

Leading for Better Outcomes Community Impact Assessments

Community Impact assessments (CIAs) should be used whenever there is a policy or service change. The template will enable staff to record how they have taken account of the following essential areas within proposals;

- Strategic Priorities
- Public Sector Equality Duty
- Health inequalities
- Rural issues
- Climate change

The Public Sector Equality Duty, is a legal requirement and must be applied in all that we do, and in particular whenever there are changes.

See guidance note and frequently asked questions for further information.

Name of proposal:
<ul style="list-style-type: none">• Achieving Excellence in Economic Growth
State here which of the County Council priorities the proposal will deliver against:
Prosperity
<ul style="list-style-type: none">• Staffordshire's economy prospers and grows, together with the jobs, skills, qualifications and aspirations to support it.• Staffordshire is a place where people can easily and safely access everyday facilities and activities through the highways and transport networks.
Family
<ul style="list-style-type: none">• Staffordshire's children and young people can get the best start in life and receive a good education so that they can make a positive contribution to their communities.• Staffordshire is a place where people live longer, healthier and fulfilling lives.
Community
<ul style="list-style-type: none">• Staffordshire's communities can access, enjoy and benefit from a range of learning, recreational and cultural activities.• Staffordshire's communities are places where people and organisations proactively tackle climate change, gaining financial benefit and reducing carbon emissions.

Project lead: (s)Darryl Eyers

Deputy Director & Head of Economic Planning

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Names of other officers involved

- Strategic Plan Lead – Peter Davenport, peter.davenport@staffordshire.gov.uk
- Sites and Infrastructure Lead – Steve Burrows, steve.burrows@staffordshire.gov.uk
- Skills Lead – Anthony Baines, anthony.baines@staffordshire.gov.uk
- Transport :Lead – Nick Dawson, nick.dawson@staffordshire.gov.uk

Date: 20 June 2014

Executive summary of the assessment

The SEP and EU Investment Strategy both offer an excellent opportunity to develop communities across Staffordshire by creating employment opportunities, places to live, vibrant centres, providing residents with the skills needed, and improving the transport and connectivity infrastructure. All of these will help to address disadvantage and provide a wider range of opportunities for communities. . For instance, improvements to transport infrastructure will assist the disabled and many of the proposed priorities are in areas where there are communities in need. If successful the SEP will result in substantial investment which will create opportunities for local business, organisations and people in the construction phase.

Signature

Preparing the Executive Summary

1. Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes.

The Strategic Economic Plan sets out the economic strategy for Staffordshire and Stoke-on-Trent and the key capital funded projects that the area wishes to see. In particular this includes investment in transport pinch points; major transport projects including Stafford Western Access Improvements and Lichfield Southern Bypass; sustainable transport improvements to unlock town centres and improve transport networks including railways; and significant investment in local college infrastructure to make it fit for the future particularly in Tamworth.

The plan has been submitted by the Stoke-on-Trent and Staffordshire Local Enterprise Partnership and has the potential to create 42,000 new jobs and support the development of 62,000 new homes by providing the infrastructure to deliver local plan allocations. The plan is seeking a commitment of £616m from Government for the period 15/16 to 20/21.

2. Who are the main people that will be affected?

Staffordshire is home to 838,000 people (SPP 2011) . Approximately 75% of the area of the county is rural, but only about 25% of the population actually live in rural areas. The main urban centres include Stafford, Lichfield, Tamworth, Cannock, Burton-upon-Trent and Newcastle-under-Lyme. Stoke-on-Trent is home to 241,000 people across an urban area consisting of six pottery towns near or on the river Trent. Stoke-on-Trent's population is younger and more diverse than the county's – almost a quarter of the population is under 20 and 8% compared to 5% of people being from Black and Minority Ethnic Communities (BMEC).

The proposals in the SEP will benefit businesses and communities across Staffordshire. The supporting EU Investment Strategy includes a social inclusion component that will particularly benefit disadvantaged groups.

