

## Equality Impact Assessment Form

[screentip-sectionA](#)

### 1. Document Control

#### 1. Control Details

Title:	Growth Hub Covid Support DDM
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Strategic Budget EIA: Y/N	N
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#### 2. Document Amendment Record

Version	Author	Date	Approved
V1	Robert Dixon	23/07/20	

#### 3. Contributors/Reviewers

Name	Position	Date
Nasreen Miah	Equality and Employability Consultant	23.07.2020

#### 4. Glossary of Terms

Term	Description
D2N2	Derby, Derbyshire, Nottingham, Nottingham Local Enterprise Partnership
ERDF	European Regional Development Fund – European Union money for economic development
BAME	Black, Asian and Minority Ethnic

#### [screentip-sectionB](#)

### 2. Assessment

#### 1. Brief description of proposal / policy / service being assessed

- Extension of the Growth Hub project with £984,108 grant to provide small grants to businesses across D2N2
- About a quarter to support visitor economy businesses
- Grants in the value of £1,000 to £10,000
- Supporting businesses as they recover post covid19

#### [screentip-sectionC](#)

#### 2. Information used to analyse the effects on equality:

Standard ERDF monitoring of business owner – ethnicity, age, gender, disability etc.  
Post projects follow up with businesses to assess customer satisfaction.

Specific BAME business support via the Nottingham B-Global officer  
 Use of profiling data to target BAME businesses, to ensure uptake of the grant scheme

**3. Impacts and Actions:**

<a href="#"><u>screeintip-sectionD</u></a>	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p style="text-align: right;"><a href="#"><u>screentip-sectionE</u></a></p> <p><b>How different groups could be affected</b> (Summary of impacts)</p>	<p style="text-align: right;"><a href="#"><u>screentip-sectionF</u></a></p> <p><b>Details of actions to reduce negative or increase positive impact</b> (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p>The grant fund aims to be support all businesses across the city.</p> <p>We intend to take an inclusive approach to promotion to ensure that the funding benefits as many businesses and communities across the city as possible. This will involve targeting the ca 1800 potentially eligible businesses in BAME led businesses in the city. Target would be at least 35% of applicants and grants issued to BAME businesses in the city measured via monitoring surveys.</p> <p>We will enhance the support by engaging with BAME businesses via the B-global business support officer. The B-global officer has created a data base of businesses to target. The B global officer is a full time new role in</p>	<p><b>1 Actions will need to be uploaded on Pentana.</b></p> <p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>Communication proactively promoted to businesses and communities through B Global network, using social media, newsletters, targeted media and the specific B-Global support office, other BAME business networks and community groups or organisations. Monitored via social media response, open rate and customer satisfaction surveys via the team</p>

<p>Nottingham City Council, tasked with ensuring BAME led businesses can access business support such as this scheme. The role reports into the Growth Hub, and has targets to deliver 350 BAME led business engagements, which this scheme can help support.</p>	
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**4. Outcome(s) of equality impact assessment:**

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

**5. Arrangements for future monitoring of equality impact of this proposal / policy / service:**

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**6. Approved by (manager signature) and Date sent to equality team for publishing:**

<p><b>Approving Manager:</b> The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel &amp; email to allow citizen/stakeholder feedback on proposals.</p>	<p><b>Date sent for scrutiny:</b> Send document or Link to: <a href="mailto:equalityanddiversityteam@nottinghamcity.gov.uk">equalityanddiversityteam@nottinghamcity.gov.uk</a></p>
<p><b>SRO Approval:</b>  <b>Nicki Jenkins</b> <b>20/7/20</b> <a href="mailto:Nicki.jenkins@nottinghamcity.gov.uk">Nicki.jenkins@nottinghamcity.gov.uk</a></p>	<p><b>Date of final approval:</b></p>

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.