

## Equality Impact Assessment (EQIA) Initial Screening

<b>Title of EQIA</b>	Economic Development Strategy – Develop delivery plan for implementation
<b>Date</b>	23-11-2020
<b>Officer carrying out screening</b>	Todd Strehlow – Anette Gilham
<b>Service Area</b>	Economic Development
<b>Project Sponsor</b>	Martyn Fulcher

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<b>What is proposed?</b>	To prepare an implementation plan for the Economic Development Strategy
<b>Why are the changes being introduced?</b>	A new Economic Development Strategy is being prepared, in light of the major challenges of Covid-19, Brexit, climate change and national trends affecting the health and role of town centres. With a new ED Strategy, a new implementation plan will be needed also.
<b>What evidence is being used to support this equality impact analysis?</b>	Data on the building portfolio, to review of all existing accommodation for it's purpose and safe use and accessibility
<b>How will this change be implemented?</b>	Implementation of the plan will help improve economic development through Ipswich.

## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Age</b>	Potential impact – positive or negative impact	The implementation plan for the ED strategy may have a positive or negative impact on persons of this protected characteristic.	Different sectors of the economy have differing profiles of their employees. Consultation on the ED strategy with partners and stakeholders will highlight issues and opportunities for different populations. IBC will work with partners to (for example) ensure accessible skills provision; to promote the Living Wage; to develop workforce initiatives; and work with skills and education providers. Consultation will be in a virtual format, so may exclude those who do not have access to the internet or not adept with technology.
<b>Disability</b>	Potential impact – positive or negative impact	The implementation plan for the ED strategy may have a positive or negative impact on persons of this protected characteristic.	Different sectors of the economy have differing profiles of their employees. Consultation on the ED strategy with partners and stakeholders will highlight issues and opportunities for different populations. IBC will work with partners to (for example) ensure accessible skills provision; to promote

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			the Living Wage; to develop workforce initiatives; and work with skills and education providers. Consultation will be in a virtual format, so may exclude those who do not have access to the internet or not adept with technology.
<b>Gender reassignment</b>	No anticipated impact	The implementation plan for the ED strategy has no positive or negative impacts on any of this protected characteristic.	Consultation on the ED strategy will be promoted to all partners and stakeholders across Ipswich to ensure inclusion. With all partners and stakeholders included, there will be no impact on this characteristic.
<b>Pregnancy and maternity</b>	No anticipated impact	The implementation plan for the ED strategy has no positive or negative impacts on any of this protected characteristic.	Consultation on the ED strategy will be promoted to all partners and stakeholders across Ipswich to ensure inclusion. With all partners and stakeholders included, there will be no impact on this characteristic.
<b>Race</b>	Potential impact – positive or negative impact	The implementation plan for the ED strategy may have a positive or negative impact on persons of this protected characteristic.	Different sectors of the economy have differing profiles of their employees. Consultation on the ED strategy with partners and stakeholders will highlight issues and opportunities for different populations. IBC will work with partners to (for example) ensure accessible skills provision; to promote

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			the Living Wage; to develop workforce initiatives; and work with skills and education providers. Consultation will be in a virtual format, so may exclude those who do not have access to the internet or not adept with technology.
<b>Religion or belief</b>	No anticipated impact	The implementation plan for the ED strategy has no positive or negative impacts on any of this protected characteristic.	Consultation on the ED strategy will be promoted to all partners and stakeholders across Ipswich to ensure inclusion. With all partners and stakeholders included, there will be no impact on this characteristic.
<b>Sex</b>	No anticipated impact	The implementation plan for the ED strategy has no positive or negative impacts on any of this protected characteristic.	Consultation on the ED strategy will be promoted to all partners and stakeholders across Ipswich to ensure inclusion. With all partners and stakeholders included, there will be no impact on this characteristic.
<b>Sexual orientation</b>	No anticipated impact	The implementation plan for the ED strategy has no positive or negative impacts on any of this protected characteristic.	Consultation on the ED strategy will be promoted to all partners and stakeholders across Ipswich to ensure inclusion. With all partners and stakeholders included, there will be no impact on this characteristic.

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<b>Marriage and civil partnership</b>	No anticipated impact	The implementation plan for the ED strategy has no positive or negative impacts on any of this protected characteristic.	Consultation on the ED strategy will be promoted to all partners and stakeholders across Ipswich to ensure inclusion. With all partners and stakeholders included, there will be no impact on this characteristic.

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s): \*

**A. There are no unlawful discrimination, harassment or victimisation issues resulting from this review**

Q. The report helps us to 'advance equality of opportunity...' in the following way(s): \*

**A. The preparation of the ED implementation will be facilitated to ensure it cater for all people**

Q. The policy helps us to 'foster good relations...' in the following way(s): \*

**A. The preparation of the ED implementation will support local businesses, the economy and engage with the public**

Q. The new provisions will be reviewed in the following way(s): \*

**A. Using data provided through positive or negative feedback**

### 3 Sign Off

<b>Assessment Author:</b>	Todd Strehlow	Date: 16 <sup>th</sup> December 2020
<b>Project Sponsor:</b>	Martyn Fulcher	Date: 16 <sup>th</sup> December 2020

Please provide any supporting documents in the appendices below.

## Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)