

HDC Initial Equality Impact Assessment Form (EIA1)

Service Area/Section	Built Environment Services Team	Persons undertaking the assessment (please also state name of contact officer)		Joanna Ellershaw	
Name of policy or function to be assessed	Draft Economic Development Strategy (EDS)	Date of assessment	2 October 2007	New or existing policy	Review of existing EDS / policy
1. Briefly describe the aims, objective or purpose of the policy, or service function.	<p>Purpose of ED Service: to deliver, facilitate or partner activities which aid the growth of the economy</p> <p>Aim of EDS: To stimulate the economy, expand employment opportunities, encourage the establishment & growth of business and to enhance the economic well-being of the community of Harborough district.</p> <p>EDS Strategic Aims:</p> <ol style="list-style-type: none"> 1. A diverse economy with a strong entrepreneurial culture and successful, competitive & innovative businesses that contribute to above average levels of long term economic growth. 2. An improved and more cohesive tourism product & profile, focused around 'quintessential England' which is supported by high quality visitor services and effective promotion & marketing. 3. A strengthened economic role for Market Harborough and Lutterworth town centres with the economic objectives of other rural centres supported. 4. A range (quantity and quality) of readily available employment sites and premises within the district, in sustainable locations and with appropriate infrastructure to meet the needs of local businesses and to provide choice for appropriate inward investments. 5. An increasingly highly educated and vocationally skilled resident population and workforce, committed to lifelong learning, whose higher skills are more appropriately matched with the employment requirements of local companies to help to reduce net commuting levels. 				

	<p>6. Improved information, intelligence and relationships with key partners & partnership and local businesses to enable the Council to undertake its place shaping role in terms of economic development, advocate for infrastructure improvements and to support informed decision making.</p>
<p>2. Are there any associated objectives of the policy/function?</p>	<p>Yes – Several objectives related to each strategic aim as follows;</p> <p><i>Strategic Aim 1 - Objectives:</i></p> <ul style="list-style-type: none"> • Promote & support entrepreneurship and ensure increased access to business advice & help for all businesses (pre-start & existing) to improve performance & growth. • Increase the proportion of people in the district working in key growth & knowledge based sectors • Increase the total stock of small / starter business units across the district. • Encourage sustainable rural diversification through a positive approach to employment and economic prosperity in rural areas <p><i>Strategic Aim 2 - Objectives:</i></p> <ul style="list-style-type: none"> • To work with partners & a dynamic local tourism forum / Harborough Promotions to effectively package and co-ordinate marketing and promotion • Encourage the development of the districts tourism assets, attractions and potential in a sustainable way focussing on; Market Towns, Water & countryside based leisure & recreation,, Equestrianism, Aviation, Heritage, and Non- serviced accommodation. • Support the continued raising of quality standards within the local tourism sector. • Support the provision & improvement of visitor services, in partnership with Leicester Shire DMO / EMT <p><i>Strategic Aim 3 – Objectives:</i></p> <ul style="list-style-type: none"> • Proactively support town centre partnerships (HIT, LIP) to develop & implement projects & activities to improve economic viability & vitality • Support projects which encourage innovation in Market Towns & rural centres • Work with partners to secure improvements to the physical environment of Market Harborough & Lutterworth town centres <p><i>Strategic Aim 4 Objectives:</i></p> <ul style="list-style-type: none"> • Protect existing key employment sites and identify future provision, in partnership, as part of the LDF

