

## Equality Impact Assessment: *Exeter Skills Strategy*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 31 May 2022	Exeter Skills Strategy	2.1 To approve the Skills Strategy for Exeter.  2.2 To approve development of the associated action plan to enable the Skills & City Inclusivity	Race and Ethnicity Disability Sex / Gender Age Pregnancy and Maternity

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		Manager to address the identified priorities.	

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. 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

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	<b>Positive</b>		Whilst the evidence base that supports the Skills Strategy does not indicate that any area of work needs to impact on these groups specifically, we are aware that through our current work programme, specifically Exeter Works that we will be supporting asylum seekers / refugees in particular. The data does not currently indicate that we would have any need to focus on any particular ethnic group /s in any of the delivery of the Skills Strategy. This will be reviewed as projects develop and any new work streams are identified.
<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	<b>Positive</b>		Through consultation and engagement with JCP and other partners, it has been highlighted that there is potential to engage more and varied businesses across the city in supporting those with disabilities in to work. In particular encouraging the use of the 'Disability Confident'

<b>Protected characteristic/ area of interest</b>	<b>Positive or Negative Impact</b>	<b>High, Medium or Low Impact</b>	<b>Reason</b>
adverse impact on their ability to carry out normal day-to-day activities.			scheme, along with a variety of approaches to support inclusion and diversity in the workplace. The Skills Strategy seeks to promote inclusion – in terms of economic activity.
<b>Sex/Gender</b>	<b>Positive</b>		Whilst not currently specifically identified, there may be priority activities within the strategy that will present opportunities for women in particular to be supported. An example of this is through the Building Greater Exeter project, where a funding stream from the CITB has identified that supporting women in to jobs and careers in construction is a priority and forms part of a project that we are delivering. It is envisaged that any activity derived from the strategy that has a focus on either gender will be positive, and not necessarily have a negative impact on the other.
<b>Gender reassignment</b>	<b>Neutral</b>		The Skills strategy will not seek to specifically focus on or exclude this group – only through the activity as indicated above for gender.
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	<b>Neutral</b>		The evidence base that supports the Skills Strategy does not indicate that any area of work needs to impact on these groups specifically
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	<b>Neutral</b>		The evidence base that supports the Skills Strategy does not indicate that any area of work needs to impact on these groups specifically
<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>Positive</b>		The skills strategy has identified that there are particular age groups that priority activity will be focussed on. Young People – in order to support understanding of jobs, skills that employers are going to need, and an understanding of the labour market to support decision-making in relation to further and higher education and provide inspiration.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			Working age population – particularly in relation to those who are not currently active in the labour market – which evidence shows are those aged 55+.
<b>Pregnancy and maternity</b> including new and breast feeding mothers	<b>Positive</b>		The evidence base has indicated that there are issues to address in terms of attracting and retaining the workforce. There is the potential for this group to be impacted by work that is taken forward under this strand of activity.
<b>Marriage and civil partnership status</b>	<b>Neutral</b>		The evidence base that supports the Skills Strategy does not indicate that any area of work needs to impact on these groups specifically.

**Actions identified that will mitigate any negative impacts and/or promote inclusion**

- All areas of work identified as part of the priorities for the Skills Strategy will consider the impact on all of the above groups as detailed work plans are developed.
- If funding opportunities arise to support Protected characteristic, this will be investigated for its suitability, impact and deliverability in the city.
- Any events, meetings or activities that are planned as part of the Skills Strategy delivery programme will fully take account of the identified groups when considering venues and content.

**Officer: Skills and City Inclusivity Manager**

**Date: 5 May 2022**