

Community Impact Assessment

Name of Proposal:

Economic Strategy

Project Sponsor:

Darryl Evers, Director for Economy, Infrastructure & Skills

Project Manager:

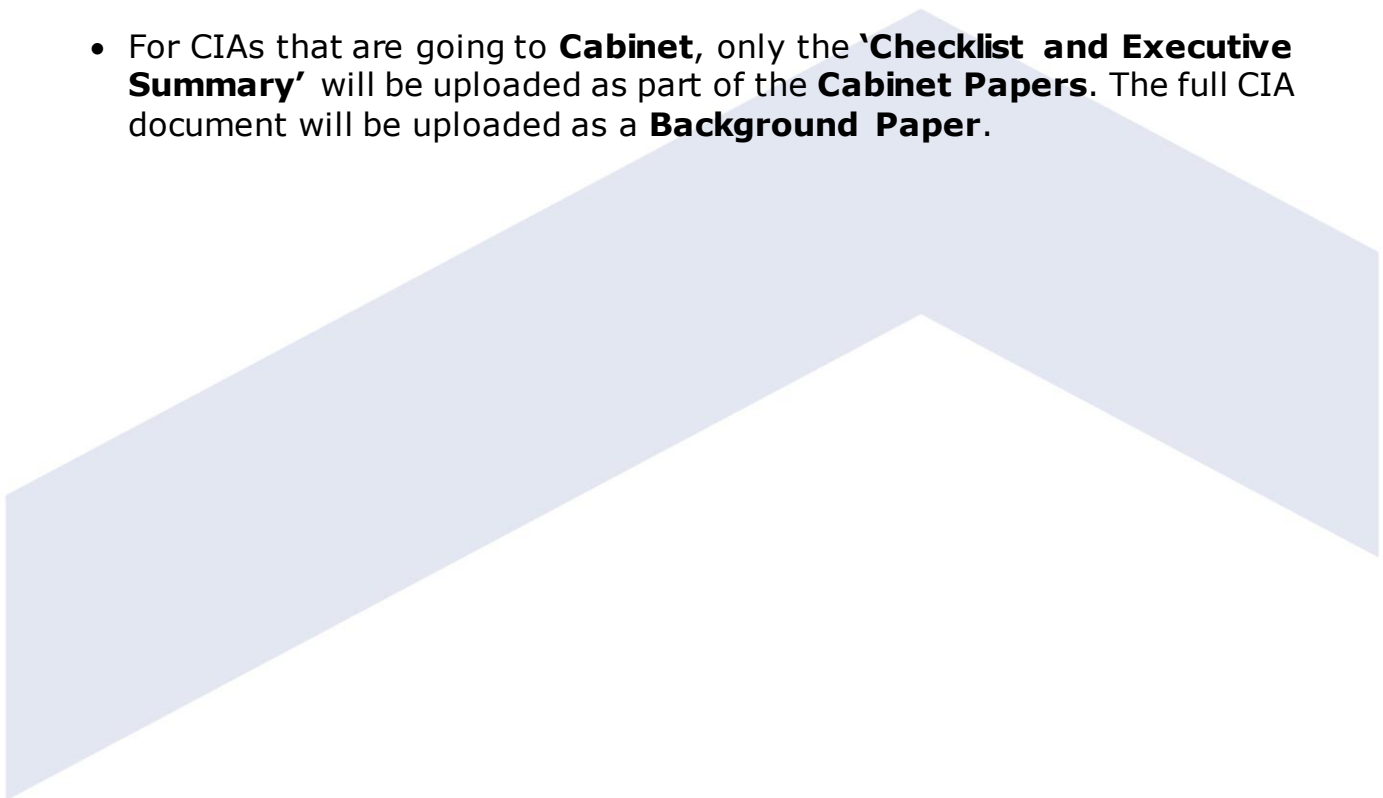
Matt Shufflebotham, Senior Economic Development Officer

Date Completed:

