

Equality Impact Assessment Form

[screentip-sectionA](#)

1. Document Control

1. Control Details

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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
ERDF	European Regional Development Fund – European Union funding for economic development
BAME	Black, Asian, Minority Ethnic

[screentip-sectionB](#)

2. Assessment

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

- Extension of the current N2EG energy efficiency grants scheme. Starting January 2021 for 30 months.
- The project gives grants to businesses to install energy efficiency equipment.
- About 200 businesses will receive support and/or an energy audit.

[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.

3. Impacts and Actions:

screentip-sectionD	Could particularly benefit X	May adversely impact X
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). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>

<p>How different groups could be affected (Summary of impacts)</p> <p style="text-align: right;">screentip-sectionE</p>	<p>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</p> <p style="text-align: right;">screentip-sectionF</p>
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Provide details for impacts / benefits on people in different protected groups.

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)

The grant fund aims to be support all businesses across the city.

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. We will specifically use the B-Global Growth Hub BAME support officer to target BAME businesses. We will also use wide range of media types to be inclusive. We will monitor all applicants for diversity and provide 6 monthly reports. Target will target using social, direct mail and community groups. Target is 35% of applicants from BAME businesses.

1 Actions will need to be uploaded on Pentana.

Continue on separate sheet if needed (click and type to delete this note)

Communication proactively promoted to businesses and communities through B Global network, other BAME business networks and community groups or organisations. The marketing will include newsletters, social media and through various BAME and diversity groups. The B Global officer will lead on that and report outcomes to equalities board.

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:

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

<p>Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent for scrutiny: Send document or Link to: equalityanddiversityteam@nottinghamcity.gov.uk</p>
<p>SRO Approval: Nicki Jenkins 27/05/20 Nicki.jenkins@nottinghamcity.gov.uk</p>	<p>Date of final approval:</p>

<p>Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:</p> <ol style="list-style-type: none"> 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.
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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.