

# Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)

## A. Summary Sheet on Accountability and Actions

### **Name of proposed service change**

*Please use this box for the full formal name of the proposed service change, whether it is a policy, a procedure, a function, a project, an update of a strategy, etc. The term "service change" is used in this form as shorthand for whatever form the changes may take.*

Local Economic Growth Strategies 2020/2025 in Shropshire: draft documentation

### **Name of lead officer carrying out the screening**

Hayley Owen, Growth Programme and Strategy Manager

### **Decision, review and monitoring**

<b>Decision</b>	<b>Yes</b>	<b>No</b>
Part One ESIIA Only?	✓	
Proceed to Part Two Full Report?		

*If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to separate full report stage.*

### **Actions to mitigate negative impact or enhance positive impact of the service change**

The development of the draft Local Economic Growth Strategies in key market towns in Shropshire is likely to have a positive impact on Shropshire as a whole. The benefits of growing the local economy through the five priorities are anticipated to positively impact on many societal layers within the county. Although this overall strategy is economically focused there will be many benefits associated with a resilient economy and increased economic productivity such as increased employment opportunity, provision of housing, infrastructure benefits, facilities and utilities.

The draft strategies also acknowledge the importance of effective engagement and building relationships in order to communicate growth ambitions and how they will be achieved through the growth strategy.

A medium positive impact would be intended for the groupings of Age, Disability, Pregnancy and Maternity, Sex, and also Social Inclusion. This would be due to an emphasis on skills and learning, flexible working to accommodate caring responsibilities and action to address access challenges for those living in low income households and/or those living in rural areas, such as young people, e.g. fuel poverty and digital / broadband connectivity.

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As stated, there will be ongoing efforts to engage with people in the Protected Characteristic groupings, particularly where low levels of responses to public consultation have been received to date with regard to economic growth, and where there may be low levels of response to the consultation that has been planned in the development of these strategy documents

### **Actions to review and monitor the impact of the service change**

The responses to the draft consultation are being used to inform the final Local Economic Growth Strategies 2020-25 and associated action plans. Those who submitted a response and who have requested feedback will be sent a report detailing the main findings. This report will also be published on the Shropshire Council website.

As part of the delivery of the vision it will be necessary to develop a clear communications and relationship plan to underpin the priorities and objectives for economic growth in Shropshire. This will involve regular communications with residents and businesses and engage a number of the established groups and networks.

The strategies are fully intended to be a working document therefore there will be ongoing review and monitoring of the objectives especially against an ever changing economic and political landscape. As highlighted in the strategies Shropshire Council will continue to build on their relationships with businesses, organisations and networks to achieve shared objectives, and maximise their use of communication channels for effective and positive outcomes. Alongside this the Council will also continue to look at best practice, encourage comments and ideas from residents and actively encourage the participation of local community and business groups in the development and delivery of the Local Economic Growth Strategies. This will include ongoing efforts to strengthen engagement with people in Protected Characteristic groupings and people at risk of social exclusion, and to define and deliver actions accordingly to mitigate any negative impact and enhance positive impact of the Strategy in its draft and final versions.

From an outcomes angle for communities, engagement with all Members as community leaders, and through Cabinet and Portfolio Holder, will help the service area and therefore the Council to ensure that information, feedback and concerns are raised through a variety of channels and that actions may then be identified as necessary to seek to mitigate any negative impacts.

### **Associated ESIIAs**

ESIIAs were previously carried out in relation to the development of the Council's Economic Growth Strategy 2017 -2021, before and following public consultation. These provide useful additional context for the overall strategic policy of the

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Council towards economic growth as an integral element of place shaping approaches across the County.  
ESIIAs in relation to the Local Plan Partial Review also provide complementary detail not least with regard to longer term approaches to infrastructure planning and provision

### **Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations**

The Local Economic Growth Strategies sets out to involve communities, through formal mechanisms such as town and parish councils, and to encourage involvement by local residents in place shaping approaches. This should serve to enhance the positive societal impacts as well as the wider positive impacts that are anticipated for economic growth.

