

# EQUALITY IMPACT ASSESSMENT

EZ Assurance Framework

Reference: EIA000411

Date: 10/04/2024

Submitted by: jane.smith@birmingham.gov.uk



 **RESET**

 **RESHAPE**

 **RESTART**

**EIA Form – About your EIA**

Reference number	EIA000411
Date Submitted	10/04/2024
Subject of the EIA	EZ Assurance Framework
Brief description of the policy, service or function covered by the EIA	The EZ Assurance Framework provides assurance on the governance of management of and investing EZ funding. The first EZ Assurance Framework was approved by Cabinet on 27 June 2023, after which, to be reviewed annually. The finding of the equality analysis is that the EZ and Legacy funded programmes will not disproportionately disadvantage any protected group and will in fact contribute to equality of opportunity for all by providing investment in infrastructure and development sites, which will lead to greater employment opportunities. Each project funded through these programmes will also be subject to its own individual EA. The major benefit of an Enterprise Zone is the ability to retain business rates uplift. The EZ Investment Plan is a financial strategy that sets out how the uplift in business rates will be used to deliver investment in infrastructure to unlock development and growth in the EZ.
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	2025-08-29

**Directorate, Division & Service Area**

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

**Officers**

What is the responsible officer's email address?	jane.smith@birmingham.gov.uk
What is the accountable officer's email address?	james.betjemann@birmingham.gov.uk

**Data Sources**

Data sources	
Data source details	



### Protected Characteristics

Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	
Please describe the impact to the age characteristic	
How will you mitigate against any negative impact to the age characteristic?	

Protected Characteristic – Disability	
Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	
How will you mitigate against any negative impact to the disability characteristic?	

Protected Characteristic – Sex	
Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	
Please describe the impact to the sex characteristic	
How will you mitigate against any negative impact to the sex characteristic?	

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?	No



Please describe the impact to the gender reassignment characteristic	
How will you mitigate against any negative impact to the gender reassignment characteristic?	

### Protected Characteristic - Marriage and Civil Partnership

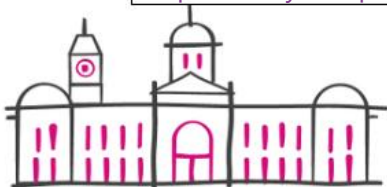
Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate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

### Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	



Please describe the impact to the ethnicity and race characteristic	
How will you mitigate against any negative impact to the ethnicity and race characteristic?	

### Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	
Please describe the impact to the religion or beliefs characteristic	
How will you mitigate against any negative impact to the religion or beliefs characteristic?	

### 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?	To continue to ensure that the appraisal of EZ funding and legacy programme project applications by BCC includes an assessment of whether the outcomes will comply with the Equality Act.
Please enter the email address for the officer responsible for monitoring impact and mitigation	jane.smith@birmingham.gov.uk



