



Equality Analysis

Birmingham City Council Analysis Report

EA Name	Delivery Team For The Curzon, EZ And HS2 East Birmingham Investment Programmes
Directorate	Economy
Service Area	Economy - P&R Planning And Development
Type	New/Proposed Function
EA Summary	Asses the equality implications for the Curzon Delivery Team
Reference Number	EA002350
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Date Approved	2017-11-01 00:00:00 +0000
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

To utilise Enterprise Zone funding to finance the provision of a dedicated team to support delivery of the Enterprise Zone, Curzon and HS2 East Birmingham investment programmes. The team will oversee and co-ordinate all aspects of delivery to ensure resources are maximised and the objectives and benefits are achieved.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	No
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	No
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

Birmingham and the wider region are undergoing an unprecedented level of development which is bringing long term economic benefits to the area. A key focus for this growth is in the City Centre, driven by the existence of the Enterprise Zone (EZ), which commenced in 2011. The announcement of HS2 has added further to this and generated a greater focus as a catalyst for growth in the City and wider region. Allied to this, plans for the extension of the Midland Metro from Birmingham City Centre through East Birmingham and North Solihull to connect with UK Central, including the HS2 Interchange, Airport and NEC will act as a catalyst for regeneration in this part of the City.

The level of activity represents one of the largest infrastructure investment programmes in Europe. To effectively manage these programmes and support additional activity over and above existing commitments, further resource is needed to meet the demands of delivery and providing effective programme and performance management. This will

require significant input from the City council on planning, design, project and programme management, skills, business and transport.

Establishing a Delivery Team and developing additional officer capacity is essential for ensuring these programmes deliver their objectives and outcomes and for advancing the equality of opportunity for residents within the relevant areas through their positive regeneration activity.

The proposals within this report will also have a positive benefit for employees. A number of posts have been identified and the job descriptions and person specifications are considered commensurate for the grades. Each post will be job evaluated to ensure there no inequality issues and recruitment will be inline with the City Councils policy, including access to the post by priority movers who may be at risk of redundancy.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Concluding Statement on Full Assessment

In overall terms the Curzon Programme, GBSLEP Enterprise Zone and East Birmingham Regeneration Programme have been assessed as leading to a positive effect on the equality considerations through the promotion of economic activity, job creation and improving skills that will benefit local people, as well as enabling a range of housing types and renting options to meet the city's current and future needs with the creation of thriving, prosperous neighbourhoods.

It has been assessed that these programmes will advance equality of opportunity as a result of their promotion of development and regeneration activity.

In addition the proposals will have a positive effect on employees through the creation of new employment opportunities.

4 Review Date

01/10/19

5 Action Plan

There are no relevant issues, so no action plans are currently required.