

# Equality Impact Assessment Form



<b>Directorate: Wellbeing and Place</b>	<b>Service: Wellbeing and Economic Dev</b>
<b>Completed by: Kathryn Moffitt</b>	<b>Date: 19/06/23</b>
<b>Subject Title: UKSPF and REPF</b>	

## 1. DESCRIPTION

Is a policy or strategy being produced or revised:	No* <i>*delete as appropriate</i>
Is a service being designed, redesigned or cutback:	Yes – Employment training and skills team
Is a commissioning plan or contract specification being developed:	Yes – multiply service specifications for any procured services via the UKSPF grant
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	Yes – Multiple projects under three strands -Community and Place, Business, People and Skills.
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 (Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations):	Yes
Details of the matter under consideration:	

*If you answered **Yes** to any of the above go straight to Section 3*  
*If you answered **No** to all the above please complete Section 2*

## 2. RELEVANCE

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>	UKSPF will build on West Lancs's strengths and needs at a local level, focusing on building pride in place and increasing life chances, and delivered through 3 investment priorities: communities and place, local businesses and people and skills.

	<p>Staff – Creation of opportunities, further employment, training and skills</p> <p>Service users – Supporting Business to start, grow and become more sustainable. Offering the VCFSE opportunities to provide sustainable services to meet the needs and local priorities within communities.</p> <p>People and skills – providing services and support to residents to gain training skills and employment.</p>
<p>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></p>	
<p><b>3. EVIDENCE COLLECTION</b></p>	
<p>Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?</p>	<p>Residents, communities, businesses workforces across West Lancashire.</p>
<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)?</p>	<p>No universal services being delivered.</p>
<p>Which of the protected characteristics are most relevant to the work being carried out?</p> <p>Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity</p>	<p><i>*delete as appropriate</i></p> <p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>
<p><b>4. DATA ANALYSIS</b></p>	
<p>In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?</p>	<p>UKSPF funding will be allocated across three strands and over a number of projects. Multiple service users (varied) depending on the project.</p>

What will the impact of the work being carried out be on usage/the stakeholders?	Increases in job opportunities, economic activity, number of residents in training and or employment, reductions in health inequalities, improvements to local infrastructures, upskilling workforces, access to green space, increased visitor economy.
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 affected by the proposals?	Monitoring and evaluation will gather this insight once the projects are launched.
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?	Evidence gathered prior to the programmes being developed include: Health inequalities data, community consultations with residents and service users, skills and employment data, STEAM data to analyse visitor economy and external business support.
If any further data/consultation is needed and is to be gathered, please specify:	
<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)?	Increased opportunities for training, volunteering, employment, access to services, money advice, business support, increase life expectancy, reduce health inequalities, improve pride in place.
<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.).	Opportunities to review throughout the programmes of work, robust monitoring and evaluation over the duration of the programme March 25. Increases in capacity to programme manage and build strength in relationships with partners and communities.

What actions do you plan to take to address any other issues above?	Utilise the support of the Corporate Management Team, full governance structure and wider external Partnership Board to mitigate any issues.  <i>If no actions are planned state no actions</i>
<b>7. MONITORING AND REVIEWING</b>	
When will this assessment be reviewed and who will review it?	The HIA will be reviewed every 6 months by the Programme Lead.