

Equality Impact Analysis Form

1. Equality Impact Analysis (EqIA) Form

Title of EqIA (policy/change it relates to)	UKSPF and RPF	Date	01/12/2022
Team/Department	Communications, Strategy and Policy		
Focus of EqIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>Details regarding the UKSPF and RPF can be found in the papers to Executive on 10th January 2023 and Council on the 18th. East Herts Council are the accountable body for administering and monitoring usage of the funds. There will be 4 areas in which it is spent:</p> <ol style="list-style-type: none"> 1. Delivery of Cultural Strategy Objectives 2. Delivery of Climate Change Strategy Objectives 3. Delivery of improvements to town and village centres 4. Delivery of business support programmes <p>Funding will be provided to different organisations – a mixture of voluntary, statutory and private sector – to deliver different projects. These projects will have to meet outcomes and outputs as defined by UKSPF guidance. With regards to each area above:</p> <ol style="list-style-type: none"> 1. The Cultural Strategy was developed in partnership with a range of different organisations in the district and adopted by Council in the summer of 2021. Priorities were based on evidence including census information and consultation. The strategy is designed to better understand our communities, the gaps in the district’s cultural offer, the opportunities for growth and the actions we thus need to take. In that sense the Cultural Strategy is fully designed to address gaps in cultural outcomes for people with different protected characteristics. The funding from the UKSPF will help deliver these different projects. Projects such as the Inclusive Theatre, Young 		

Curators Group and Pride are specifically focused upon those with protected characteristics such as disability, age and sexual orientation.

2. The Climate Change Strategy was developed in partnership with a range of different organisations in the district and was adopted by Council in the summer of 2022. Priorities were based on identifying common challenges across the organisations and consulting with the public. Although there is no specific equalities actions within the strategy, the actions identified are designed to address global challenges. The funding from the UKSPF will help deliver these different projects.
3. Actions on town and village centres have not yet been defined and will be decided upon in the coming months. However funding will be directed towards improvements in smaller towns and villages. It is anticipated that this will impact more upon rural communities and challenges around inward investment and transport. We do not collect any data on visitors to town or villages however it would be reasonable to assume that local communities and residents are the most frequent visitors to do so.
4. Business support programmes will take the form of financial and non financial support for individuals who wish to start up a business or expand their existing businesses. Data on protected characteristics of business owners is not routinely collected either by business rates or through other programmes. We do however keep some details of Launchpad users which indicates that 53% of users identify as male, 44% as female, 2% as non binary and 1% as 'other'. 29% are in the 34-43 age bracket and 40% in the 44-53 age bracket and 51% have no caring responsibilities. Although Launchpad users represent just a small fraction of business owners or those self-employed in the district, users are more likely to be a male and between the ages of 34 – 53 when compared to the average population. It is possible therefore that any funding directed to the business community may have a disproportionate impact on gender and age. There is some limited national data on business ownership which is a useful benchmark for comparison.

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Project / Review	Age	Race	Gender Reassignment	Disability	Carers	Religion and Belief	Pregnancy and Maternity	Sex	Marriage and Civil Partnership	Sexual Orientation	Impact after mitigation
Key: ✓ = Potential impact; x = No impact; NK = Not known											
Cultural Strategy	✓	X	✓	✓	x	x	x	x	x	✓	Low
Climate Change Strategy	x	X	X	x	x	x	x	x	x	X	
Town and village centres	X	X	X	x	x	x	x	x	x	x	
Business support	✓	NK	NK	NK	✓	NK	NK	NK	NK	NK	Unknown

Assessment of overall impacts, suggested mitigations

Overall the projects on climate change and town/ village centre improvements will have no little or disproportionate impact on individuals or communities with protected characteristics. Those living in more rural areas are generally likely to see positive benefits in terms of greener technology, greener spaces and digital access.

In terms of the cultural strategy this will be a strong tool to reduce differences in outcomes for individuals or communities with some protected characteristics. The impact of the projects should be monitored so it can be properly quantified. It is recommended that this is reported on during the lifetime of the project.

With regards to business support this will be going directly to individuals in the form of financial or non financial support. We do not know enough about the protected characteristics of business owners in the district to establish if there will be a disproportionate impact. For any grant funding, data should be collected on the recipients so that this analysed. It is recommended that this is reported on (albeit anonymised so as not to identify an individual) during the lifetime of the project so the impact against the general population can be assessed.

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with?
Cultural Strategy: East Herts Cultural Strategy (2021 to 2025) East Herts District Council	Summer 2021	None	
Climate Change Strategy: Climate Change Strategy 2022-2026 East Herts District Council	Summer 2022	None	
Analysis of diversity in UK business owners: UK diversity in business statistics 2022 money.co.uk	June 2022	Good research on national picture, especially on gender and ethnicity. Little data available on other characteristics (eg. Disability)	Collect meta information on recipients of support from the UKSPF and RPF in order to analyse if there are any disproportionate impacts