27/01/22



Completing a CIA

- A CIA will help you to identify the potential **impacts, risks and benefits** of your proposed policy, service or project. Doing this at an early stage enables engagement and research to be undertaken to identify actions that will either **lessen the risk** or **maximise the benefits**. The assessment will also help you to identify mitigating factors whereby risks may be balanced out to an extent by the benefits.
 - This template should be used to support the development of a proposal during the **planning stage**, therefore supporting the council's approach of [Achieving Commissioning Excellence](#).
 - A good CIA will involve input from more than one person. A **Project Team** should be identified with different, but relevant expertise to ensure that a full range of views are considered.
 - **Engagement and/or consultation** should take place with appropriate and representative groups of people that are most likely to be affected. This must then be used to help shape the design/outcomes of the project. Please note that due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.
 - **Once completed**, the main findings from your CIA should be transferred to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. Depending on the size of your project, this could be your manager, project lead, sponsor or SLT.
 - For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' will be uploaded as part of the **Cabinet Papers**. The full CIA document will be uploaded as a **Background Paper**.
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Completing the CIA Template

This table describes what is required when completing the key sections of your assessment.

Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<p>Which groups of people will be impacted by the proposed policy, service or project? This could be people in a particular area, a street, or a group of people with similar characteristics e.g. older people, young people or people with care needs. Also consider staff, residents and other external stakeholders.</p>	<p>Think about the impact the proposal may have on each of the different category areas and identify the benefits of each decision.</p>	<p>Think about the impact the proposal may have on each of the different category areas, and identify the risks associated with the proposal.</p>	<p>Set out any recommendations as to how the benefits will be maximised and the risks minimised.</p> <p>Also highlight any trade-offs that may occur.</p>
<p>Please note:</p> <ul style="list-style-type: none"> • Potential impacts should not be included if it is considered highly unlikely that they would occur. • Where no major impacts have been identified, please state N/A. • Due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses. 			
<p>Evidence Base: (Evidence used/ likelihood/ size of impact) How certain are you about the assessment of each potential impact, and what evidence have you used to arrive at the decision? E.g. Data – population trends data, census data, service data. Research – national, regional, local research. Engagement/ Consultation – with partners, the public, the voluntary sector.</p>			

Use the following template to highlight the impacts of your proposal on each of the following categories: The Public Sector Equality Duty (PSED), Health and Care, the Economy, the Environment, and Localities/ Communities.

Community Impact Assessment

Public Sector Equality Duty (PSED)

Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must 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.

Please consider:

- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Race	See evidence base section			
Disability	See evidence base section			
Sex	See evidence base section			
Age	See evidence base section			
Religion or Belief	N/A			
Gender Reassignment	N/A			
Sexual Orientation	N/A			
Pregnancy and Maternity	N/A			
Marriage and Civil Partnership	N/A			
The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships in relation to employment issues.				

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Impact on SCC Staff	N/A			
If the proposal affects SCC staff, consider the workforce profile compared against the protected characteristics pre and post change, the impact of job losses, available support for staff, and HR protocols.				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
The impact of the COVID-19 crisis has impacted some demographic groups more than others. Whilst the full impacts of the pandemic remain unclear and will be for some time, evidence shows that the hospitality industry has been particularly adversely affected and this will have impacted some groups, such as young people, more than others. However, a key ambition of the Economic Strategy is to continue to support the economy to recover quickly, thereby minimising the impact of the crisis. An evidence base is being updated on at least a monthly basis to monitor the state of the local economy. A strategic priority within the Strategy is to support and enable people to fully benefit from economic growth, allowing the County Council to respond accordingly.				