The draft strategies also acknowledge the importance of effective engagement and building relationships in order to communicate growth ambitions and how they will be achieved through the growth strategy.

Sustainability Appraisals and Environmental Impact Assessments are already integral components of Planning Policy and Economic Growth. Environmental considerations, including approaches to promote carbon neutral housing and business, will continue to be to the fore, with potential to mitigate against the negative environmental impacts of development and associated infrastructure through use of emerging technologies and good practice.

### **Scrutiny at Part One screening stage**

<b>People involved</b>	<b>Signatures</b>	<b>Date</b>
<i>Lead officer carrying out the screening</i> Hayley Owen Growth Programme and Strategy Manager		25.02.2020

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<i>Any internal support*</i> Tracy Johnson Place Plan Officer		
<i>Any external support**</i> Mrs Lois Dale Rurality and Equalities Specialist		25 <sup>th</sup> February 2020
<i>Head of service</i> Gemma Davies Assistant Director Economic Growth		

*\*This refers to other officers within the service area*

*\*\*This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

### Sign off at Part One screening stage

Name	Signatures	Date
<i>Lead officer's name</i> Hayley Owen		25.02.2020
<i>Head of service's name</i> Gemma Davies		

### **B. Detailed Screening Assessment**

<b>Name of service change</b>
Shropshire Council Draft Local Economic Growth Strategies 2020 -2025

<b>Aims of the service change and description</b>
<p>Local Economic Growth Strategies have been prepared for the Key Market Towns; these being defined as Oswestry, Whitchurch, Market Drayton, Bridgnorth, Ludlow and Shifnal. Shrewsbury has been taken forward through the Big Town Plan.</p> <p>Five out the six strategies are now complete. Talks with Shifnal Town Council are underway to complete the Local Economic Growth Strategy for Shifnal.</p> <p>The strategies provide the local delivery of the Shropshire Economic Growth Strategy to reflect the geography of Shropshire and the key sectors, growth and ambitions for each of the market towns.</p> <p>The draft Local Economic Growth Strategy sets out Shropshire Council's commitment and ambition to grow the local economy of the Market Towns.</p>

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Preparing a clear strategy is an important milestone in defining the key objectives and identifying the series of actions that the Council will take to achieve economic growth over the coming years.

The development of Local Economic Growth Strategy has been an action outlined in the Economic Growth Strategy 2017-2021.

These draft Local Economic Growth Strategies underpin at a market town level key priority at a Local level for the Council as this document also links into and informs the Marches LEP Strategic Economic Plan.

The aim of the draft Local Economic Growth Strategies is to provide a clear vision and ambition that will direct the actions that the Council will take in order to achieve increased economic productivity, resilience and prosperity for the County.

The draft strategies outlines the ways that this will be achieved through detailing a number of priority actions and targets, and acknowledges that whilst the Council does not have control over all the activities and actions which will generate economic growth the council is fully committed to working collaboratively across the public and private sectors and with communities in order to achieve its economic ambitions.

The draft strategies set out five priorities in order to deliver the vision for Shropshire.

- Target actions and resources on economic opportunities
- Enable businesses to grow and succeed
- Deliver infrastructure to support growth
- Meet skills needs and people's aspirations for work
- Promote Shropshire to investors

The draft strategies also set out the role the Council has to play in growing Shropshire's economy and the ability of the Council to invest into the economic growth agenda. The delivery of these new strategies will also underpin the ethos within the Council of developing a more commercial, innovative and enterprising culture.

The draft Strategies are being presented to Cabinet on the 4<sup>th</sup> March 2020, at which time it is proposed that public consultation will help to inform the development of final strategies. The policy intention is for this to also include an action plan which will support the strategies.

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*It was agreed that the consultation would take place, and that a further screening ESIIA would be produced following that consultation, in order to make use of any feedback from the wider community as well as the business community and make any adjustments considered warranted that could enhance positive impacts for the community.*

These include the development of the Government's Industrial Strategy, which has five foundations including a place-based approach; related policies around the environment, including the Government's 25 Year Environment Plan and the Clean Growth Strategy; and funding and policy ramifications around Brexit.

