

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract:

Economic Development Strategy 2018 - 2023

Division: Planning Policy and Economy

Lead Officer: Mark Healy

Date Assessment completed:

February 2018

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

The new Economic Development Strategy sets out a plan for the development of the Mid Sussex economy to 2023 and complements the District Plan. It has four priorities of Place, Premises, People and Promotion.

Aspects of the strategy that are most relevant to equality and diversity issues come under the People priority. This includes the following:

People

Ensuring that everyone has the opportunity to benefit from economic growth by:

- Enabling our residents to have access to opportunities to develop their skills, particularly in the STEM subjects (science, technology, engineering and mathematics) that they need to succeed.
- Working with education and training providers to ensure they are aware of the skills required to access jobs in the growing employment sectors
- Facilitating the location of further education and additional higher education establishments in the District
- Encouraging the delivery of sufficient apprenticeships to meet demand; and
- Ensuring businesses can access robust and effective advice and support for their stage of growth, including start-ups and scale-up businesses.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

The main intended beneficiaries of the Economic Development Strategy will be businesses in Mid Sussex; employees; residents seeking enhanced skills and training or looking for employment; and visitors to the District.

Economic Development is designed to promote equality of opportunity and diversity to ensure that all groups are able to contribute and benefit from economic growth.

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

An Economic Profile of Mid Sussex has been prepared to identify the issues to be addressed through the Strategy. This uses data from a variety of sources including the Census, Land Registry and Office for National Statistics. Also documents prepared for the District Plan evidence base, such as the Northern West Sussex Economic Growth Assessment.

The Strategy has been informed by extensive engagement with partner organisations.

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

Particular equality related issues identified from the Profile are:

Ensuring that residents can develop the skills needed to find local employment.

For young people, the lack of dedicated 6th form provision in the District.

The need to support the development of apprentices.

The need to reduce the number of young people identified as NEETs (Not in Education, Employment or Training) in the District

The need to deliver a mix of housing types and tenures to allow employees to live near their place of work.

There are low levels of unemployment generally, but with some pockets of deprivation in the District.

Rural issues- constraints to rural economic growth and employment are slow broadband speeds and mobile “not spots” in some rural locations.

1.5 Are contractors or partnerships used to deliver the service? No.

If No go to section 2.

If yes, please refer to the guidance notes for completing impact assessments and complete the next three questions.

Identify the contractors/partnerships used to deliver the service.

N/A

What is their contribution to equality in service delivery and the promotion of equality?

N/A

How are equality issues addressed through contractual arrangements and service level agreements?

N/A

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities				
None of the Strategy's priorities and actions would affect any ethnic group differently.	Not applicable.	-		
The needs of men and women. Including taking account of pregnancy and maternity.				
The Strategy's priorities and actions apply equally to all genders.	Not applicable.	-		
The needs of transgender communities				
The Strategy's priorities and actions apply equally to all genders.	Not applicable.	-		
The needs of disabled people				
The Strategy's priorities and actions do not affect those with a disability differently.	Not applicable	-		
The needs of people with a religion or belief				
The Strategy's priorities and actions do not affect those from different religions or with different beliefs disproportionately.	Not applicable	-		
The needs of gay men, lesbians, bisexuals and heterosexual people				
The Strategy's priorities and actions do not have any bearing on sexual orientation.	Not applicable	-		
Issues from marriage and civil partnership				
The Strategy's priorities and actions do not have any bearing on marriage and civil partnership.	Not applicable.	-		

The needs of different age groups, for example older and younger people				
<p>The need for further education and additional higher education establishments in the District.</p> <p>Opportunities to work with education and training providers to ensure they are aware of the skills needed by business and for younger people.</p> <p>The need to deliver sufficient apprenticeships to meet demand and to help school leavers develop skills that will enable them to stay in employment.</p>	<p>Current lobbying undertaken by the Council.</p> <p>Current Council engagement with young people and the NEETs Forum.</p> <p>MSDC providing apprenticeships itself and supporting an increased number in the District.</p> <p>The Micro grant scheme is aimed at small businesses looking to expand and/or take on an apprentice.</p>	<p>Work with WSCC to attract Sixth form/Further Education providers in the District.</p> <p>Work with local businesses to identify the skills needs of key clusters.</p> <p>Develop and deliver the Council's own Apprenticeship Programme.</p> <p>Work with local businesses and training providers to promote apprenticeships across the District.</p>	<p>Sally Blomfield</p> <p>Mark Healy</p> <p>Tim Martland</p> <p>Mark Healy</p>	<p>Increased number of higher/further education opportunities.</p> <p>Number of courses/modules offered in STEM subjects</p> <p>MSDC to appoint at least 6 further apprentices to 2023.</p> <p>Increase in the number of apprenticeship starts in the District.</p>
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
<p>The need to deliver a mix of housing types and tenures to allow employees to live near their place of work.</p>	<p>Current affordable housing policies and working with Housing Associations and Developers.</p>	<p>Finalisation of affordable housing policy through the District Plan, which complements the Economic Development Strategy.</p>	<p>Sally Blomfield</p>	
The needs of people who live in a rural area				
<p>Need to support the development of the rural economy by addressing slow broadband speeds and mobile "not spots" in some rural locations.</p> <p>.</p>	<p>Lobbying for improved broadband speeds across Mid Sussex.</p>	<p>Development of a Digital Action Plan to support the achievement of full fibre coverage in the District.</p> <p>Continued work through West Sussex Rural Partnership to influence C2C and Central Government funding for improved broadband</p>	<p>Simon Hughes</p>	<p>Increased full fibre coverage in the District.</p>

3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> • The main protected group under the Equality Act identified with a differential impact under the Economic Development Strategy is age, specifically young people in terms of education and skills. • As well as the protected groups, our impact assessments also cover disadvantage through issues of income or skill level and residential location, which are relevant to the Economic Development Strategy. • For people in rural areas a lack of broadband coverage constrains the development of the rural economy and prosperity of people living in rural areas, for example through the provision of high speed broadband to support the development and growth of rural businesses. 	<ul style="list-style-type: none"> • For young people working with education and training providers to increase the number of higher and further education opportunities in the District. • The Council employing additional apprentices and encouraging more apprentice starts in the District. • For people in rural areas roll out of high speed broadband to deliver increased full fibre coverage. • The Strategy includes an Action Plan and indicators of success and progress will be regularly reviewed.

4. Signing off this assessment and action plan

SignatureMark Healy.....
 Person undertaking the assessment

Date ...16 February 2018.

SignatureSally Blomfield.....
 Head of Service

Date ...16 February 2018.

Please send your completed impact assessment to Neal Barton for publication on the website.