West Lancashire Economic Development Strategy 2015-2025</b>			
<b>1. DESCRIPTION</b>			
Is a policy or strategy being produced or revised:	Yes	<i>*delete as appropriate</i>	
Is a service being designed, redesigned or cutback:	No		
Is a commissioning plan or contract specification being developed:	No		
Is a budget being set or funding allocated:	Yes		
Is a programme or project being planned:	No		
Are recommendations being presented to senior managers and/or Councillors:	Yes		
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ):	Yes		
Details of the matter under consideration:	Adoption of the West Lancashire Economic Development Strategy 2015-2025 following consultation.		
<i>If you answered <b>Yes</b> to any of the above go straight to Section 3</i> <i>If you answered <b>No</b> to all the above please complete Section 2</i>			
<b>2. RELEVANCE</b>			
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	Yes	<i>*delete as appropriate</i>	
If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered <b>Yes</b> go to Section 3</i>	Implementation of the Strategy will see the economic growth of the Borough, including attracting investment, supporting indigenous businesses and developing initiatives to advance the equality of opportunity through skills development, volunteering, training & work experience opportunities.		
If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>			

<b>3. EVIDENCE COLLECTION</b>	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	<p>The Strategy is a cross-cutting document covering transport, skills and education, employment, investment and businesses, therefore the key stakeholders include residents, public sector partners, community &amp; voluntary sector, the college &amp; university, business groups/networks &amp; other local authorities.</p> <p>The consultation exercise was made available to all of the above stakeholders.</p>
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	N/A
Which of the protected characteristics are most relevant to the work being carried out?	<i>*delete as appropriate</i>
<p>Age</p> <p>Gender</p> <p>Disability</p> <p>Race and Culture</p> <p>Sexual Orientation</p> <p>Religion or Belief</p> <p>Gender Reassignment</p> <p>Marriage and Civil Partnership</p> <p>Pregnancy and Maternity</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p>
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	N/A
What will the impact of the work being carried out be on usage/the stakeholders?	<p>All responses to the consultation exercise have been taken on board and where appropriate incorporated into the Strategy. In terms of individual actions, it is difficult at this stage to answer this question however this will be picked up when individual actions within the Action Plan are taken forward following anticipated adoption by Cabinet in March 2015.</p>
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be	<p>N/A</p> <p>This question will be more relevant once</p>

affected by the proposals?	implementation of the actions is being considered.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	<p>A six week consultation exercise was undertaken, including attendance at external events, meetings and holding a specific business and stakeholder event to gather views and opinions on the draft Strategy.</p> <p>A full Economy Study was also undertaken in 2014 which informed the development of the Strategy.</p>
If any further data/consultation is needed and is to be gathered, please specify:	Nothing further at this stage.
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	For those who participated in the consultation we have incorporated their views and needs into the design of Council services where appropriate. By working with partners involved in the STEP group (which includes Job Centre Plus, WLCVS, Young Peoples Service) we are able to reach out to wider sections of the community with projects and initiatives which will positively impact on those with particular characteristics.
<b>6. CONSIDERING THE IMPACT</b>	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	N/A
What actions do you plan to take to address any other issues above?	<p>As per Question 5 above.</p> <p><i>If no actions are planned state no actions</i></p>
<b>7. MONITORING AND REVIEWING</b>	
When will this assessment be reviewed and who will review it?	The consultation exercise completed on the 25 <sup>th</sup> February 2015, all responses have been analysed and where appropriate have been incorporated into the Strategy which is put before Cabinet for adoption in March 2015.