

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Strategy: Sustainable Economy Strategy

Corporate Strategic Policy

Senior Responsible Owner: Assistant Chief Executive

Lead Officers: Sally Blomfield/Emma Sheridan

Date Assessment completed: 10/03/2022

1. SCOPING

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

The Sustainable Economy Strategy (SES) sets the following Vision for Mid Sussex:

A vibrant District that is attractive, resilient and innovative that balances social well-being, environmental protection and sustainable economic growth.

The SES key themes, objectives and actions are aligned to the following equality-related UN Sustainability Goals:

Goal 1: No Poverty

Goal 2: Zero Hunger

Goal 3: Good Health and Well-Being

Goal 4: Quality Education

Goal 5: Gender Equality

Goal 7: Affordable and Clean Energy

Goal 8: Decent Work and Economic Growth

Goal 10: Reduced Inequalities

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

The SES is designed to promote equality of opportunity and diversity to ensure that all groups are able to contribute and benefit from social well being, environmental protection and sustainable economic growth. The main beneficiaries of the SES will be Mid Sussex's residents who are seeking enhanced skills and training or looking for employment, businesses and their employees and visitors to the District.

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

An updated District Profile (2022) has been created to form the evidence base for the SES. It contains the following equality related information:

Population: Age, gender

Health & Well-Being: Life expectancy, mortality rates, life satisfaction, health indices

Deprivation: Barriers to housing, living environment, education and skills

Fuel Poverty

Unemployment: Age, gender

Employment: Sector, rates of employment

Earnings: Median earnings, gender

Travel to Work

Education & Qualifications

Apprenticeships

Housing: Affordability

Digital Connectivity: Access to superfast broadband

<p>Crime</p> <p>Rural Economy: Barriers to housing and access to services</p>
<p>1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?</p> <p>The evidence base identifies the following equality related issues that the SES seeks to address:</p> <p>The need to ensure local residents have the opportunity to acquire the necessary skills and apprenticeship opportunities to secure good quality jobs.</p> <p>The need to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.</p> <p>The need to improve the economic wellbeing of our residents to reduce the number of residents in income and employment deprivation.</p> <p>The need to deliver enhanced digital infrastructure to address the constraints to rural economic growth and employment due to slow broadband speeds and mobile “not spots” in some rural locations.</p>
<p>1.5 Are contractors or partnerships used to deliver the service? Y/N</p> <p>Yes</p> <p>If No go to section 2.</p> <p>If yes, please refer to the guidance notes for completing impact assessments and complete the next three questions.</p>
<p>Identify the contractors/partnerships used to deliver the service. There are a number of partner organisations and partnerships that will contribute to the delivery of the Sustainable Economy Strategy. These include:</p> <p>West Sussex County Council Economic Development Team</p> <p>West Sussex County Council Sustainability Team</p> <p>Rural West Sussex Partnership</p> <p>Coastal West Sussex Partnership</p> <p>Experience West Sussex</p> <p>Greater Brighton Economic Board</p> <p>Coast to Capital Local Economic Partnership</p> <p>Chamber of Commerce</p> <p>Chichester College Group</p> <p>Mid Sussex Partnership (and its subgroups)</p> <p>Mid Sussex Voluntary Action</p> <p>Sussex Nature Partnership</p> <p>A District wide survey of resident’s views and behaviours in relation to climate change. 2,397 responses were received.</p>
<p>What is their contribution to equality in service delivery and the promotion of equality?</p> <p>Public sector bodies are bound by the public sector equality duty contained in the Equality Act and have their own Equality and Diversity Objectives.</p>
<p>How are equality issues addressed through contractual arrangements and service level agreements?</p> <p>There are no direct contractual arrangements covered by the Strategy but some of the partnerships will be covered by SLAs that will contribute to its aims in reducing inequality.</p>

