

ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS

<https://birminghamcitycouncil.sharepoint.com/sites/EqualityAssessmentToolkit/Lists/Assessment/DispForm.aspx?ID=1078&Source=https%3A%2F...>

Protected characteristics: Sexual Orientation

Not Applicable

Sexual orientation details:

Socio-economic impacts

The scheme will positively:

Improve employment opportunities, creating an additional 470 jobs and result in a increased economic activity of approx. £27m p.a. GVA.

Lead to more and better paid employment opportunities in Digbeth and, thus may alleviate negative factors such as financial problems.

Bring the iconic former Typhoo building back to life which will transform the perceptions of place resulting a sense of pride of place. Moreover, reduced crime could have a significant impact on peoples quality of life and health.

Please indicate any actions arising from completing this screening exercise.

In light of the above, it is not considered that a full equality assessment is required at this stage, however in order to ensure that equalities considerations are fully addressed this position will be monitored and should any equalities impacts be identified, the EA will be revisited and a full assessment carried out.

Please indicate whether a full impact assessment is recommended

NO

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

ONS data on income, health and multiple deprivation shows that Digbeth is a deprived area which has seen limited investment in recent decades and that Digbeth is a hotspot for crime and has the second highest number of crime incidents in Greater Birmingham. In a 0.25 miles radius around the site, 576 crimes were recorded in the 12 months to November 2022.

According to ONS data, the median equivalised income in Digbeth is at approx. £20,600 nearly 30% lower than the equivalent at the national level, which is approx. £28,000. The project will address this inequality by bringing approx. 470 high wage jobs to the area and by supporting further jobs in the BBC's supply chain as well as the emerging creative industry cluster in the area.

More in-depth analysis finds that both in terms of child poverty and poverty amongst the elderly in specific, this part of Digbeth is in the first decile, meaning it is one of the areas with the most deprived areas in the country.

Consultation analysis

Consultation on the Typhoo Factory redevelopment has been undertaken through the formal planning process. Findings were reviewed and there wasn't anything that indicated there would be any issues regarding equality matters / protected groups through the proposed development.

Adverse impact on any people with protected characteristics.

No

Could the policy/proposal be modified to reduce or eliminate any adverse impact? Not applicable

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

The project will comply with this duty as it will provide employment opportunities for Digbeth's diverse local population. The BBC's 2021-23 Diversity and Inclusion Plan has already started to create a more diverse leadership team, has boosted career opportunities for people from all backgrounds, over-hauled the recruitment processes and increased accessibility for disabled staff. At the heart of the plan is a significant boost in the number of apprenticeship places offered, providing more opportunities for talented individuals from all backgrounds to join the

Corporation. Thus, the plan will help ensure the BBC's workforce in Digbeth reflects the community it serves locally. Stoford have a track record of successfully encouraging contractors to engage on community outreach including partnerships with different youth clubs in local, diverse locations, to encourage Black, Asian and Minority Ethnic and other minority workers into the industry. This has included creating apprenticeship schemes to provide these young people with the opportunity to train in construction. **Monitoring** will be captured in line with an agreed Social Value action plan. Employment condition will form part of the planning approval. In addition the EZ funding will monitor outputs and outcomes in line with its grant agreement with Stoford Digbeth Limited.

What data is required in the future?

All outputs and outcomes that form part of the Planning Approval, Employment conditions, Grant Agreement and Social Value Action Plan are required to confirm compliance.

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

No

If yes, please explain your reasons for going ahead.

Not applicable

Initial equality impact assessment of your proposal

Consulted People or Groups

Informed People or Groups

Summary and evidence of findings from your EIA

In overall terms, the redevelopment of Typhoo Factory redevelopment has been assessed as leading to a positive effect on the equality through the provision of new and better paid jobs, apprenticeships, increased GVA, improves perceptions of the place resulting in reduced crime and positive impact of peoples quality of life and health.

QUALITY CONTORL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Decision by Quality Control Officer	Proceed for final approval
Submit draft to Accountable Officer?	Yes
Decision by Accountable Officer	Approve
Date approved / rejected by the Accountable Officer	07/03/2023
Reasons for approval or rejection	
Please print and save a PDF copy for your records	Yes

Content Type: Item

Version: 56.0

Created at 15/02/2023 12:26 PM by ☐ Jane Smith

Last modified at 07/03/2023 06:54 PM by Workflow on behalf of ☐ James Betjemann

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