

Title of proposed EIA *

East Birmingham Inclusive Growth Strategy

Please provide the title of your policy or service area.

Reference No

EQUA400

Please do not amend. A reference number will automatically be applied once the form is saved.

EA is in support of *

New Strategy ▼

Review Frequency *

Six Months ▼

Please select how regularly you plan to review the assessment.

Date of first review *

01/05/2020



Based on the review frequency, please enter the date when your first review will take place.

Directorate *

Inclusive Growth ▼

Division

East Birmingham Strategy Team

Service Area

East Birmingham Strategy Team

Please add if applicable

Responsible Officer(s) *

[James Carless](#) x

This is the person responsible for completing, submitting and reviewing the assessment. If you get the message 'The user does not exist or is not unique'. Please enter the full email address.

Quality Control Officer(s) *

[Richard Woodland](#) x

This is the person responsible for checking the quality of the assessment. If you get the message 'The user does not exist or is not unique'. Please enter their full email address.

Accountable Officer(s) *

[Ian MacLeod](#) x

This is the person responsible for making the final decision on the EIA and the policy, plan, procedure etc. If you get the message 'The user does not exist or is not unique'. Please enter their full email address.

Purpose of proposal *

The East Birmingham Inclusive Growth Strategy (EBICS) is designed

Data sources

- Survey(s)
- Consultation Results
- Interviews
- relevant reports/strategies
- Statistical Database (please specify)
- relevant research
- Other (please specify)

What sources of data have been used to produce the screening of this policy/proposal? (Please tick all that apply)

Please include any other sources of data

Y

Include how any potential negative impact be removed or mitigated.

Protected characteristic: Age *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Age details:

The policies outlined in the strategy are designed to improve opportunities, health and life in general for everyone in East Birmingham. As such, in terms of equalities, the strategy proposes improvements targeted for everyone – regardless of age, gender, ethnicity or any of the ten protected characteristics. The strategy will also be supported by an extensive consultation process – in line with the council's Statement Of Community Involvement (2008 -

revised 2020).

With 28.2% of the East Birmingham population being under 16 years of age and a further 11.1% being aged 65 years or over; age is an important consideration in the strategy. Within East Birmingham there are vast differences locally in terms of age. Generally the areas to the west of the EBIGS have a younger population (with a higher proportion of people aged under 16 years, whereas the outer areas in the East have a population that is slightly older in nature.

The strategy has a key aim of improving educational opportunities. To ensure that all age groups (not just young people) are treated equally; the strategy aims to focus employment and training opportunities for all age groups. This includes, targeting grants and provision for local businesses to recruit a higher percentage of local people, who have the relevant skills and experience for the roles available, but also strengthen the role of large anchor employers such as Heartlands Hospital. Education proposals may be seen to be focusing on younger people, at school or training and addressing NEETS (people not in education, skills or employment). This includes addressing school provision and buildings alongside employment and training for young people. With such a large percentage of its population under age 16 (28.2%), it is vital that the EBIGS addresses the needs of younger people, as they will be the next generation of residents in East Birmingham, living, working and socialising. By having a range of proposals across all age groups; it is not just young people who are focused upon at the detriment of other groups.

Transport improvements within the strategy will also mean that access to education is improved. Though it is not feasible to build more schools and colleges in East Birmingham, improving access to the establishments that do exist, both internally within East Birmingham and beyond the area will greatly help everyone access education. This is especially the case for younger people. Being the largest age group in education, skills and further training, this will have the greatest impact. However, this applies to any age group, who wish to access further education. At present there are only two further education colleges located in East Birmingham 'South and City College, Bordesley Green Campus' and South and City College 'Woman's Centre' in Small Heath. Likewise schools, especially secondary schools and sixth-form colleges, are not evenly distributed throughout the area. At present, all other local colleges are located outside East Birmingham and can be difficult to access. While there are no plans in the strategy to open new colleges in this area; greatly improved transport will make these establishments more accessible to reach for all.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristic: Disability *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Disability details:

When we refer to disability, this can mean physical disability and non-physical (mental-health conditions). There are a number of points in the strategy that affect this group, as follows:

The strategy promotes a number of measures to support local centres throughout East Birmingham, creating vibrant, pleasant and purposeful destinations. A key aim is to improve public transport and deter people from using private cars – making the centres

greener, cleaner and generally more pleasant to visit. There may be instances where disabled people have no alternative but to use a private car, for instance they have specialist care needs or need to carry equipment. Here provision of disabled parking spaces at local centres, will cater for this need.

The EBIGS aims to improve local centres through a range of measures, in terms of physical environment, socially and with business viability. Any improvements need to be made with the needs of disabled people in mind. Many of the issues than can arise are also shared by other protected groups such as age and pregnancy & maternity. These include: shared spaces, certain paving and street furniture being difficult for people with poor eyesight or wheelchair users to navigate or even large objects than can obscure the view. The strategy aims to work with urban planners and designers to counteract these less positive impacts. Indeed, overall these policies will be extremely positive for local centres going forward.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristic: Gender *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Gender details:

As a strategy to help improve the life of everyone in East Birmingham, regardless of characteristics; the EBIGS addresses both men and women equally. However, from our research there are difficult to reach groups, for whom it is essential they are consulted.

