

Community Impact Assessment

Rural Economic Strategy

Draft for Consultation

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➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010, and this Duty requires us as a public body to have ‘due regard’ to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘relevant protected characteristic’ and people who don’t.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	N/A		As below
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	N/A		However, inclusive growth and levelling-up is a ‘golden-thread’ throughout the RES and therefore the impact on specific groups will be considered as part of project development.
Gender reassignment - those people in the process of transitioning from one sex to another	N/A		However, inclusive growth and levelling-up is a ‘golden-thread’ throughout the RES and therefore the impact on specific groups will be considered as part of project development.
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	N/A		As above
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	N/A		As above

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	N/A		As above
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	N/A		As above
Sex - men or women	N/A		As above
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	N/A		As above

➤ Workforce Assessment

Key considerations:

- Consider the impact of your proposal on staff with different **protected characteristics** – the staffing profile data can be a useful source of evidence and can be presented below in graph form to supplement your narrative.
- You should consider the impact of job losses (pre and post change), changes to terms and conditions, available support for staff and what the HR protocols are.
- For support to complete this section, please contact your People Operations Adviser.

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation	Benefits	Risks	Mitigations / Recommendations
N/A			

➤ Health and Care Assessment

Key considerations:

- Determine how the proposal will impact on resident's health and wellbeing (mental and physical), and whether the proposal will impact on the demands for, or access to health and care services for those eligible for care and support under the Care Act 2014.

- Also consider whether your proposal promotes healthy lifestyles, personal responsibility, and independence (including independent living) with support from family, friends and/or the community.

Key considerations	Benefits	Risks	Mitigations / Recommendations
The Covid crisis and negative impacts on the economy may have adversely affected mental health due to concerns related to jobs and money.	The Rural Economic Strategy aims to support the recovery of the economy and return to growth as quickly as possible, thereby reducing the impacts on mental health.	A key concern is that residents become long-term unemployed with associated emotional and well-being adverse effects.	The RES sets out how we will minimise such effects by supporting people to return to work as soon as possible and be able to find good quality employment.

➤ Communities Assessment

Key considerations:

- Determine whether your proposal will provide opportunities to strengthen community capacity to create safer and stronger communities and provide opportunities for volunteering.
- Consider the different localities and communities your proposal may impact, identifying any communities that could be more adversely impacted than others, for example, rural communities.

- Engage with [Strategic Delivery Managers](#) (SDMs) – they have a great deal of knowledge about their relevant localities and will be key to providing insight and expertise.

Key consideration	Benefits	Risks	Mitigations / Recommendations
Inclusive growth and levelling up cuts across all priorities within the Rural Economic Strategy, with the aim being that growth will benefit all residents.	The Rural Economic Strategy sets out how we will create a more prosperous Staffordshire to the benefit of all our residents in rural communities.	Not delivering the RES has the potential to adversely affect our resident's economic wellbeing, including for specific groups.	Whilst setting our overall priorities, the RES allows us to remain agile and respond accordingly to changing conditions to ensure we are continuing to have a positive impact on the development of the local rural economy.

➤ Economic Assessment

Key considerations:

- Determine whether the proposal will impact economic growth and whether it will promote Staffordshire as a 'go to' location for new businesses to invest and start up and existing businesses to grow.
- Consider whether the proposal will impact upon resident's income and access to good quality jobs.
- Also consider how the proposal will allow residents to improve, diversify and adapt their skills and qualifications.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>The Rural Economic Strategy sets out our priorities to support the creation of more, good quality jobs in the county through the delivery of support programmes to rural businesses.</p>	<p>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.</p>	<p>Doing nothing risks the creation of poor-quality jobs that negatively impact the health and wellbeing of residents.</p>	<p>Delivery of the Rural Economic Strategy will support the creation of more, good quality jobs within the county especially focusing on jobs created in the rural hub towns and sectors prevalent across the county’s rural areas.</p>

➤ **Climate Change Assessment**

Key considerations:

- Our mission is to ‘Make Staffordshire Sustainable’, and we have made a commitment to achieve net zero emissions by 2050 across every aspect of our service provision and estate. Our [Climate Change StaffSpace page](#) sets out our plans to achieve this which will help you to consider the impact of your proposal on Climate Change and how it helps us to achieve our vision of “net zero”.
- If the project has some negative aspects with this strategic goal in mind, then you should demonstrate how this is to be mitigated.
- It would also be useful if there could be a carbon impact (tons of CO2e), attributed to the completion of the entire project.

- Any carbon saving that can be attributed to the proposal, should also be explained and quantified.
- It is essential that you complete the [Climate Change Learning Hub module](#) before completing this assessment.
- If there are no climate change implications arising as a result of the project, you can provide background to show this has been considered.
- Please contact the Sustainability and Climate Change Team at sustainability@staffordshire.gov.uk for further advice and guidance.

Key considerations	Benefits	Risks	Mitigations / Recommendations
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 Rural Economic Strategy.	Not supporting clean growth has the potential to lead to unsustainable future development.	Climate change is a key strand throughout the Rural Economic Strategy and will need to be considered as part of project / programme development. All intervention activity through the RES should seek to support Staffordshire's economy becoming net zero by 2050 in line with both local and national climate change policies and strategies.
Specific projects are already being developed and delivered as part of delivery plans for the Rural Economic Strategy. However, inclusive growth and levelling-up is a 'golden-thread' throughout the RES and therefore the impact on specific groups will be considered as part of project development.	Supporting growth is a key part of the Rural Economic Strategy, i.e., providing residents with good employment and all the benefits this brings.	Development needs to be delivered sustainably to ensure any adverse impact on the environment is mitigated.	Any impact of the delivery of the Rural Economic Strategy on the environment will be considered as part of the development of specific projects / programmes and delivery plans.

➤ Environment Assessment

Key considerations:

- You should consider whether your proposal will affect: the built environment; the rural environment including agriculture; air, water and land quality; waste and recycling; and ability to travel/access to transport, particularly sustainable methods.

Key considerations	Benefits	Risks	Mitigations / Recommendations
Creating bespoke projects and programmes for the agricultural and food/drink sectors.	The Rural Economic Strategy seeks to support agricultural and food/drink businesses.	Lack of available resources to support growth and investment in these sectors.	The RES contains a specific priority theme to support sustainable intensification in agriculture to enhance productivity and reduce waste.
The delivery of projects that both support economic growth and sustainable travel.	Projects can help to enable businesses and people to make	Without consideration of air quality, future	A key aspect of the Rural Economic Strategy is the delivery of infrastructure to support

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>positive healthy lifestyle choices and benefit of improved air quality.</p>	<p>investment in economic projects could have a negative impact on the environment.</p>	<p>growth. We have successfully delivered sustainable transport projects in recent years, and this will continue to support improved air quality.</p>