

APPENDIX 2 - H&F Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against these three tenets.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2024/25 – Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>Update on ‘<i>Upstream London</i>’: the vision for the next phase of the Council’s Industrial Strategy</p> <p>Short summary:</p> <p>‘<i>Upstream London</i>’ is the next phase of the Council’s pioneering local Industrial Strategy. Launched in November 2024, the goal is to make the borough a global hub of innovation and inclusive growth.</p> <p>Upstream London is a strategic framework setting the direction of travel the Council will take to ensure economic growth is inclusive. It incorporates existing and proposed activities from across the Council, as well as collaborative activity with external partner organisations. It will be underpinned by a delivery plan which will set out a series of objectives grouped across three ‘pillars’ of activity – Pathways, Place, and Partnerships.</p> <p>Launched alongside and a central component of the wider strategy, the <i>Upstream London Pathway Bond</i> is a new partnership with business that will offer local people pathways to new skills and careers opportunities.</p>
Lead Officer	<p>Name: David Pack</p> <p>Position: Strategic Head – Economic Growth</p> <p>Email: David.Pack@lbhf.gov.uk</p> <p>Telephone No: 07970 952101</p>
Date of completion of final EIA	19/12/24

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: The Upstream London white paper document covers a multi-year vision with no fixed duration. However, the outline delivery plan to follow will cover the period to March 2026</p> <p>Resources: TBC</p>

Analyse the impact of the policy, strategy, function, project, activity, or programme	Protected characteristic	Analysis	Impact:
	Age	<p>The Upstream London white paper vision document outlines several provisions targeted at young people to increase their engagement with / returns from a growing and inclusive local economy. In particular, the <i>Upstream London Pathways Bonds</i> – a new programme of initiatives with partner businesses – will provide local residents with pathways into new skills, new careers, and the jobs of the future</p> <p>Businesses which register for the <i>Pathways Bonds</i> programme will commit to offering one or more of the activities listed below for young local residents to support their individual pathway towards continued education / employment:</p> <ul style="list-style-type: none"> - STEM inspiration and connections (workshops, activities, events, visits) - Apprenticeships and work experience - Extra-curricular and community support - Mentoring and sponsorship - Skills and education 	Positive
	Disability	<p>There is no anticipated impact in relation to disability at the current stage</p> <p>However, as part of the delivery plan under development, measures are being considered which would provide for targeted support for young people and adults with Special Educational Needs and Disabilities (SEND).</p> <p>This includes, as part of the <i>Upstream London Pathways Bonds</i> programme, the development of a bespoke offer for young people with SEND and, as part of a re-set offer Adult Learning & Skills Service, a programme of courses for individuals with Special Educational Needs to support learners into higher level courses, work opportunities, or supported employment</p>	Positive
	Gender reassignment	There is no anticipated impact in relation to gender reassignment	Neutral

Marriage and Civil Partnership	There is no anticipated impact in relation to marriage and civil partnership	Neutral
Pregnancy and maternity	There is no anticipated impact in relation to pregnancy and maternity	Neutral
Race	There is no anticipated impact in relation to race	Neutral
Religion/belief (including non-belief)	There is no anticipated impact in relation to religion / belief	Neutral
Sex	There is no anticipated impact in relation to sex	Neutral
Sexual Orientation	There is no anticipated impact in relation to sexual orientation	Neutral
Care Experienced as a Protected Characteristic	There is no anticipated impact in relation to care at the current stage However, as part of the delivery plan under development, measures are being considered which would provide for targeted support for Care Leavers. This is expected to include a further enhanced Care Leavers' Offer and Care Leavers' Hub as platforms to help care leavers benefit from H&F's career opportunities	Positive

Human Rights or Children's Rights

If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?

Yes / **No**

Will it affect Children's Rights, as defined by the UNCRC (1992)?

Yes/**No**

Section 03

Analysis of relevant data

Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.

Documents and data reviewed	<p>The Upstream London white paper vision document was informed by, and makes reference to, a range of supporting evidence. This includes literature discussing one of the central aims of the document – to achieve “total <i>inclusive</i> economic growth”. The paper refers to a report from the OECD which defines inclusive growth as “growth that is distributed fairly across society and creates opportunities for all” – a concept which underpins the <i>Upstream London</i> vision and is embedded within the various policy ambitions.</p> <p>The white paper document also draws on a range of other data sources, including central government policy papers and statistical releases; articles and research papers from relevant think-tanks; internal LBH&F strategy documents and reports; academic research and journal articles; media reports; and assorted quantitative socio-economic indicators such as high-street footfall, commercial property, and business investment metrics. Individually and where appropriate, many of these documents do feature data disaggregated by different equality strands</p>
New research	N/A

Section 04	Consultation
Consultation	Details of consultation findings (if consultation is required. If not, please move to section 06)
Analysis of consultation outcomes	<p>A range of key stakeholders were consulted during the development of the Upstream London white paper and these views helped to shape the ‘pillars’ of activity which underpin the vision. These stakeholders include local businesses, Imperial College London, government representatives, and relevant think tanks</p> <p>This consultation informed the themes of the whitepaper vision document – including the central aim of ensuring that any opportunities and economic growth generated in the Borough are “inclusive” and “improve the lives of everyone in our community”. In practice, this aim is embedded across the policy ambitions contained within the white paper – which will support the delivery of a range of amenities and services accessible to the public freely, equitably, and without distinction to individual and/or group characteristics.</p> <p>Further rounds of engagement are expected to take place as development of a costed delivery plan is undertaken. At appropriate stages following this engagement, the EIA will be updated accordingly to capture input from groups most likely to be impacted by proposed policies and any resultant equalities and inclusion findings will be summarised on that basis</p>

Section 05	Analysis of impact and outcomes
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Analysis	<p>Overall, the consultation and data analysis undertaken with regard to the Upstream London strategy – and associated white paper vision document – at their present stage, have identified only positive and neutral and no potential adverse impacts with regard to any of the groups that share protected characteristics. The analysis did identify certain areas where proposed policies are anticipated to yield positive impacts regarding groups that share certain protected characteristics – in particular with regard to of age and interventions contained within the strategy that target support for young people</p> <p>It is noted that the Upstream London Industrial Strategy is in the early phases of its development and, at this stage, the scope of recommendations for cabinet members is to note the publication of the white paper and the intention to develop and cost a delivery plan. As such, and given that the EIA is an iterative process, it is acknowledged that the EIA is to be kept under review and updated accordingly at appropriate subsequent stages of its development and implementation</p>
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Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	The analysis of the strategy undertaken has identified only positive and neutral and no adverse impacts on any groups that share protected characteristics and as such no changes or mitigating actions are recommended

Section 07	Action Plan
Action Plan	N/A

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Andrew Munk Position: Assistant Director – Economic Development Email: andrew.munk@lbhf.gov.uk Telephone No: 07868 745840 Considered at relevant DMT: 19 December 2024
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 10/02/2025 Key equalities issues have been included: Yes/No
Equalities Advice (where involved)	Name: Yvonne Okiyo Position: Strategic Lead Equity, Diversity, and Inclusion Date advice / guidance given: 17/12/2024 Email: yvonne.okiyo@lbhf.gov.uk Telephone No: 07824 836 012