



## Equality Impact Assessment

**Title of work being assessed: InExeter Business Improvement District Business Plan 2020-2025.**

### Introduction

InExeter is the business improvement district (BID) representing and supporting over 550 individual business in Exeter City Centre. The Business Improvement Legislation 2004 sets out the regulations of a BID. A BID is a business led and business funded partnership formed to support business and deliver a range of projects, services and initiatives agreed by the business community to enhance a commercial area. A BID has a maximum term of five years and must ballot businesses after extensive consultation to continue for a further five years. The collected fund raised from a levy based on a 1.25% of the current rateable value is ringfenced and spent on the projects listed in a Business Plan.

InExeter was launched in April 2015 after a successful ballot. InExeter is submitting a BID proposal ahead of a Ballot in October 2019 to continue its work in Exeter.

**Lead officer:** Victoria Hatfield

**Service Manager:** Dave Bartram

**Stakeholders:** All.

For each of the areas below, an assessment has been made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation are included. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little

discretion

	<b>Neutral</b>	<b>Positive</b>	<b>Negative</b>
<b>Protected characteristic/ area of interest</b> <b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers asylum seekers etc.)	<b>Low</b>	<b>Medium</b>  <b>Some events and activities organised and supported are focused on celebrating different cultures and characteristics, such as Chinese New Year and Exeter Pride</b>	<b>Low</b>
<b>Disability</b> (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This can include mental health conditions, long term illnesses such as cancer and HIV, cognitive issues, learning disabilities and sensory impairments)	<b>Low</b>	<b>Low</b>	<b>Low</b>
<b>Sex/Gender</b>	<b>Low</b>	<b>Low</b>	<b>Low</b>
<b>Gender reassignment</b>	<b>Low</b>	<b>Low</b>	<b>Low</b>
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions)	<b>Low</b>  <b>InExeter is business led and funded for the benefit of all.</b>	<b>Low</b>	<b>Low</b>

<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual)	<b>Low</b> <b>InExeter is business led and business funded for the benefit of all.</b>	Low	Low
<b>Age</b> (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	<b>Low</b>	<b>Medium</b> <b>Some events and activities are geared towards attracting families and young people into the city.</b>	<b>Low</b>
<b>Community relations</b>	<b>InExeter works with a range of Exeter partners and stakeholders as this is key to the successful delivery of projects and services in Exeter.</b>		
<b>Human Rights</b>			
<b><u>Actions identified as a result of the impact assessment (these should be SMART):</u></b>			
<b>Action</b>	<b>Lead</b>	<b>By when</b>	
<b>Contact the Association of Town Centre Managers to ascertain the overall equality impact of BID's</b>	Victoria Hatfield	September 2019	

<b>Equality Impact Assessment Report Questions checklist</b>	
<b>1.</b>	Describe the piece of work you are assessing and the reason it is being carried out. Are you: <ul style="list-style-type: none"> <li>○ Making a strategic budget proposal</li> <li>○ Developing a new policy, strategy or project</li> <li>○ Reviewing and revising a policy, strategy or project</li> </ul>

