

Equality Impact Assessment Form

Equality Impact Assessment.

Name of policy, procedure, strategy or service:

UK Shared Prosperity Fund (UKSPF) Investment Plan

Who has completed this assessment? (Minimum of 2)

Officers: Helen Houston

Department: Regeneration and Planning Policy

Description of the policy, strategy or service:

The UK Shared Prosperity Fund (UKSPF) is a Central Govt fund from which Barrow BC has been provisionally allocated £2.477m of funding over three years. This amount has been allocated based on population, rather than scale of need and Barrow BC has been mindful of ensuring that its impact is maximised. To secure the funding, Barrow BC must produce an Investment Plan which outlines how this will be spent to meet the objectives of UKSPF.

1. Are the aims of this strategy, policy or service consistent with the Equality & Diversity Strategy/Policy?

The primary goal of the UKSPF is to build pride in place and increase life chances across the UK. It aims to do this by addressing three investment priorities: Communities and Place; Supporting Local Business; and People and Skills. The Govt have set out a range of interventions that relate to the three investment priorities. Barrow BC working with partners has applied a Logic Model approach to determine through a strategic review those interventions which will clearly make the most impact. The Barrow BC Equality, Diversity and Inclusion Strategy clearly states the Council's commitments to the Public Sector Equality Duty, but also in addition focusses on areas of deprivation as its additional priority. In addition, the delivery of the Investment Plan will support the Equality for All in Cumbria framework. The UKSPF Plan development has used the Characteristics of Place Index which ranks it as the 90th Local Authority in need of levelling up funding out of 368 places. Plus, the need for economic recovery is calculated using productivity indicators of GVA per hour worked, the unemployment rate amongst the 16+ population and the proportion of the working age population without NVQs or other formal qualifications. Barrow BC has 9% of the working age with no qualifications compared to a national average of 6.4% and unemployment rates at 4.2%.

In recognition of the impact that economic disadvantage can have on the nine protected characteristics, Barrow BC declared a poverty emergency in October 2020. The underlying ethos and values of the Barrow Way (the Council's Covid 19 recovery

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strategy is that no- one is left behind due to any limited factor or protected characteristic. This approach has been embedded in the UKSPF Investment Plan to ensure equalities impacts are considered throughout all stages of the UKSPF programme and across each of the themes of Communities and Place, People and Skills and Supporting Local Business in order to uphold the following established values:

- Remove or minimise disadvantages suffered by people due to their protected characteristic
- Take steps to meet the needs of people from protected groups where these are different from other people
- Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low. It will also foster good relations and promote understanding between people from different backgrounds.

2. Who will this service affect?

Residents, staff? Which ones, where?

The UKSPF Fund will operate across the Borough geographically. It will target a decrease in population across the 0-15 and 16-25 yr age group in particular to encourage residents to stay in Barrow and gain skills and qualifications and support people into employment.

It will also target the low social mobility rates and the greater decreases in reported happiness, life satisfaction and feelings of worthwhile compared to Cumbria and England. Gender pay gaps in Barrow BC show that men earn £6.94 per hour more than women compared to a difference of £2.70 nationally.

3. What do you already know from customers about this service or function? Give details of any research, consultation or data that has been collected, including complaints.

The above evidence base is included within the Evidence Base Report for UKSPF produced by Hatch who have been contracted to support the production of the Investment Plan. Interventions have been selected to contribute towards addressing the challenges that the Borough faces. There have been several workshops with partners, in particular the community and voluntary sector with 125 participants to consult and engage on priority setting. In addition, Barrow BC put out a call for concept forms to gauge interest in delivering against need. The local MP also consulted through their local communication channels about how best to prioritise the interventions to make the most impact.

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4. Is this information sufficient or could more be done to find out what customers think or want from the service? If so what?

The Investment Plan is setting out the strategic framework for the use of resources and providing the assessment tools for which projects will be measured against. The next stage after submission of the Investment Plan will be Business Case development of projects and evidence of engagement of users will be critical as part of the assessment.