The consultation for the strategy aims to reach 'hard to reach groups', through charities and organisations who work with and represent them. This could be community and faith groups and in the case of older men, many projects such as 'Men In Sheds' and 'University of the Third Age'. In terms of gender, women who do not speak English are often not consulted, as they have difficulty accessing consultation events and materials. Additionally, this can also be true for older men age 50+ especially around health and social issues. By reaching these groups, we will gain a greater insight into current issues and future aspirations in East Birmingham.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Gender Reassignment *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Gender reassignment details:

While an important consideration, the strategy does not draw any specific recommendations relating to gender re-assignment.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Marriage and Civil Partnership *

- Service Users/ Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Marriage and civil partnership details:

While an important consideration, the strategy does not draw any specific recommendations relating to marriage and civil partnership.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated.

Protected characteristics: Pregnancy and Maternity *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Pregnancy and maternity details:

It is impossible to measure how many people are pregnant or have newly-born children in East Birmingham at any one time. This number will be a combination of local residents (who are pregnant) and also visitors to the area. Heartlands Hospital has a maternity unit, ensuring that a number of pregnant people use this service every day – both people who live in the area, and in some cases, travel from other areas.

The strategy supports the view that public transport should be accessible for people with prams and pushchairs (as new transport has to be by law). Parking spaces for pregnant people and those with babies/young children has been considered so that car use is an option for this group – alongside improved green spaces, making walking and outdoor activities more pleasant. Improved public transport will allow easier access for this group, while they

public transport will allow easier access for this group, while they will also have the option to use the private car in situations where using public transport is not viable.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Race *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Race details:

East Birmingham is a very diverse area in terms of ethnicity and religion. Generally, the population in the western area of East Birmingham (closer to the city centre) is more ethnically diverse, and become less-so eastwards. The EBIGS considers people from all ethnicities equally. Not strictly based on ethnicity but an important consideration is English being a second language, or in many situations, English is not spoken or understood.

With 15.58% of households not speaking English as a main language, ensuring that people can access the strategy and related consultation materials is essential. The strategy has been produced in 'Plain English' using the most-simple language possible, which will make it easier for it to be translated into different languages, either by an interpreter in person or in written form. Where possible, consultation materials will be produced in different languages – potentially being translated into the second and third most spoken language in East Birmingham. Consideration has also been made to host consultation events at venues accessed by people who do not speak English, so that interpretation is available and the conversation is taking place in a known and trusted location.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Religion or Beliefs *

- Service Users / Stakeholders
- Employees
- Wider Community
- Not Applicable

Please select those directly impacted or affected.

Religion or beliefs details:

As with race, East Birmingham is a very diverse area in terms of ethnicity and religion. Generally, the population in the west of East Birmingham, closer to the City Centre, tends to be more ethnically diverse, and become less-so eastwards. The strategy aims to address the needs of people from all religions equally.

East Birmingham is fortunate to have a wide array of community services run by religious organisations, of many different religions, or by specialist organisations more generally, that provide excellent services to the local community. Many of these organisations do this work voluntarily and through donations from their members. The EBIGS positively encourages, and acknowledges the excellent work that these organisations are doing – indeed many have stepped-in when other services have been withdrawn. In some circumstances, people can feel excluded from accessing the service if it is being run by a religious organisation, rather than a secular charity. The strategy aims to help address this issue by building stronger community links and map-out where services can be shared

between different organisations, irrespective of their core client group.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Sexual Orientation *

- Service Users / Stakeholders
 Employees
 Wider Community
 Not Applicable

Please select those directly impacted or affected.

Sexual orientation details:

As with all 10 'protected characteristics' this is an important situation, but there are no specific points in the strategy than relate to sexual orientation.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Please indicate any actions arising from completing this screening exercise.

Owing to the complex nature of East Birmingham alongside the size and scope of this strategy, there are a number of actions arising from the points made – in relation to a number of the protected characteristic groups.

It should be stressed, that a formal consultation is planned to take place in early 2020, and it is likely that a number of points and actions will arise from this.

Also some of the points raised above are applicable to one or more protected characteristic, but please see below for a summary of actions arising from this exercise. Additionally, please see above for further detail about the background to each of these actions.

These include:

- Targeting grants and funding for businesses to employ more local people and focus in more detail on larger anchor employers.
- Parking provision for disabled people, less mobile and pregnant people/those that have new born and young children, so they can access these areas easily.
- Focus on the design of local centres and other places, so that they are easy to use and navigate by people with disabilities, less mobile and people with babies and young children.

- Work to strengthen relationships between different groups, especially where a group, such as religious belief group, is hosting a service that would be helpful to the wider community.

As consultation/community engagement is also a large part of this strategy, this Equality Impact Assessment has also highlighted the following points to take into consideration when carrying-out this activity. The overarching theme is that consultation events and materials should be accessible to all people in East Birmingham.

The consultation will be conducted with best practice, as outlined in the Statement Of Community Involvement (2008 - revised 2020).

