

## Equality Impact Assessment Form

### [screentip-sectionA](#)

#### 1. Document Control

##### 1. Control Details

Title:	Growth Hub extension PCR and match funding
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##### 2. Document Amendment Record

Version	Author	Date	Approved
V1	Robert Dixon	13/08/21	

##### 3. Contributors/Reviewers

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	

#### 4. Glossary of Terms

Term	Description
ERDF	European Regional Development Fund
NCC	Nottingham City Council
BAME	Black, Asian and Minority Ethnic
MHCLG	Ministry of Housing Communities and Local Government
D2N2	Derby Derbyshire Nottingham Nottinghamshire
ESIF	European Social and Investment Fund
SME	Small Medium Enterprises

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

### 2. Assessment

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

- Extend the current growth hub, from ending March 2022 to June 2023. This includes supporting the accountable body function, and business advisors in Nottingham. One of which is a dedicated BAME diversity support officer for business support

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

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

Standard ERDF reporting by businesses on equalities data – age, gender, ethnicity, disability

#### 3. Impacts and Actions:

<u>screeentip-sectionD</u>	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"/>

<u>screeentip-sectionE</u> How different groups could be affected (Summary of impacts)	<u>screeentip-sectionF</u> Details of actions to reduce negative or increase positive impact (or why action isn't possible)
Provide details for impacts / benefits on people in different	<b>1 Actions will need to be uploaded on Pentana.</b>

<p>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 funding will be used provide business support for all businesses across the city, and support the delivery across D2N2 of the Growth Hub more widely.</p> <p>The specific Nottingham support includes 4 business facing advisors, one of which is a specific BAME focused advisor, supporting BAME led businesses.</p> <p>The Growth Hub through other funding, also receives support from government and East Midlands Chamber to deliver peer to peer network, which includes further BAME led and female led business peer to peer networks. Not part of this funding decision, but joined together by the wider D2N2 Growth Hub</p>	<p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>All businesses contacted provide basic equalities and diversity information for monitoring purposes.</p> <p>The Growth Hub also runs an annual customer satisfaction survey which allows for issues of Equalities and Diversity to be explored.</p> <p>Feedback from businesses at events is also used to adapt the delivery of services.</p> <p>The Peer to Peer networks came from that feedback and monitoring – providing specific BAME led and Female led peer to peer networks for those cohorts.</p> <p>In Nottingham, one of the Growth Hub advisors is a BAME business support officer, with a particular focus on Black and Afro Caribbean led businesses.</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:**

We will monitor the uptake of business support for diversity, and measure satisfaction as well as uptake by key segments. We will also engage with the diversity Growth Hub officer with stakeholders groups across the city.

**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> TBC <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.