Health and Care

Use this section to determine how the proposal will impact on resident's health and wellbeing, and whether the proposal will impact on the demands for, or access to health and care services. Please consider the Care Act 2014 and the Health and Social Care Act 2012.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Mental Health and Wellbeing	The crisis and negative impacts on the economy may have adversely affected mental health due to concerns related	The Strategy aims to support the recovery of the economy and return to growth as quickly as possible, thereby	A key concern is that residents become long-term unemployed with associated	The Strategy sets out how we will minimise such effects by supporting people to return to work as soon as possible and be able to find
Will the proposal impact on the mental health and wellbeing of residents or services that				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
support those with Mental Health issues?	to jobs and money.	reducing the impacts on mental health.	scarring effects.	good quality employment.
Healthy Lifestyles	All residents	The delivery of projects that both support economic growth and active lifestyles can help to enable people to make positive healthy lifestyle choices.	Without consideration of health, future investment in economic projects could have a negative impact on people's health.	A key aspect of the Strategy is the delivery of infrastructure to support growth. We have successfully delivered numerous sustainable transport projects in recent years, and this will continue to support active travel choices.
Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking, problematic alcohol and substance use, and sexual health?				
Accidents and Falls Prevention	N/A			
Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?				
Access to Social Care	N/A			
Will the proposal enable people to access appropriate interventions at the right time?				
Independent Living	N/A			
Will the proposal impact on people's ability to live				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
independently in their own home, with care and support from family, friends, and the community?				
Safeguarding	N/A			
Will the proposal ensure effective safeguarding for the most vulnerable in our communities?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
Evidence is being updated on at least a monthly basis to monitor the impact of the COVID-19 crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most adversely affected by the crisis and allow us to respond accordingly.				

Economy

Use this section to determine how the proposal will impact on the economy of Staffordshire and the income of residents.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Economic Growth	Inclusive growth and levelling up cuts across all priorities within the strategy, with the aim being that growth will benefit all residents.	The Strategy sets out how we will create a more prosperous Staffordshire to the benefit of all our residents.	Not delivering the Strategy has the potential to adversely affect our resident's economic wellbeing, including for	Whilst setting our overall priorities, the Strategy allows us to remain agile and respond accordingly to changing conditions to ensure we are continuing to have a positive impact on the
Will the proposal promote the county as a "go to" location for business, and make it easy for businesses to start				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
up, innovate and expand?			specific groups.	development of the local economy.
Poverty and Income	As above	As above	As above	As above
Will the proposal have an impact on income? Will it reduce the gap between high and low earners?				
Workplace Health and Environments	As per the 'healthy lifestyles section'	As per the 'healthy lifestyles section'	As per the 'healthy lifestyles section'	As per the 'healthy lifestyles section'
Will the proposal impact on working conditions and the health of Staffordshire's workforce?				
Access to jobs/ Good quality jobs	The Strategy sets out our priorities to support the creation of more, good quality jobs in the county.	Enabling the creation of more, better jobs and supporting people to take advantage of these opportunities has significant benefits including, including for the wealth, health, and wellbeing of residents.	Doing nothing risks the creation of poor-quality jobs that negatively impact the health and wellbeing of residents.	Deliver of the Strategy will support the creation of more, good quality jobs within the county.
Will the proposal create the right conditions for increased employment in more and better jobs?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
Evidence is being updated on at least a monthly basis to monitor the impact of the COVID-19 crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most adversely affected by the crisis and allow us to respond accordingly.				

Environment

Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Built Environment/ Land Use Will the proposal impact on the built environment and land use?	Specific projects are already being developed and delivered as part of delivery plans for the Strategy. However, inclusive growth and levelling-up is a 'golden-thread' throughout the Strategy and therefore the impact on specific groups will be considered as part of projects development.	Supporting growth is a key part of the strategy, i.e., providing residents with good employment and homes and all the benefits this brings.	Development needs to be delivered sustainably to ensure any adverse impact on the environment is mitigated against.	Any impact of the delivery of the Strategy on the environment will be considered as part of the development of specific projects / programmes and delivery plans.
Rural Environment Will the proposal impact on the rural natural environment or on access to open spaces?	As above	As above	As above	As above
Air, Water and Land Quality Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water	All residents but likely to be more relevant for those in areas with air quality issues	The delivery of projects that both support economic growth and sustainable travel can help to enable people to make positive	Without consideration of air quality, future investment in economic projects could have a negative	A key aspect of the Strategy is the delivery of infrastructure to support growth. We have successfully delivered numerous sustainable transport projects in recent years, and this will