	<ul style="list-style-type: none"> <li>○ Reviewing a function or a service</li> <li>○ Restructuring a service.</li> </ul> <p>Include any options appraisal and if you have a preferred option explain why.</p> <p><b>This proposal seeks to approve the InExeter Business Plan 2020-2025 and confirm the City Councils support in ballot for hereditaments falling under Exeter City Council liability. The business plan describes the activity to be undertaken by InExeter during the next 5 years, if successful with the Bid vote in October.</b></p>
2.	<p>What are the timescales for completing the work? What committee deadlines do you have to meet?</p> <p><b>June 2029 – Place Scrutiny</b>  <b>July 2019 – Executive</b>  <b>October 2019 – InExeter ballot takes place for 28 days</b>  <b>March 2020 – Existing BID ceases trading</b>  <b>April 2020 – new BID starts for a 5 year term</b></p>
3.	<p>What are the aims and objectives of the work? How do these link to wider council or strategic objectives?</p> <p><b>The BID is there to support businesses located within the boundary of the BID, mainly within the old city walls. The BID undertakes activity to ensure the city centre is clean, vibrant and an attractive place to visit and work.</b></p>
4.	<p>Who will be the main beneficiaries of the piece of work and in what way? All people in Exeter? Council staff? A specific stakeholder group? A combination of these?</p> <p><b>Whilst the BID is a business led and business funded partnership, the work of the BID enhances and improves the city centre through improved cleanliness, business support activities, additional events taking place and raising the awareness of what there is to see and do in the city centre. Beneficiaries would be business owners, business employees, residents of Exeter and visitors to the city.</b></p>
5.	<p>What data do you have on how different groups would be affected by the work?</p> <p><b>No available data.</b></p>
6.	<p>What research studies or reports have been carried out in other areas of the country or nationally that provide information about the likely impact of your work on equality groups?</p> <p><b>No work has been undertaken on this.</b></p>

7.	<p>What consultation has taken place or is planned with customers (individuals and groups) from equality groups?</p> <p><b>No work has been undertaken on this.</b></p>
8.	<p>What does the consultation indicate about any differential positive or negative impact(s) of this piece of work?</p> <p><b>N/A</b></p>
9.	<p>If there are gaps in your previous or planned consultation and research are there any experts/relevant groups that can be contacted to get further views or evidence on the issues? If so please explain who they are and how you will obtain their views.</p> <p><b>The Association of Town Centre Managers will be contacted to understand what other BID's have undertaken around this area of work.</b></p>
10.	<p>If you have indicated there is a negative impact on any group, is that impact Legal; Intended; of high or low impact?</p> <p><b>None identified.</b></p>
11.	<p>If you identified any negative impact that is of low significance, can you minimise or remove it? If so how?</p> <p><b>Ensure that events that are organised are accessible to all, regardless of their ability.</b></p>
12.	<p>Could you improve the strategy/policy/project's positive impact and if so how?</p> <p><b>The business plan is focused on supporting businesses within the BID levy area, which also benefits residents and visitors to Exeter. Additional work should be explored as to the impact of the business plan on other beneficiaries.</b></p>
13.	<p>How do you intend to continue monitoring the impact of this strategy/policy/project?</p> <p><b>The City Council will continue to work in partnership with the BID and have representation on the InExeter Board of Directors. The City Council will receive an annual update report from InExeter.</b></p>
14.	<p>If there are gaps in your evidence base, do you need to carry out any further research about the likely impact of your work on equality groups?</p> <p><b>There are gaps, work will be undertaken with the BID direct and with the Association of Town Centre Managers to address</b></p>

	<b>this.</b>
	<b>There might be a time delay here as you will need to get the results of your consultation before you can continue working your way through the questions.</b>
<b>15.</b>	As a result of this assessment and available evidence collected, including consultation, what if any changes do you need to make to the strategy/policy/project? <b>N/a</b>
<b>16.</b>	Will the changes planned ensure that the negative impact is: Legal; Intended; of low impact?  <b>N/A</b>
<b>17.</b>	What monitoring/evaluation/review process have you set up to check the successful implementation of the strategy/policy/project?  <b>N/A</b>
<b>18.</b>	How will this monitoring/evaluation further assess the impact on the equality groups/ensure the strategy/policy/project is non-discriminatory?  <b>N/A</b>
<b>19.</b>	Please provide an action plan showing any recommendations that have arisen from the assessment and how you plan to take them forward. Are your actions SMART (specific, measurable, achievable, relevant and time-based).  <b>N/A</b>
<b>20.</b>	When will you next review this work and the impact assessment?  <b>The business plan of InExeter will be reviewed 2024, at the start of the process of a third term (2025-2030).</b>