3. Who is currently using the service?

Not applicable

4. Will the proposal have an impact on staff?

The SEP does not propose any significant impacts on employees of Stoke-on-Trent City Council (SOTCC) and Staffordshire County Council (SCC). Delivery of the projects may necessitate the recruitment of a small number of staff, additional consultant support and restructuring of some business teams. These changes, likely to be minor (if any), have not yet been scoped.

5. If yes, please summaries here what this means for the workforce?

Any impact on staff, should any changes be required, will be managed through consultation with employees and their Trade Union representatives and the application of appropriate organisational HR policies and procedures where necessary.

Public Sector Equality Duty

The Public Sector Equality Duty (PSED), requires authorities to pay “due regard” to, eliminate discrimination, advance equality of opportunity, foster good relations between people.

Could the proposal impact on protected groups (complete the table below)

Protected groups/characteristics	Is there any potential for positive or negative impact	Could the proposal create better opportunities or minimise disadvantage?	Please detail what measures or changes will be put in place to mitigate adverse implications
Race	Neutral (+/-)	National research indicates that there is higher unemployment rates for some BME communities and a lack of skills to compete for	The investments proposed in the SEP will result in a more prosperous business environment creating new jobs with supporting

		jobs	programmes to deliver positive outcomes
Disability	Neutral	The proposals focus on the economic infrastructure of Staffordshire. There will be benefits as new and improved infrastructure is provided.	The investment in sustainable transport will include access for all improvements.
Gender	Neutral	National research indicates that there is higher unemployment rates for some BME communities and a lack of skills to compete for jobs.	
Age	Positive	The proposals will see improved skills facilities which will benefit employed people across their careers with young people benefiting particularly	
Religion/belief	Neutral		
Gender reassignment	Neutral		
Sexual orientation	Neutral		
Pregnancy/maternity	Neutral		
Impact on staff	Neutral		

7. Are there any gaps in your evidence or conclusions that makes it difficult for you to quantify potential adverse impact?

Further evaluation is required.

8. If so, please explain how you will explore the proposal in greater depth

The SEP comprises a package of projects and programmes that will be the subject of further Community Impact Assessments

9. Please provide details of all consultation undertaken specific to the proposal you are making, either prior to the CIA or as part of it and the results of this.

The development of the Strategic Economic Plan for Stoke-on-Trent and Staffordshire began in July 2013 with a series of workshops with partners to inform both the SEP and the supporting EU Investment Strategy. Thereafter the LEP Board and partners have held engagement events and discussions with a range of partners and government ministers on the strategy and package of interventions. This work built on a number of other projects principally the City Deal development work but also work done with district and borough council colleagues in 2013 to develop an Economic Growth Strategy. This latter document was widely circulated through the LEP partners.

At each stage the comments and contributions raised have been considered and amendments made including the rationalisation and grouping of strategic and sub objectives as well as the prioritisation of the key strategic projects.

10. Consultation with customers & stakeholders

See para. 9

11. Consultation with staff

Not applicable – refer to Section 5..

12. Making a decision

The Local Enterprise Partnership agreed the final submission and this was sent to Government on the 31st March in accordance with the submission deadline. The Government will review the plan and announce the outcome and level of funding allocated at the end of July.

13. Actions

It is recommended that:

- The capital investment secured through the SEP is supported by social and community inclusion programmes delivered as part of the EU Investment Strategy. (S&S LEP to monitor)
- As each of the constituent proposals are developed their Climate Change, Health, and Social Value consequences are assessed. (Project and programme teams)

14. Monitoring and review

The Strategic Economic Plan has an implementation plan and governance structure which builds on that developed for the City Deal. These governance arrangements will require comprehensive reporting of progress against planned outcomes; the exact details of these will be developed as the Local Growth Deal is developed and

the programme is implemented. Procurement will be in accordance with the relevant corporate policies.