2. Assessment of Impact on People with a Protected Characteristic; 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
Age (older / younger people, children)				
The need to ensure sufficient apprenticeships are delivered to meet demand and to help school leavers develop skills that will enable them to stay in employment.	<p>Mid Sussex Economic Recovery Plan (2020-2021):</p> <p>Work with Delivery Partner – Balfour Beatty to accelerate local employment, skills and training opportunities for recently unemployed and +16yr olds through the Full Fibre Programme and the Place and Connectivity Programme.</p> <p>Work with local partners to develop and deliver an action plan to provide support for those young people who find themselves Not in Employment, Education or Training (NEET) and regularly review</p>	<p>Sustainable Economy Strategy (2022 – 2025):</p> <p>Support and promote access to skills training apprenticeships and career pathways in key sectors, (including digital and creative industries, life sciences, land based industries, fintech and the green economy) building on the Sussex Chamber of Commerce Local Skills Improvement Plan</p>	Regeneration and Economy Programme Manager	Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period
Disability (people with physical / sensory impairment or mental disability, including those with a non-visible disability)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Gender reassignment (a transgender person is someone who proposes to, starts or has completed a process to change his or her gender)				

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
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Pregnancy & maternity (pregnancy is the condition of being pregnant & maternity refers to the period after the birth)				
Access to childcare and female job prospects during and post pregnancy.	Not applicable	Sustainable Economy Strategy (2022 – 2025): Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Regeneration and Economy Programme Manager	Increase the proportion of Mid Sussex female working residents employed in Standard Occupational Classification (SOC) higher level occupations so that it equals the proportion of male residents in higher level occupations Increase hourly female earnings from 95% to 98% of male hourly pay amongst workers in Mid Sussex
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Religion & belief (religious faith or other group with a recognised belief system or not having a religion)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Sex (male / female non-binary)				
The need to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Not applicable	Sustainable Economy Strategy (2022 – 2025): Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Business Unit Leader – HR Regeneration and Economy Programme Manager	Increase the proportion of Mid Sussex female working residents employed in Standard Occupational Classification (SOC) higher level occupations

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
		Support and promote initiatives which raise aspirations and awareness of roles and opportunities in target sectors, including digital and creative industries, life sciences and fintech and where possible, promote such opportunities within the Council.		so that it equals the proportion of male residents in higher level occupations Increase hourly female earnings from 95% to 98% of male hourly pay amongst workers in Mid Sussex
Sexual orientation (lesbian, gay, bisexual, queer, questioning, heterosexual)				
None identified.	Not applicable	Not applicable	Not applicable	Not applicable
Marriage & civil partnership (marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Military families /veterans				
Opportunities to promote the employment prospects of ex-military personnel and the welfare of their families.	Mid Sussex Economic Recovery Plan (2020-2021): MSDC and some of the other partners to the Strategy have signed up to the Armed Forces Community Covenant, which is a statement of mutual support between the District Council and the local Armed Forces community. MSDC has also achieved the Bronze Employer Recognition Scheme, which shows	Sustainable Economy Strategy (2022 – 2025): Continued promotion of the armed forces covenant, Employer Recognition Scheme and Heroes Welcome Schemes. Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Business Unit Leader Community Services, Policy & Performance	Continued promotion of the armed forces covenant, Employer Recognition Scheme and Heroes Welcome Schemes throughout the strategy period.

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
	support for the Armed Forces community through its employment policies, and publicises the Heroes Welcome Scheme where retailers provide concessions for veterans.			
People who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
<p>The need to ensure local residents have the opportunity to acquire the necessary skills and apprenticeship opportunities to secure good quality jobs.</p> <p>The need to improve the economic wellbeing of our residents to reduce the number of residents in income and employment deprivation and fuel poverty.</p>	<p>Mid Sussex Economic Recovery Plan (2020-2021):</p> <p>Promote the Government's Kick Start Programme to businesses and work with Jobcentre Plus, Department for Work and Pensions, Further Education and Higher Education providers, and local Business Associations to develop support for job seekers and make referrals to intermediaries.</p> <p>Provide direct support to long term unemployed and those in need through the 'Journey to Work Scheme'.</p> <p>Provide opportunities through the Northern Arc Project, with Homes England and Construction Industry Training Board delivering</p>	<p>Sustainable Economy Strategy (2022 – 2025):</p> <p>Secure high value employment development, including the Science and Technology Park and the employment space at the Northern Arc, through a proactive development management approach and the use of Planning Performance Agreements.</p> <p>Develop employment and skills plans to maximise opportunities for local people through Planning Legal Agreements.</p> <p>Promote new models of volunteering as routes into employment across the District.</p>	<p>Business Unit Leader Planning Policy</p> <p>Business Unit Leader Community Services, Policy & Performance</p> <p>Regeneration and Economy Programme Manager</p>	<p>Maintain employment rate above 78% in all quarters Increase employment rate to 83% Increase job density from 0.80 per working age resident to 0.85 per working age resident Increase Mid Sussex hourly workplace earnings from 87% to 93% of the district's residents' hourly amongst workers in Mid Sussex Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period Reduce the number of Lower-layer Super Output Areas that are in the top</p>