quality or land quality (e.g. contamination)?		healthy lifestyle choices and benefit air quality.	impact on the environment.	continue to support improved air quality.
Waste and Recycling	N/A			
Will the proposal affect waste (e.g. disposal) and recycling?				
Agriculture and Food Production	N/A			
Will the proposal affect the production of healthy, affordable and culturally acceptable food?				
Transport	All residents	Sustainable transport projects to deliver the Strategy can have both environmental and health lifestyles benefits.	Without consideration of sustainable transport options, future investment in to deliver the Strategy could have a negative impact on active travel.	A key aspect of the Strategy is the delivery of infrastructure to support growth. We have successfully delivered numerous sustainable transport projects in recent years, and this will continue through supporting delivery plans.
Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?				
Noise	N/A			
Will the proposal cause disruptive noise?				
Climate Change	All residents	Climate change and the need to support the transition to a low carbon economy is a key priority that cuts across all strategic priorities within the Strategy.	Not supporting clean growth has the potential to lead to unsustainable future development	Climate change is a key strand throughout the strategy and will need to be considered as part of project / programme development.
Does this proposal have any Climate Change implications?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				

The Strategy has been informed by a comprehensive evidence base that is being updated on at least a monthly basis to monitor the impact of the COVID-19 crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most adversely affected by the crisis and allow us to respond accordingly.

Localities / Communities

Use this section to identify the impact of the proposal on communities. How will the proposal strengthen community capacity to create safer and stronger communities? It is important to recognise the different localities and communities your proposal may impact upon and identify any communities that could be more adversely impacted than others. Strategic Delivery Managers (SDMs) have a great deal of knowledge about their relevant locality and they must be engaged with as part of your Project Team at an early stage of the process.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Community Development/ Capacity	All residents – considered as part of project / programme development and supporting delivery plans.			
Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?				
Crime/ Community Safety	All residents	Residents being in employment and the positive effect economic growth can have on deprivation can have a positive impact on crime / community safety	Some areas and residents being left behind and not able to benefit from economic growth could lead to increased crimes issues	Inclusive growth and levelling up is a key strand throughout the Strategy
Will the proposal support a joint approach to responding to crime and addressing the causes of crime?				
Educational Attainment and Training	All residents	Education and skills are vital parts of the Strategy with the aim being to improve	Not having a focus on education and skills has the potential for some residents not	The Strategy sets out the priorities for future skills development within the county, with future projects and
Will the proposal support school improvement and help to provide				

access to a good education? Will the proposal support the improved supply of skills to employers and the employability of residents?		outcomes for our residents.	being able to benefit from future job opportunities and there being a mismatch between the skills of residents and those that businesses need.	programmes aligning to these priorities.
Leisure and Culture	All residents	The reshaping of town centres is an important part of the Strategy, thereby having a positive impact on the County's future leisure and culture offer.	Not supporting the development of town centres may lead to continued decline in their offer, including leisure and culture activities.	The Strategy sets out our priorities for the development of town centres, in support of our District / Borough Council partners.
Will the proposal encourage people to participate in social and leisure activities that they enjoy?				
Volunteering	N/A			
Will the proposal impact on opportunities for volunteering?				
Best Start	N/A			
Will the proposal impact on parental support (pre or postnatally), which helps to ensure that children are school-ready and have high aspirations, utilising a positive parenting approach?				
Rural Communities	Residents and businesses in rural areas	The impact on specific communities is a cross-cutting theme throughout the strategy to ensure all residents can	The benefit of growth being isolated to specific residents and locations has the potential for some residents to	Levelling up and the impact on specific residents / locations is a key strand throughout the Strategy and will be considered further through our Rural Economy Strategy.
Will the proposal specifically impact on rural communities?				

		benefit from future growth	be left behind	
<p>Evidence Base: (Evidence used/ likelihood/ size of impact)</p> <p>The Strategy has been informed by a comprehensive evidence base that is being updated on at least a monthly basis to monitor the impact of the COVID-19 crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most adversely affected by the crisis and allow us to respond accordingly.</p>				

Submitting a CIA

Now transfer the main findings of this assessment to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' will be submitted as part of the **Cabinet Papers**. The Full CIA document will be submitted as a **Background Paper**.

