

Equality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- 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.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

1. Persons responsible for this assessment:

Names: Wendy Jackson & Paula Burrows	
Date of assessment: 5.7.16	Telephone: 01594 812645/2389 Email: wendy.jackson@fdean.gov.uk / paula.burrows@fdean.gov.uk

2. Name of the policy, service, strategy, procedure or function:

Growing the Economy Action Plan 2015 – 2019
Is this a new or existing one? New

3. Briefly describe it aims and objectives

The Action Plan seeks to encourage economic growth in the Forest of Dean over the plan period (2015 – 2019).
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4. Are there any external considerations? (e.g. Legislation/government directives)

In August 2015, the Department for Environment, Food and Rural Affairs (DEFRA) released a 10 Point Plan which intends to help boost rural productivity. Whilst some points of the plan are not within the District Council’s remit, there are areas which can be supported by the District Council’s actions and priorities. The Growing the Economy Action Plan has been based on the principle and timescales contained within the DEFRA 10 Point Plan.

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input checked="" type="checkbox"/>	<p>A member briefing event was held in September to outline the current regeneration and business support activity. A number of issues and suggestions were raised which helped inform the structure of the Action Plan.</p> <p>A 3 week stakeholder consultation was carried out in November 2015. Comments have been taken into account in the final version of the report.</p>
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	<input type="checkbox"/>	
Comparisons between similar functions / policies elsewhere	<input checked="" type="checkbox"/>	The Action Plan is based on the principles and timescales set within the DEFRA 10 Point Plan (August 2015)
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

Do not intend to gather any further evidence. The Action Plan aims to further economic growth and is based on members and stakeholder comments. Officers and members will be responsible for delivering the actions.

The report progress will be monitored on an annual basis using economic data, with quarterly updates provided to the Growing the Economy Cabinet Support Group.

7. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact?	
Regeneration and Commercial Services teams will deliver actions within their existing workload.	

8. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People		✓		The Action Plan aims on improving economic growth within the District which provides an overall benefit.	
Age – Old People		✓		As above	
Disability		✓		As above	
Sex – Male		✓		As above	
Sex – Female		✓		As above	
Race including Gypsy and Travellers		✓		As above	
Religion or Belief		✓		As above	
Sexual Orientation		✓		As above	
Gender Reassignment		✓		As above	
Pregnancy and maternity		✓		As above	
Geographical impacts on one area		✓		As above	

Other Groups		✓		As above	
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9. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
N/A	N/A	N/A	N/A

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Louise John	Role:	Regeneration Officer	Date:	7.7.16
Line Managers signature:	Wendy Jackson			Date:	7.7.16
Reviewed by Corporate Equality Officer Group:				Date:	

Please forward an electronic copy to the Corporate Support Team – corporatesupport@fdean.gov.uk.