

## Equality Impact Assessment: *UK Shared Prosperity Fund, Exeter allocation*

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:
REPORT TO EXECUTIVE Date of Meeting: 5 July 2022  REPORT TO COUNCIL Date of Meeting: 19 July 2022	UK Shared Prosperity Fund, Exeter allocation	2.1 To recommend to Council, develop an investment plan to deliver the aims of UKSPF, which will release Exeter's UKSPF allocation of £1,403,000 and delegate approval of the Investment Plan to the City	

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>Council's internal UKSPF Management group.</p> <p>2.2 To support the management and monitoring of Exeter UKSPF allocation, a Project Manager is appointed, once the offer letter is received from DLUC, due autumn 2022.</p> <p>2.3 The £20,000 administration payment is used to develop Exeter's investment plan and consultation.</p> <p>2.4 Consultation on Exeter interventions will be with a number of organisations with an interest in the delivery of UKSPF in Exeter, as well as the Exeter Place Board.</p> <p>2.5 An internal working group (UKSPF Working Group) is established of relevant officers, to ensure the effective management &amp; monitoring of the UKSPF, which reports to Strategic Scrutiny on a regular basis.</p>	

**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 is 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

<b>Protected characteristic/ area of interest</b>	<b>Positive or Negative Impact</b>	<b>High, Medium or Low Impact</b>	<b>Reason</b>
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	High	Interventions could be developed to support migrant workers and asylum seekers into training and or work.
<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 impact on their ability to carry out normal day-to-day activities.	Positive	High	Interventions could be developed to support those with a disability into work or training. 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>Sex/Gender</b>	Neutral	Low	Through consultation, interventions will be investigated to support sex/gender
<b>Gender reassignment</b>	Neutral	Low	Through consultation, interventions will be investigated to support gender reassignment
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral	Low	N/A
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	Neutral	Low	Through consultation, interventions will be investigated to in how they support sexual orientation

<b>Protected characteristic/ area of interest</b>	<b>Positive or Negative Impact</b>	<b>High, Medium or Low Impact</b>	<b>Reason</b>
<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).	Positive	High	The primary goal of UKSPF is to build pride in place and increase life chances. Interventions will be developed to support all age ranges into training and work, as well as those leaving education and those currently claiming Universal Credit.
<b>Pregnancy and maternity</b> including new and breast feeding mothers	Positive	Medium	Interventions will be consulted on to attract and retain the workforce those back into training and or work.
<b>Marriage and civil partnership status</b>	Neutral	Low	N/A

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

- Consultation with the Exeter Place Board and a wide range of organisation located in Exeter on possible interventions.
- The Net Zero & Business team will consult with the Policy team on the development of the Exeter Investment Plan.

**Officer: Victoria Hatfield**

**Date: 7 June 2022**