### **Intended audiences and target groups for the service change**

The intended audience for the Local Economic Growth Strategy in draft and final form is everyone who lives in, works in or visits Shropshire and therefore all groupings within the community, as well as those who serve them. By this we mean the Council, town and parish councils, the wider business sector, the voluntary and community sector, the health and social care sector, and organisations and bodies involved in enabling and facilitating economic growth, including Government agencies and Departments, and strategic bodies such as the West Midlands Combined Authority.

The main stakeholder groups were identified as follows:

- Local businesses
- Business partnerships and support bodies, including the Shropshire Business Board.
- Partnerships and providers of learning, skills and employment opportunities
- Rural and environmental partnerships
- Public sector bodies
- Town and Parish councils
- Housing providers
- Voluntary and Community Sector organisations (including social enterprise)
- Shropshire Council Elected Members and Officers
- Members of the public
- Organisations with strategic and cross boundary economic and environmental interests, including neighbouring local authorities, and the Marches Local Enterprise Partnership (LEP);
- A range of stakeholders, including the development industry, local businesses, housing associations, utilities companies, and the land based sector;

This list was not intended to be exhaustive or in order of priority and will be added to and amended as and when appropriate, including through feedback from consultation.

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### Evidence used for screening of the service change

Full details about the draft Strategies is presented to Cabinet at its meeting on the 4<sup>th</sup> March 2020. Subject to Cabinet agreeing that the public consultation exercise be undertaken to further inform the process and to gather the views of the community as a whole.

The wider policy context for the review includes the Council's Corporate Plan and other key corporate documents, including the Shropshire Economic Growth Strategy 2017-2021, together with existing Place Plans and Neighbourhood Plans.

### Specific consultation and engagement with intended audiences and target groups for the service change

Workshops were set up in 2018 with Town and Parish councils, Local Business and organisations in the respective areas. Following the workshops, a draft document was sent back to the Town and Parish Councils and Businesses in 2019 for comments. From those comments the draft Local Economic Growth Strategies were produced.

### Initial assessment for each group

<b>Protected Characteristic groups and other groups in Shropshire</b>	<b>High negative impact</b> <i>Part Two ESIIA required</i>	<b>High positive impact</b> <i>Part One ESIIA required</i>	<b>Medium positive or negative impact</b> <i>Part One ESIIA required</i>	<b>Low positive or negative impact</b> <i>Part One ESIIA required</i>
<i>Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)</i>			✓	
<i>Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)</i>			✓	
<b>Gender re-assignment</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓
<b>Marriage and Civil Partnership</b> (please include associated aspects: caring)				✓

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responsibility, potential for bullying and harassment)				
<b>Pregnancy &amp; Maternity</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			✓	
<b>Race</b> (please include: ethnicity, nationality, culture, language, gypsy, traveller)				✓
<b>Religion and belief</b> (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				✓
<b>Sex</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			✓	
<b>Sexual Orientation</b> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				✓
<b>Other: Social Inclusion</b> (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)			✓	

### **Identification of likely impact of the service change in terms of other considerations**

The draft Local Economic Growth Strategies will support local economic growth by generating certainty for investment in local development and infrastructure through a policy framework that establishes an up to date and objective assessment of our development needs.

Community led approaches will provide local communities the opportunity to shape the places in which they live, for the benefit of current and future residents, and to enable this to be framed around local, regional and national commitments around efforts to combat climate change.

### **C. Guidance Notes**

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### **1. Corporate and Service Area Policy and Practice on Equality and Social inclusion**

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government. The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand alone for a member of the public to read. The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It

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may well not be something that is in the public domain like an ESIIA, but you should still be ready for it to be made available.

**Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.**

*Carry out an ESIIA:*

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

*Carry out an equality and social inclusion approach:*

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behaviour we expect from people who work with vulnerable groupings, such as taxi drivers that we license;
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language in regard to these groupings in particular.

## **2. Legal Context**

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It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion.

***For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email [lois.dale@shropshire.gov.uk](mailto:lois.dale@shropshire.gov.uk).***