

EQUALITY IMPACT ASSESSMENT

West Midlands Investment Zone and Growth Zones

Reference: EIA000375

Date: 21/02/2024

Submitted by: mark.gamble@birmingham.gov.uk



EIA Form – About your EIA

Reference number	EIA000375
Date Submitted	21/02/2024
Subject of the EIA	West Midlands Investment Zone and Growth Zones
Brief description of the policy, service or function covered by the EIA	Endorsement of Government designation of the Investment Zone and Growth Zone
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2024-07-31

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Places, Prosperity and Sustainability"]
Division	Development
Service area	East Birmingham
Budget Saving	No

Officers

What is the responsible officer's email address?	mark.gamble@birmingham.gov.uk
What is the accountable officer's email address?	Paul Kitson

Data Sources

Data sources	["Birmingham City Observatory data and insight", "Consultation results", "Relevant reports/strategies"]
Data source details	Birmingham Observatory Ward Profiles https://www.cityobservatory.birmingham.gov.uk/@birmingham-city-observatory/ward-profiles-november-2023 . Consultation report on East Birmingham Inclusive Growth Strategy (2021). East Birmingham Inclusive Growth Strategy.

Protected Characteristics

Protected Characteristic – Age

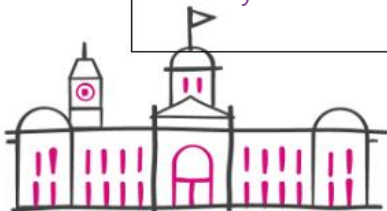
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
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What age groups are impacted by your proposal?	["90 years or over", "80-89 years", "70-79 years", "60-69 years", "50-59 years", "40-49 years", "30-39 years", "20-29 years", "10-19 years", "0-9 years"]
Please describe the impact to the age characteristic	The East Birmingham area has a population of 318,000 people, and includes Wards with some of the highest proportion of young people in the country, as well as Wards with an older age profile. Generally speaking the population is younger than is typical for the City, and significantly younger than the national average. The impact of the proposed Investment Zone and Growth Zone designations is expected to be positive, creating job opportunities including training and apprenticeships which will particularly benefit younger people. The wider benefits of the IZ and GZ, and associated projects and activities, are also expected to affect all age groups, with outcomes expected to include improved health, access to green space, and quality of environment.
How will you mitigate against any negative impact to the age characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from IZ and GZ budgets come forward the specific, and more localised, impacts of such interventions will be assessed as part of the quality assurance of business cases and project proposals.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	37.5% of East Birmingham households has at least one disabled person, and this is significantly higher than the national average. This is part of an overall pattern of health challenges in the area. The IZ and GZ have the potential to create significant benefits for this concentration of disabled persons, including employment opportunities, improved transport including accessible active travel, and a healthier living environment. Worklessness as a result of poor health has been identified as a key priority for the area, and employment and training interventions are expected to specifically seek to tackle inequality and provide inclusive opportunities.
How will you mitigate against any negative impact to the disability characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from



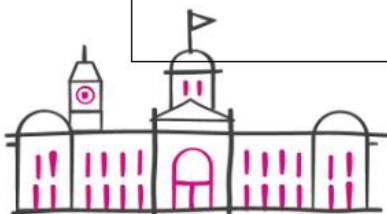
	IZ and GZ budgets come forward the specific, and more localised, impacts of such interventions will be assessed as part of the quality assurance of business cases and project proposals.
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Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Female"]
Please describe the impact to the sex characteristic	Employment data shows that there is a specific issue with worklessness amongst women in East Birmingham. This appears to be caused by a range of factors, including caring responsibilities (both parental and relating to family members with poor health) and is particularly pronounced in the Wards within central and inner East Birmingham. The IZ and GZ is expected to create employment and training opportunities which could be tailored to tackle these issues.
How will you mitigate against any negative impact to the sex characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from IZ and GZ budgets come forward the specific, and more localised, impacts of such interventions will be assessed as part of the quality assurance of business cases and project proposals.

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	The IZ and GZ will only impact the gender reassignment characteristic in that it is intended to support holistic regeneration which will address inequality in general, including creating inclusive opportunities.
How will you mitigate against any negative impact to the gender reassignment characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from IZ and GZ budgets come forward the specific, and more localised, impacts of such interventions will be assessed as



	part of the quality assurance of business cases and project proposals.
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Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Perinatal health outcomes are significantly worse than average in East Birmingham, and as part of the implementation of the IZ and GZ there may be the potential to work with the ICB to address this as part of tackling wider health challenges in the area.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from IZ and GZ budgets come forward the specific, and more localised, impacts of such interventions will be assessed as part of the quality assurance of business cases and project proposals.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
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What ethnic groups would be impacted by this proposal?	["White British", "Gypsy or Irish Traveller", "Roma", "Indian", "Pakistani", "Bangladeshi", "Other White", "African", "Caribbean", "Black British", "Other Black", "Arab", "Irish", "Other Asian", "Central and Eastern Europe", "Western and Southern Europe", "Chinese"]
Please describe the impact to the ethnicity and race characteristic	East Birmingham has a diverse population including circa 22% whose country of birth is not the UK. From an ethnicity perspective, the area is 44% Asian and Asian British, 35% White, 11.3% Black, Africa, Carribean, and 10% other including Roma. This diversity is overlaid with significant deprivation, however this deprivation is not confined to any specific subset of ethnicities. The IZ and GZ are intended to support the delivery of holistic regeneration and inclusive growth, and this will include specific activities seeking to address economic growth in the context of the area's different populations - for example business development and support offers to maximise the viability of local centres such as Alum Rock which features predominantly Asian and British Asian-owned businesses. The impact of such focussed activities, and the creation of wider job opportunities and improved environmental quality across East Birmingham areas can be expected to benefit all ethnicities.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from IZ and GZ budgets come forward the specific, and more localised, impacts of such interventions will be assessed as part of the quality assurance of business cases and project proposals.

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["Muslim", "No religion", "Christian"]
Please describe the impact to the religion or beliefs characteristic	The three main religion and belief groups in East Birmingham are Muslim (50%), Christian (25%) and No Religion (17%). The implementation of the IZ and GZ is expected to benefit all groups, however there may be a need to tailor approaches to best suit particular groups.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	The implementation of the IZ and GZ will be co-ordinated through the "Levelling Up Zone" approach which will include ongoing engagement with the community and stakeholders. As specific proposals for activity funded from



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Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	
Please describe the impact to the sexual orientation characteristic	
How will you mitigate against any negative impact to the sexual orientation characteristic?	

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	The next review stages will when the GZ Investment and Delivery proposals are brought to Cabinet, and as business cases are prepared to implement IZ projects.
Please enter the email address for the officer responsible for monitoring impact and mitigation	mark.gamble@birmingham.gov.uk