Rural considerations:

Please see Staffordshire Rural Proofing Checklist on the Intranet pages
<http://www.intra.staffordshire.gov.uk/equality/impact/CommunityImpactAssessment.aspx>

The proposals both involve the use of existing infrastructure and the investment in new infrastructure particularly digital connectivity.

Key contact for queries
Hilary Foxley, Rural Development Officer
Tel: 01785 895524
Email: hilary.foxley@staffordshire.gov.uk

Health considerations

The creation of new employment, skills, and sustainable transport opportunities will result in a more active and healthier community. Increased employment will reduce dependency, social exclusion, and improve income levels. The sustainable transport schemes will improve community safety.

For queries Key Contact:
Marc Neeld, Health Development Officer
Staffordshire Public Health. 01785 278290.
marc.neeld@staffordshire.gov.uk

Climate change implications

The SEP proposes development on a number of key sites in sustainable locations linked to improvements in sustainable transport infrastructure. New Skills facilities are proposed in central locations served by a range of transport modes.

Will your proposal result in an increase or decrease in;

	Question	Answer
1	Business mileage by officer or;	No change
2	Mileage of our badged fleet or;	No change
3	Mileage under contract (e.g. taxis or;	No change
4	Fuel use in our building or other infrastructure (e.g. street lighting) or;	No change
5	Fuel use in the building or on the sites of private sector contractors delivering a service on our behalf or;	No change
6	Waste generated in the workplace	No change
7.	Other	

Visit the Climate Change for further information.

Publication

The Equalities Team will quality-assure CIAs, and prepare for publishing

Please return copy of the CIA to the county's Equality Team

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Once you have a completed your CIA you will need to complete the précis (see next page) for all Cabinet and Cabinet member delegated decisions.

CIA Précis for Cabinet Reports and Cabinet Member Delegated Decisions

Name of Policy/Project/Proposal: Achieving Excellence in Economic Growth

Responsible officer: Darryl Evers
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Commencement date & expected duration: July 2014

		Impact Assessment
		+ve/neutral/ -ve
		Further information degree of impact and signpost to where implications reflected within the report/ main Assessment
Impact on access to more good jobs and increased economic growth	Positive	The proposals will result in more investment and jobs many of which will be higher skilled.
Supporting healthier living and independence	Positive	The transport proposals will improve multi modal access for all
Impact on feeling safer, happier and more supported in and by the community	Positive	The proposals will result in the improvement of transport safety
Maximising the opportunities for a good quality physical environment	Positive	The proposals involve a substantial use of previously developed land for employment uses
Maximising the use of community property portfolio	Neutral	
Addressing issues affecting rural areas?	Positive	Investment in improved digital connectivity will benefit rural areas.
Equalities impact		
Age	positive	The proposals seek to benefit the whole economy of Staffordshire The investment proposed in sustainable transport infrastructure will improve access for all.
Disability	Neutral	
Ethnicity	neutral	
Gender	neutral	
Religion/Belief	neutral	
Sexuality	neutral	
Gender-reassignment	neutral	
Pregnancy/maternity	neutral	
Resource and Value for money	To date, the financial resources to develop the proposals included in the SEP are based on existing budgets. Following the recent announcement, the funding required to take these schemes forward to the next stage is under review. Individual Business Cases will be developed including the detail of the final funding packages for each project which will take into account any limited local contributions assumed within the SEP. These Cases will require ratification prior to works commencement	
Risks identified and mitigation offered	It is recommended that <ul style="list-style-type: none"> The projects and programmes within the SEP for which the County Council is accountable are managed in accordance with the Corporate Risk Management Policy The risks for each strategic and supporting intervention have been identified in outline with 	

	mitigation. These should be developed as the negotiation with government proceeds • The negotiations with Government are managed to ensure that proposals are deliverable and have a strong strategic fit.
Legal imperative to change/implications (including the Social Value Act 2012)	None.

Author:

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