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
	employment and training opportunities.	<p>Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'</p> <p>Promote workplace and community well-being programmes.</p> <p>Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest "F" and "G" EPC rated homes to maximise the reduction of carbon emissions.</p> <p>Develop a network of Community Hubs, including support for the establishment of Sustainable Food Partnerships.</p>		<p>third of most deprived local areas in England by the Income domain from one to zero</p> <p>Reduce the number of areas in Mid Sussex (LSOAs) that are in the top third of most deprived local areas in England by the Employment domain from one to zero</p> <p>Maintain the Mid Sussex Life Satisfaction Score within the top two Districts/ Boroughs in West Sussex</p> <p>Reduce the carbon emissions of 20% of the districts most inefficient homes.</p>
People who live in a rural area				
The need to deliver enhanced digital infrastructure to address the constraints to rural economic growth and employment due to slow	<p>Mid Sussex Economic Recovery Plan (2020-2021):</p> <p>Work with partners in the delivery of full fibre digital</p>	<p>Sustainable Economy Strategy (2022 – 2025):</p> <p>Facilitate the delivery and use of advanced digital</p>	Head of Digital and Customer Services	<p>Increase super and ultra-fast coverage from 37.5% of households to 60%</p> <p>Increase maximum mean download speed from 387</p>

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
<p>broadband speeds and mobile “not spots” in some rural locations.</p> <p>The need to address affordable fuel options in rural communities.</p>	<p>access ensuring the District has access to high speed connections.</p>	<p>infrastructure (full fibre, wireless network technology and other digital technologies) to support citizens, public services, existing and new economic activity within Mid Sussex.</p> <p>Participate in the Government's Digital Connectivity Infrastructure Accelerator (DIA) in order to extend the digital infrastructure across Mid Sussex.</p> <p>Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest “F” and “G” EPC rated homes to maximise the reduction of carbon emissions.</p>	<p>Business Unit Leader Community Services, Policy & Performance</p>	<p>Mbps to the South East regional average</p> <p>Reduce the carbon emissions of 20% of the districts most inefficient homes.</p>

3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> The main protected groups under the Equality Act with a differential impact under the SES are: Age: specifically young residents in terms of education and skills People disadvantaged by socio-economic factors: specifically, residents without the skills and opportunity to secure high value employment and residents living in income and employment deprivation and fuel poverty. Sex (gender pay gap): specifically female residents that experience pay and/or occupation inequality. 	<ul style="list-style-type: none"> The SES is designed to promote equality of opportunity to ensure that all groups are able to contribute and benefit from sustainable economic growth. This includes the main protected groups with a differential impact under the SES that this impact analysis has identifies. The SES includes an Action Plan and measures of success and progress will be regularly reviewed. Each of the actions in the Action Plan will be subject to their own EIA process and will be reviewed annually as part of the Corporate Equalities Impact Report. The key actions under the main protected groups are as follows: Age: Support and promote access to skills training apprenticeships and career pathways People disadvantaged by socio-economic factors: Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'. Sex (gender pay gap): Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.

4. Signing off this assessment and action plan

Signature *Emma Sheridan* (Business Unit Leader CSPP)

Date: 10/03/2022

Person undertaking the assessment

Signature
Head of Service *J M Holmes*

Date: 10 March 2022

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