

Equality Impact Assessment Form

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1. Document Control

Control Details:

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2. Document Amendment Record:

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1	Peter Davies-Bright	14 th December 2021	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	17 th December 2021

4. Glossary of Terms

Term	Description
BAME	Black and Minority Ethnic
Big House	A business support project targeted at CDI sector
CDI	Creative & Digital Industries
D2N2	Derby/shire & Nottingham/shire Local Enterprise Partnership

DWP	Department of Work and Pensions
ESF	European Social Fund
SME	Small Medium Enterprise

[screeentip-sectionB](#)

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

Nottingham Economic Recovery and Renewal Plan

The Nottingham Economic Recovery and Renewal Plan has been co-developed by the Council in partnership with the Nottingham Growth Board and One Nottingham. This broad partnership brings the public sector, local businesses, educational institutions, voluntary and community sector, community representatives and civic leaders together behind a shared vision of the city's future economy and agreed common priorities.

The plan sets out a strategic framework that will accelerate the city's post-Covid economic recovery and a clear vision for the city's economic renewal. This is essential if the city is to achieve its full economic potential, and to do so in a way that is both environmentally sustainable and socially just.

This plan sets out a bold vision for the city's future economy as an inclusive, green, creative and digitally enabled city, widely recognised as:

- An internationally renowned City of culture, creativity & innovation
- The UK's first Carbon Neutral City
- A City which offers opportunities for everyone

The plan sets out six key strategic themes (or 'ambitions') through which this vision will be realised:

- City of Creativity & Culture
- Reshaping the City
- Carbon Neutral City

- Digital Enterprise
- Entrepreneurship & Innovation
- Skills & Employment

The plan sets out a strategic framework that will underpin our efforts to secure the support and investment required for the city to fulfil its economic potential through sustainable growth. It builds on the city's existing strengths in creative and digital industries and the low carbon sector, as well as its cultural assets and heritage. It also responds to the significant challenges exacerbated by the pandemic by seeking to reimagine the city centre post-Covid, strengthen the city's business base, deliver growth that is environmentally sustainable and ensure that no-one is excluded from the city's economic recovery.

[screeintip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

National data shows that the Covid pandemic has had a disproportionate negative impact on women, BAME communities, young people, older people and people with disabilities and/or underlying health conditions, and the local data available shows that these national impacts have been replicated in Nottingham. The Economic Recovery and Renewal Plan sets out to address this impact.

A public consultation exercise was undertaken earlier this year, consisting of an online survey and a series of focus groups with young people. The key finding that local people wanted to see greater emphasis on economic inclusion, so that the city genuinely offers opportunities for everyone. The plan has consequently been refined so inclusion is a central theme that runs throughout the whole plan.

The Plan sets out a strategic framework that aims to tackle inequalities. This includes the following current economic development projects:

- D2N2 Growth Hub is supporting local SMEs – 40% are women-led (double the national average), 16% are BAME-led (compared with 6% nationally)

- Growth Hub offers specialist support for BAME businesses through the B-Global project
- Big House supports local CDI SMEs – 58% of which are women-led, 19% BAME-led
- Targeted employment support is being provided through ESF funded provision (Way2Work, Pathways to Health & Social Care and Nottingham Works4You) and local ‘community hubs’.
- UK Community Renewal Fund – the Council commissioned £3m of projects for this UK Government pilot programme in 2021. Tackling inequalities was one of the key strategic objectives against which bids were assessed and approved, and successful projects include Volunteer It Yourself, which will support 150 young unemployed people gain vocational skills and qualifications through renovating local community buildings and spaces.

The Plan outlines future proposals to tackle promote socio-economic inclusion, such as:

- **People into Jobs** – community-based employment support to help 1,000 unemployed people from target groups (young people, BAME, older people, women, people with disabilities) into employment annually.
- **Job Creation & Inclusive Recruitment** – working with employers via the Nottingham Jobs Service, Skills Access Hub and Growth Hub to unlock 1,000 accessible jobs and adopt inclusive recruitment practices, ensuring disadvantaged groups have access to jobs, whilst meeting the recruitment needs of employers.
- **Joint Youth Strategy** in partnership with DWP, to tackle youth unemployment by bringing together policy and resources to address youth unemployment.

Detailed delivery plans will be developed for each of the plan’s six ‘ambitions’, each of these will be required to address inclusion as a central issue.

7. Impacts and Actions:

<u>screentip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input 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 style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Positive Impacts:</p> <p>The specifically targets BAME communities, women, young people, older people, and people with disabilities and/or underlying health conditions as it recognises that these groups have been disproportionately impacted by the economic impacts of the Covid pandemic.</p> <p>Support will include:</p> <ul style="list-style-type: none"> • Training & skills – basic skills, upskilling and reskilling to enable people to access employment and other opportunities • Employment support – to help people access sustainable jobs • Business support – to enable people to start & grow their businesses <p>The Plan's central aim of economic inclusion is a key strategic priority that will underpin future funding bids, such as the UK Shared Prosperity Fund.</p>	<p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>Mitigation:</p> <p>N/A</p>

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

An appropriate performance management framework is being developed that will measure the ‘good growth’ impact of the plan – as well as broad economic indicators, this will include specific monitoring of the plan’s impact on economic inequality. Progress will be regularly reported to the Nottingham Growth Board, One Nottingham Board and the City Council Portfolio Holder for Skills, Growth & Economic Development.

9. 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

10. 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 advice: Send document or Link to: equalities@nottinghamcity.gov.uk</p>
<p>Approving Manager Signature:</p>	<p>Date of final approval:</p>



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Before you send your EIA to the Equality and Employability Team for advice, 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.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.