

EQUALITY IMPACT ASSESSMENT FORM

Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

Section 1: Description

Department	Economic Growth & Prosperity		Lead officer responsible for assessment		Caroline Simpson	
Service	Investment, Employment and Skills		Other members of team undertaking assessment		David Laycock	
Date	12/10/2015		Version 2.0			
Type of document (mark as appropriate)	Strategy <input checked="" type="checkbox"/>	Plan <input type="checkbox"/>	Function <input type="checkbox"/>	Policy <input type="checkbox"/>	Procedure <input type="checkbox"/>	Service <input type="checkbox"/>
Is this a new/existing/revision of an existing document (mark as appropriate)	New <input checked="" type="checkbox"/>		Existing <input type="checkbox"/>		Revision <input type="checkbox"/>	
Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/plan/function/policy/procedure /service	<p>The creation of an Alternative Service Delivery Vehicle for Cheshire East's Skills and Growth services.</p> <p>In line with the Council's aim of becoming a strategic commissioning authority this proposal is about establishing a wholly-owned company that will offer 'Skills and Growth' services. This will create employment opportunities for all through :</p> <ul style="list-style-type: none"> • Skills and advisory services (e.g. Life Long Learning, 14+ Skills) • Economic policy, sectoral development and Major Projects (e.g. Science, Energy, Digital, Advanced Engineering, Agri-tech and Financial Services) • Business and Enterprise Growth (e.g. Business Engagement, inward investment, high growth business support programmes) <p>The project will contribute to the following outcome and priorities specified in the Council's 3 year plan: <u>Outcome 2:</u> Cheshire East has a strong and resilient economy. <u>Outcome 3:</u> People have the life skills and education they need to thrive. <u>Priority 7:</u> Re-shaping the organisation – 7.6 Develop resilient communities This document forms part of the Detailed Business Case for the proposal which sets out the plan fully.</p>					

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Who are the main stakeholders? (e.g. general public, employees, Councillors, partners, specific audiences)	<ul style="list-style-type: none"> • Members of the general public who may use Cheshire Skills and Growth i.e. those who are unemployed, young offenders, school leavers • Schools / Colleges/ Training Providers • Job centres • Employers, investors and developers • Councillors and the Council • Employees of the Investment, Skills and Growth services • Government departments and Cheshire and Warrington LEP
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Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	<ul style="list-style-type: none"> • Members of the general public who may use Cheshire Skills and Growth i.e. those who are unemployed, young offenders, school leavers • Schools / Colleges/ Training Providers • Job centres • employers, investors and developers • Councillors and the Council • Employees of the Investment, Skills and Growth services • Government departments and Cheshire and Warrington LEP
Who is intended to benefit and how?	<ul style="list-style-type: none"> • Service users will benefit from a wider range of services being on offer which will increase their skill base and employment opportunities. • The Council /company will benefit from the freedom to operate in a less bureaucratic way, delivering efficiency savings and with the potential to develop new, more effective service offerings. The Council will also benefit from an increase in grants and taxes (e.g. business rates) provided by an increase in businesses in the area.
Could there be a different impact or outcome for some groups?	<p>There will be no negative impact for any group as this project is aiming to increase service user skills and employment opportunities for all. The target group may benefit positively from this due to the increase in skilled jobs and opportunities and a decrease in the socio-economic gap.</p>
Does it include making decisions based on individual characteristics, needs or circumstances?	<p>Yes – the target groups will be the focus of the company in order for them to benefit positively from the project. This will in turn have a positive impact for the wider Cheshire East community due to the increase in skilled workers and jobs within the borough.</p>

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Are relations between different groups or communities likely to be affected? (e.g. will it favour one particular group or deny opportunities for others?)			Yes – there will be positive benefits felt across communities due to an increase in prosperity and the anticipated cohesion across socio-economic groups from the increase in skilled jobs within deprived areas.								
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?			One of the projects key aims is to reduce inequality by reducing the socio-economic gap felt within communities by providing the more deprived areas and people with the skills to acquire higher skilled jobs which in turn will attract more businesses into the area which will increase overall prosperity.								
Is there an actual or potential negative impact on these specific characteristics? (Please tick)											
Age	Y	N ✓	Marriage & civil partnership	Y	N ✓	Religion & belief	Y	N ✓	Carers	Y	N ✓
Disability	Y	N ✓	Pregnancy & maternity	Y	N ✓	Sex	Y	N ✓	Socio-economic status	Y	N ✓
Gender reassignment	Y	N ✓	Race	Y	N ✓	Sexual orientation	Y	N ✓			
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts										Consultation/involvement carried out	
										Yes	No
Age	This project is looking to increase skilled employment opportunities and give people the skills needed to acquire these jobs. This will increase cohesion of all groups and in particular the proposed target groups. This in turn will attract more businesses into the area which will increase overall prosperity.										
Disability											
Gender reassignment											
Marriage & civil partnership											
Pregnancy & maternity											

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Race				
Religion & belief				
Sex				
Sexual orientation				
Carers				
Socio-economic status				
Proceed to full impact assessment? (Please tick)	Yes	No ✓	Date 01/07/2015	

No negative impacts have been identified as part of the Equality Impact Assessment. The project's purpose is to provide positive impacts.

If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age		Yes		
Disability	No			
Gender reassignment	No			
Marriage & civil partnership	No			

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Pregnancy and maternity	No			
Race	No			
Religion & belief	No			
Sex	No			
Sexual orientation	No			
Carers	No			
Socio-economics		Yes		
Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures) No				

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Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer signoff		Date	
Head of service signoff		Date	

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