	<p>process.</p> <ul style="list-style-type: none"> • To assist in providing appropriate evidence to consider, through a plan led approach , the case for further expansion of the Magna Park Distribution Centre • To provide fuller information on available land and premises to support a high quality co-ordinated approach to handling investor enquiries • Promote the investment potential of the district & support appropriate inward investment focussing on; Knowledge & innovation based businesses, Business / Financial / Professional Services & projects offering HQ or regional office and ‘quality / higher skilled’ employment opportunities • Encourage the provision of transport infrastructure and reliable local services which will contribute to the achievement of other economic objectives <p><i>Strategic Aim 5 – Objectives:</i></p> <ul style="list-style-type: none"> • Promote local business investment in the workforce, and support programmes aimed at increasing the take up of apprenticeships & providing opportunities for graduate employment within the district • Encourage stronger links between the skills / education sector, support agencies and local employers to facilitate better understanding & to meet the skill needs of local businesses & the economically inactive <p><i>Strategic Aim 6 - Objectives:</i></p> <ul style="list-style-type: none"> • Improve annual monitoring of economic KPI’s to support service development • To proactively forge & strengthen relations with the local business community • Engage with external organisations & partners (at all levels e.g. regional, sub-regional, local) to resource and deliver on local objectives
<p>3. Who is intended to benefit from this policy and in what way?</p>	<p>District businesses & their employees, local residents, visitors to the district and the wider community in terms of economic growth, economic well-being and job opportunities.</p>
<p>4. What outcomes are wanted from this policy/function and for whom?</p>	<ul style="list-style-type: none"> • To successfully facilitate economic change, through growing from within and attracting appropriate inward investment • Raising the tourism profile & improving product of district • To work with partners to maintain & strengthen the role of Market Harborough & Lutterworth town centres • To make it easier to do business within and invest in the district • To achieve a better match between the employment requirements of residents and the employee needs of local companies, through a drive for ‘quality’ & ‘knowledge’ jobs • To engage more effectively with the business community

	<ul style="list-style-type: none"> To have; sound intelligence & strategy, make choices, provide leadership, and join-up internal and partner activity, to best add-value at the local level To protect key employment sites, identify the right quantity & quality of additional (readily available) land for employment development to meet future need To formulate an agreed (strategic) corporate view towards the expansion of Magna Park (Phase 3) To deliver change whilst maintaining the rural assets, characteristics & appeal of district To secure infrastructure improvements to support the delivery of economic development objectives 		
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?			
6. What factors/forces could contribute/detract from the intended outcomes?	Up or down turn in national economic climate / trends Contrary regional / sub-regional economic policy Effectiveness of council's partnership working Increased / decreased resource commitment to service area		
7. Who are the main stakeholders in relation to this policy?	Local Businesses Local residents / workforce Partner Organisations		8. Who implements the policy/function and is responsible for the policy? HDC / primarily BEST HDC & Partners – internal Service Teams, External public / private / voluntary bodies and external contractors
9. Are there any concerns that the policy/function could have a differential impact on racial groups?	Y	N X	Generally could though no specific objectives targeted at racial groups
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 	No local evidence. Presumed that equality of economic opportunity for different racial groups varies.		
10. Are there any concerns that the policy/function could have a differential impact due to gender?	Y	N x	Generally could though no specific objectives targeted at gender groups
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 	National statistics / evidence suggests gender differences in local economic activity rates, unemployment rates, education & skill levels, business formation rates etc.		
11. Are there any concerns that the policy/function could	Y	N	Generally could though no specific objectives targeted at disability groups.

have a differential impact due to disability?		x	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			National statistics / evidence suggests differences in local economic activity rates, unemployment rates, education & skill levels, business formation rates etc. for individuals due to disability
12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?	Y	N x	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			No
13. Are there any concerns that the policy/function could have a differential impact due to age?	Y X	N	A particular proposed action related to Strategic Aim 1 Objective 1 targets young people
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Specific purpose / intension of action

14. Are there any concerns that the policy/function could have a differential impact due to religious belief?	Y	N x	No
• What existing evidence (either presumed or otherwise) do you have for this?			None
15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?	Y	N	Generally could though no specific objectives targeted at groups with dependant / caring responsibilities.
• What existing evidence (either presumed or otherwise) do you have for this?			None
16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?	Y	N	Don't know?
17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	Y x	N	Yes
18. Should the policy proceed to a full impact assessment?	Y	N	Don't know?
19. If no, are there any recommended changes required to the policy to improve it around the equality agenda?	<p>Possible inclusion of para. / section that refers to HDC corporate policies on equality, and undertakes to reflect these (and complete and EIA) when new projects / actions are developed & before implementation.</p> <p>Requirement for compliance with HDC Equal Opportunity Policy – by all partners / delivery bodies whom HDC directly contract with for service / project delivery.</p>		

Additional notes/guidance (Policy Officer)	

Signed (completing officer) Joanna Ellershaw

Date 02/10/07

Signed (completing officer) Date __/__/__

Signed (Head of Service) Date __/__/__