- Consultation events need to be held at venues that are accessible, offering step free access.
- Facilities for pregnant people and baby change (for newly born children/young children) are required at events.
- Consultation materials need to be produced in accessible formats (such as plain English, clear font and display boards at a height that everyone can see them).
- Events should be held at a wide range of venues across the whole of East Birmingham, ensuring that the widest-cross section of the community is reached.
- Events should also be held at venues that assist specific groups; this will be especially helpful with reaching people who do not speak English, as they will likely have a person who can interpret and be a trusted location.
- The strategy and related consultation materials could be translated into the most spoken languages in East Birmingham, where possible.
- A need for on-line consultation materials and approaches, to reach people who may be house-bound or cannot attend a consultation event.

Please indicate whether a full impact assessment is recommended

NO ▼

If yes, please continue to complete the remaining questions. If no, please go to the quality control section below.

What data has been collected to facilitate the assessment of this policy/proposal?

The EBIGS is backed by an extensive evidence base to justify each proposed policy within the strategy. It has also been developed in accordance with national and local planning policies, guidance and evidence produced by the Government, the Council and its partners. It has also drawn upon the evidence base which informed the development of the Birmingham Development Plan (BDP) and other planning documents referred to in the strategy.

Extensive 'activity mapping' data has also been generated, showing an array of different organisations within East Birmingham, ranging from community projects, organisations and local facilities such as schools, medical practices and hospitals. These have been analysed at ward level, to provide a further picture of assets in East Birmingham – which was then used to help guide and support a number of principles in the strategy.

An extensive public consultation is due to be held in early 2020. It is expected that this will raise a number of suggestions that can be included in a new version of this strategy - incorporating findings from the public consultation.

What are the main findings from the analysis of the data?

The first version of this strategy is for cabinet approval for consultation. This Equality Analysis will be updated following the completion and subsequent analysis of consultation comments.

Who was consulted, what are the results of the consultation exercise?

Consultation analysis

Adverse impact on any people with protected characteristics.

At this stage it is deemed that the strategy will have an overall positive impact across the whole community and across all ten protected characteristics. The strategy, and points raised in this impact assessment will be tested throughout the consultation process.

Based on the analysis of the data does the policy/proposal have any adverse impact?

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

The consultation process will determine the nature of modifications in the final version of the strategy.

Can the policy/proposal be modified to reduce or eliminate any adverse impact? on any particular group(s)?

How will the effect(s) of this policy/proposal on equality be monitored?

Not applicable at this stage

What data is required in the future?

Not required at this stage

Please describe the data needed to ensure effective monitoring of this policy/proposal?

Are there any adverse impacts on any particular group(s)



If yes, please explain your reasons for going ahead.

At this stage it is deemed that the strategy will have an overall positive impact across the whole community and across all ten protected characteristics. The strategy, and points raised in this impact assessment will be tested throughout the consultation process.

Initial equality impact assessment of your proposal

Not Required

Please give details on any initial assessment carried out. For a full assessment please complete the rest of the form. AS OF 29/11/2018 YOU ARE NO LONGER REQUIRED TO COMPLETE THIS BOX.

Consulted People or Groups

Not Required

AS OF 29/11/2018 YOU ARE NO LONGER REQUIRED TO COMPLETE THIS BOX

Informed People or Groups

Not Required

AS OF 29/11/2018 YOU ARE NO LONGER REQUIRED TO COMPLETE THIS BOX

Summary and evidence of findings from your EIA *

It is deemed that a full Equality Impact Assessment is not needed at this stage for the East Birmingham Inclusive Growth Strategy.

The results from the full public consultation on the first version of the strategy will be used to update the Equalities Impact Assessment, which will in turn be used to inform the final version of the East Birmingham Inclusive Growth Strategy. This is due to be adopted in the latter part of 2020.

Please add any documents including any consultation or engagement findings. Attach any source data using the attachment button above. Please include how you will mitigate against any negative impacts.

QUALITY CONTORL SECTION

Submit to the Quality Control Officer for reviewing?

Please tick this box and 'Save' the document once you have finished. Your nominated Quality Control Officer will by notified to review the assessment and decide whether it can proceed for approval or reject it.

Quality Control Officer comments

Please untick 'Submit to quality control officer box' before saving.

Decision by Quality Control Officer

Proceed for final approval ▼

IMPORTANT: Quality Control Officer - Please untick the above box 'Submit to the Quality Control Officer for reviewing?' before provide your decision.

Submit draft to Accountable Officer?

Quality Control Officers only - Please tick the box when you are happy for the assessment to be submitted for approval.

Decision by Accountable Officer

Approve ▼

IMPORTANT: Accountable Officer - Please untick the above box 'Submit draft to Accountable Officer' before providing your final decision.

Date approved / rejected by the Accountable Officer

17/01/2020 

Reasons for approval or rejection

Please print and save a PDF copy for your records



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Created at 04/10/2019 12:27 PM by James Carless

Last modified at 17/01/2020 10:18 AM by Workflow on behalf of Ian MacLeod

Save

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