

Equality Impact Assessment Record

Date of EIA	31 st July 2009
Directorate	Chief Executive's Office
Part One - Initial Screening Record	
1. Activity to be assessed	Economic and Skills Development Action Plan
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New
4. Who are the members of the EIA team?	Stephanie Boodhna Victor Nicholls
5. Initial screening assessment. If the answer to either of these questions is 'yes' then it is necessary to go ahead with a full Equality Impact	<p>1. Does the activity have the potential to cause adverse impact or discriminate against different groups in the Councils workforce or the community?</p> <p>No.</p> <p>2. Does the activity make a positive contribution to equalities?</p> <p>Yes through direct and indirect support and targeted actions as set out below.</p>

Assessment.	
6. Did Part 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below.

Part Two - Full EIA Record

<p>7. Why is a full EIA being completed on the activity? Double click on boxes to check all that apply.</p>	<p>The activity has the potential to have an adverse impact/discriminate against different groups in the community. <input type="checkbox"/></p> <p>The activity makes a positive contribution to equalities <input checked="" type="checkbox"/></p>
<p>8. Who is the activity designed to benefit/target?</p>	<p>The purpose of the activity is to: To establish a coherent strategy and delivery programme to achieve the Council's Medium Terms Objective. To identify ways to assist the borough's business and community through a variety of direct and indirect initiatives.</p> <p>The activity is designed for: Everyone</p>
<p>9. Summarise the information gathered for this EIA including research and consultation to establish what impact the activity has on different equality groups.</p>	<p>In order to continue to provide relevant opportunities and support to its businesses and local community, BFC must plan and adapt to the changing economic climate. Evidence collected from various sources and partners suggest that the current recession is expected to be longstanding and BFC must ensure that it has a relevant set of actions to help those most in need. The ESDP has considered its approach to this and is investigating how best to work with other Berkshire unitary authorities and partners to deliver its aims.</p> <p>At the last meeting held by the Economic and Skills Development Partnership, it was decided to further refine the main aspects of the action plan that had previously been produced. The initial plan had centred around 4 keys themes:</p> <ul style="list-style-type: none"> • Providing community leadership • Tackling unemployment and developing skills • Supporting local businesses • Providing housing advisory services • <p>Work which will be done through the individual actions will address equalities issues and these actions will be both targeted and indirect. Working in partnership we are also able to support equalities issues including the active encouragement and advice for women looking to start up a business or who are already in business. Work done with Business link included women only forums which focuses on the issues of women starting up businesses and women only advice consultants have also been established to provide directed advice and support.</p> <p>The actions relating the job clubs will look at how we can help those who have been made redundant and help them to assess their options. The work being done with Grow Our Own is currently looking at the new Future Jobs Fund initiative which aims to get 18-25 year olds who have been out of work for over a year, back into work for at least 6 months. At</p>

	<p>the other end of the spectrum the Executive job clubs will target those who have been made redundant from higher level positions or those who have been forced to take early retirement.</p> <p>Our work with the Citizen’s Advice Bureau is continuing and we are working closely with the directors to ensure that their services are widely promoted to those in need of their support.</p> <p>The action plan as it is still in its early stages and so there is little evidence to establish the impact on the different equality groups. However a retrospective EIA will be produced when the time comes to produce a new action plan, which will consider the impact of this action plan on equalities groups.</p>	
<p>10. A) With regard to the equalities themes, which groups does the activity impact upon?</p> <p>B) Might any of these groups be adversely impacted?</p> <p>If you have not got sufficient information to make a judgement, go to box 17 and list the actions that you will take to collect further information.</p>	<p>A) Groups Impacted</p> <p><input checked="" type="checkbox"/> Race and ethnicity</p> <p><input checked="" type="checkbox"/> Disability</p> <p><input checked="" type="checkbox"/> Gender</p> <p><input checked="" type="checkbox"/> Age</p> <p><input checked="" type="checkbox"/> Sexual Orientation</p> <p><input checked="" type="checkbox"/> Religion or belief</p> <p><input checked="" type="checkbox"/> Other – Financially disadvantaged</p>	<p>B) Groups impacted adversely</p> <p><input type="checkbox"/> Race and ethnicity</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Gender</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Sexual Orientation</p> <p><input type="checkbox"/> Religion or belief</p> <p><input type="checkbox"/> Other - please specify</p>
<p>11. What evidence is there to suggest an impact/adverse impact?</p>	<p>At this early stage of the action plan there has not been any evidence to show impacts as the actions are still in their embryonic stages.</p>	
<p>12. On what grounds can impact or adverse impact be justified?</p>	<p>The impacts can be justified as they are primarily a result of the actions which are aimed at helping the borough’s businesses and local community lessen the effects of the recession.</p>	
<p>13. Have any examples of good practice been identified as part of</p>	<p>No</p>	

the EIA?	
14. What actions are you currently undertaking to address issues for any of the groups impacted/adversely impacted?	<p>The actions that are being taken include working closely with the Citizens Advice Bureau to ensure that they are fully supported to deliver their individual programmes and advice packages to those most in need and seeking their help.</p> <p>The Council's credit crunch website pages aims to ensure that all sectors of the community are directed to the appropriate sources of help that they need which included advising them on the benefits that they may be entitled to, free activities that are available in the borough and also pointing them in the direction of our partner agencies such as CAB for further directed advice.</p> <p>The work done by Business Link Berkshire included targeted events and workshops specifically aimed at women in businesses and a woman only consultant has been established to allow women to speak regarding any business issues that they may have.</p> <p>Start up work is also being done in relation to Credit unions which will address the issues of those who are financially disadvantaged by providing small financial loans.</p>
15. What actions will you take to reduce or remove any differential/adverse impact?	<p>Once in progress equalities monitoring of the events and projects in the action plan will be conducted to establish who is taking them up and who is not to ensure that the action plan does make a positive contribution to equalities.</p>
16. Into which action plan/s will these actions be incorporated?	<p>The Economic and Skills Development Action Plan</p>
17. Who is responsible for the action plan?	<p>Timothy Wheadon</p>
18. Chief Officers signature.	<p>Victor Nicholls</p>
19. Which PMR will this EIA be reported in?	<p>CXO Q2 2009-10</p>