

Initial Screening Equality Impact Analysis Tool

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| Section 01 | Details of Initial Equality Impact Screening Analysis |
| Financial Year and Quarter | 2012-2014 |
| Name of policy, strategy, function, project, activity, or programme | <p>New initiative:</p> <p>ECONOMIC DEVELOPMENT PRIORITIES 2012 - 2014</p> |
| Q1 What are you looking to achieve? | <p>A key ambition for the council is the renewal and regeneration of deprived parts of the borough along side developing an effective response to high unemployment and economic inactivity in these areas. The Economic Development priorities are high-level ambitions which aim to bolster economic growth, investment and prosperity across the whole borough. There are six headline priorities:</p> <ul style="list-style-type: none"> ▪ Job Creation & Maximising Local Employment Opportunities: working with employers, land developers and service commissioners to maximise sustainable employment opportunities for residents and first step initiatives like apprenticeships and work experience, particularly for those unemployed. ▪ Linking Housing with Employment: developing targeted workable incentives and initiatives to assist households residing in social housing or seeking to secure social housing as well as potential home buyers to become 'working households'. ▪ H&F means Business: Promoting the borough as a place to do business, trade and invest and working with residents and small businesses to foster enterprise and economic prosperity. ▪ Building Futures: Training and support for young people: Working with schools, training & support agencies and employers to help young people aged under 25 years identify and develop the necessary skills to build careers and compete successfully for local employment opportunities now and in the future. Together with a focussed childcare initiative which seeks to support childcare costs and grow childcare careers. ▪ Increasing Skills & Developing a Learning Culture: devising and delivering a high quality adult learning and skills curriculum which meets the learners' needs. ▪ Maximising the investment and funding opportunities stemming from physical regeneration: this will underpin economic development activities |

**Q2
Who in the main will benefit?**

The initiative will support residents from across the borough but will focus on the social housing estates; job seekers, NEET young people (those Not in Employment, Education or Training) and those furthest from employment where need is most acute.

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| Age | This initiative seeks to tackle unemployment and reduce the number of residents not in employment. Youth unemployment is particularly prevalent in the borough. Community based adult learning and skills development opportunities will be available to this cohort and will greatly assist this group to benefit from wider employment opportunities, skills development as well as enhance community cohesion and engagement. | H | + |
| Disability | This initiative in addressing disaffection and disadvantage will help address the barriers and challenges members of the community face in securing employment and opportunities. Learning disabilities are key underlying reasons why some residents fail in education, skills development and employment terms and these priorities will design and deliver initiatives which will help respond to this. Community based adult learning and skills development opportunities will be available to this cohort and will greatly assist this group to benefit from wider employment opportunities, skills development as well as enhance community cohesion and engagement. | M | + |
| Gender reassignment | This initiative will not target this cohort but will ensure that its services are inclusive | L | neutral |
| Marriage and Civil Partnership | This initiative will not target this cohort but will ensure that its services are inclusive. However a good number of lone parents and teenage parents will be beneficiaries of this service | L | + |
| Pregnancy and maternity | This initiative will not target this cohort but will ensure that its services are inclusive. However a good number of lone parents and teenage parents will be beneficiaries of this service. In addition one of the strands focuses on the development of a bursary fund to enable residents with children to train for careers in the childcare profession. | L | neutral |

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| | Race | People from BAME communities feature disproportionately higher in unemployment statistics and White males particularly feature disproportionately in poor education outcomes – this initiative will have a high positive impact as it will focus on outcome based services for these cohorts. Community based adult learning and skills development opportunities will be available to this cohort and will greatly assist this group to benefit from wider employment opportunities, skills development as well as enhance community cohesion and engagement. | H | + |
| | Religion/belief (including non-belief) | This initiative will not target this cohort but will ensure that its services are inclusive. | L | + |
| | Sex | Unemployment affects male and female residents and this initiative will seek to prevent higher female unemployment among adults and higher BME male adult unemployment | M | + |
| | Sexual Orientation | This initiative will not specifically target this cohort but will ensure that its services are inclusive. Community based adult learning and skills development opportunities will be available to this cohort and will greatly assist this group to benefit from wider employment opportunities, skills development as well as enhance community cohesion and engagement. | L | neutral |
| <p>Human Rights and Children's Rights Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p> | | | | |
| <p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p> | <p>Yes</p> <p>Intergenerational worklessness and unemployment across as many as four generations features in many of the boroughs social housing estates and this programme of initiatives seek to tackle disadvantage and inequality in order to create employment and wellbeing opportunities.</p> | | | |

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| Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights? | No |
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