The implementation of the Plan will continue to be developed with the input and assistance of a number of community groups and organisations who are key partners in the Barrow Local Community Resilience Forum (BCLRF). These partners have been consulted throughout the development of the Investment Plan and will continue to be engaged during the selection of the projects.

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4. Recording the impact

Please complete the following table and give reasons/comments where:

- a) The service could have a positive impact on any of the diversity groups by eliminating unlawful discrimination, promoting equality and diversity or improving relations within the diversity groups.
- b) The service could have a negative impact on any of the diversity groups, i.e. disadvantage them in any way.

Diversity group	Positive impact	Negative impact	Neutral	Don't Know	Comments	Evidence
Race			X		Not expected to have a direct impact	
Sex	X				Not expected to have a direct impact in the timeframe, but the gender pay gap may be looked at in more depth to determine whether there is scope to positively target women to reduce the pay gap.	
Gender Reassignment			X		Not expected to have a direct impact	
Disability	X				There should be a positive impact across the Borough. The goal of the fund is to improve life chances and develop pride in place in communities.	

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					The goal of the fund will also improve mobility and accessibility.	
Sexual Orientation			X		Not expected to have a direct impact	
Religion or Belief			X		Not expected to have a direct impact	
Age	X				Expected to have a positive impact, but the emphasis on increasing life chances and pride in place with young people is brought out through the Evidence Based Report.	
Pregnancy and Maternity			X		Not expected to have a direct impact	
Marriage and Civil Partnerships			X		Not expected to have a direct impact	
Socio-economic disadvantage (including rural deprivation, 'rurality')	X				The Evidence Based Report focusses on the need to deliver impact. Projects will be selected that target the most disadvantaged people and places in terms of providing improved life chances.	

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5. If there is any negative impact, can it be justified?	
There are no negative impacts.	
6. Outsourced Services	
If the service or function is partly or wholly provided by external organisations or agencies, please list any arrangements you have to ensure that they promote equality and diversity. Include this in your improvement plan.	The Investment Plan is a strategic framework which will be used to inform decisions on projects. Ensuring that the projects meet the requirements of the Equality Act 2010 and its Public Sector Equality Duty and align with Barrow BC's Equality, Diversity and Inclusion Strategy will be part of the project assessment process and performance management.
7. Relations between different equality groups	
Does the assessment show that a policy or process may cause a potential adverse impact between different diversity groups? If yes, please explain how the improvement plan is going to tackle this issue.	No
8. Actions: Please identify any actions that will take place following this Equality Impact Assessment in the table below.	

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Action	Outcome	Target date	Responsible Officer	How will this be communicated to make residents aware of changes and ensure that staff understand?
Business Case Development Process created – including equalities, diversity and inclusion evidence of targeting need.	Projects selected will demonstrate evidence of need and impact.	End of August 2022	Helen Houston	Website, emails to partners and engagement through BCLRF.
Assessment Process designed with a scoring weighting for equalities, diversity and inclusivity.	To enable positive impact and best use of resources by targeting against need and challenges.	August 2022	Helen Houston	Website, Publication of assessment process.

9. Arrangements for regular monitoring of the impact of the policy, process or service.

As part of the programme management of the Investment Plan, the performance of interventions will be assessed against the UKSPF Monitoring and Evaluation Guidance. All projects will be required to demonstrate how they are contributing to improving pride of place and improving life chances. This will be achieved by ensuring that the beneficiary information is recorded to ensure that the projects are equitable and reaching those that are marginalised. Demographics on gender, religion, ethnicity, sexual orientation and disability will be sought and all projects will seek to ensure that hard to reach communities are targeted. Continual review and reporting throughout the lifetime of the project will ensure progress against these attributes is recorded and mechanisms are put into place to ensure good practice and lessons learnt inform the remainder of the delivery period.

Date completed: July 2022

Signed by assessors: Chris Root – external advisor for Equalities

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Date: July 2022

Approved by:

Steph Cordon, Director People and Place

Review date: March 2023