

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham And Solihull Industrial Symbiosis (ERDF) Grant
Directorate	Corporate Resources
Service Area	CR - European And International Affairs
Type	New/Proposed Policy
EA Summary	BCC will manage a new grant project worth £1.4m gross spend. The industrial symbiosis project will give intensive assistance and support to 203 SME businesses to assist them to become more efficient with their waste materials, to maximise recycling and reduce as much as possible and land fill waste.
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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 Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The project will utilise ERDF grant to provide a waste management and reduction intensive advice service to local SME's. The outcomes are for 203 SME's to achieve better waste management and resource efficiency in the operation of their businesses.

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	No
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?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	No

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

The project will deliver intensive advice to local SME's on waste management, reuse of materials and the circular economy. The project will promote industrial symbiosis between two or more industrial SME's in which the wastes or byproducts of one become the raw materials for another, this circular economy will help the SME's reduce their collective waste.

The SME's to be involved in the project will be chosen from an open advert to participate. The project will have no direct impact on employment within the SME's. Our delivery partner for the project, International Synergies Ltd (ISL), will have their own equalities policy as required by the ERDF grant conditions.

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

A full assessment is not required. Please see section 2.4 for more details.

4 Review Date

31/10/18

5 Action Plan

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