

Equality Impact Assessment Form

Reference –

Department	Office of the Chief Executive	Version no	0.1
Assessed by		Date created	290617
Approved by		Date approved	
Updated by		Date updated	
Final approval		Date signed off	

The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

Section 1: What is being assessed?

1.1 Name of proposal to be assessed.

The draft Bradford District Economic Growth Strategy

1.2 Describe the proposal under assessment and what change it would result in if implemented.

Globally connected and at the heart of Northern England, Bradford district has an economy worth in excess of £19.5 billion, with over 17,000 businesses and is forecast to grow by more than 25% over the next ten years.

With this in mind we are seeking to maximise growth and raise the district's economic productivity in ways that benefit our communities and businesses.

The Council is working with Producer City partners to develop a new Economic Growth Strategy for Bradford district that will focus on identifying the actions that will bring the most benefit to Bradford's economy.

Section 2: What the impact of the proposal is likely to be

2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.

Yes.

The strategy aims to progress inclusive growth within the district: growing our economy in a way that everyone can contribute to and benefit from.

We know that particular cohorts, including people with protected characteristics including race, disability and low wages are less well connected to economic opportunity. The proposals within the strategy will aim to grow our economy in ways that increase opportunities for these groups and make their access to them more equal.

2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.

To a degree.

Discrimination in the form of recruitment practices which do not connect effectively to people with protected characteristics can disadvantage businesses as well as communities. We expect that the strategy will bring forward proposals that help employers think about more effective forms of recruitment.

2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.

No.

2.4 Please indicate the level of negative impact on each of the protected characteristics?

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	Impact (H, M, L, N)
Age	N
Disability	N
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	N
Marriage and civil partnership	N
Additional Consideration:	

Low income/low wage	N
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2.5 How could the disproportionate negative impacts be mitigated or eliminated?
 (Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

N/A

Section 3: Dependencies from other proposals

3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.

A project team has been established to oversee the development of the strategy. This includes internal colleagues from skills and planning and external colleagues from the University, Chambers of Commerce, and voluntary and community sector. The Producer City Board has oversight.

A programme of engagement is underway until the end of July, with three core components:

- Discussion at existing business and partner networks
- A programme of themed workshops
- A light web presence

A staff Learning Lunch has been held, and discussion held with officers in Economy and Development. A senior manager discussion within the Department of Place is also planned.

Section 4: What evidence you have used?

4.1 What evidence do you hold to back up this assessment?

- An economic evidence base provided by an external organisation, Metrodynamics.
- Workshop engagement feedback from key stakeholders

The evidence is on the website below and the feedback from the themed workshops will be added shortly <http://bdp.bradford.gov.uk/economicgrowthstrategy>

4.2 Do you need further evidence?

No

Section 5: Consultation Feedback

5.1 Results from any previous consultations prior to the proposal development.

N/A

5.2 The departmental feedback you provided on the previous consultation (as at 5.1).

N/A

5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).

N/A

5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.

N/A