

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

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| Directorate: | Place | | |
| Service Area: | Economic Growth | | |
| Name of the proposal: | York Economic Strategy 2022-32 | | |
| Lead officer: | Simon Brereton | | |
| Date assessment completed: | 2 nd November 2022 | | |
| Names of those who contributed to the assessment: | | | |
| Name | Job title | Organisation | Area of expertise |
| Simon Brereton | Head of Economy | City of York Council | Economic Development |
| | Economic Growth Officer | City of York Council | Inclusive Growth |
| Shaun Gibbons | Head of Carbon Reduction | City of York Council | Climate Change |
| Peter Roderick | Consultant in Public Health | City of York Council / Humber and North Yorkshire Health and Care Partnership | Health and Wellbeing |

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| Claire Foale | Assistant Director, Policy and Strategy | City of York Council | City policy and strategy |
| Cllr Ashley Mason | Chair York Economic Partnership | City of York Council | Economy and Business |
| Stirling Kimkeran | York Economic Partnership member | Class One Systems | Economy and Business |
| Elaine Armstrong | York Economic Partnership member | Department of Work and Pensions | Economic inclusion |
| Sally Dillon | York Economic Partnership member | Aviva | Economy and Business |
| Ed Harrowsmith | York Economic Partnership member | Helmsley Group | Economy and Business |
| Anna Hunter | York Economic Partnership member | Tang Hall Local | Community, Economy and Business |
| Tom Bird | York Economic Partnership member | York Theatre Royal | Economy and Business |
| Andrew Lawson | York Economic Partnership member | York BID | Economy and Business |
| Andrea Morrison | York Economic Partnership member | Federation of Small Businesses | Economy and Business |
| Paul Hunter | York Economic Partnership member | Hospitality Association York | Economy and Business |
| Laurence Beardmore | York Economic Partnership member | Chamber of Commerce | Economy and Business |

Step 1 – Aims and intended outcomes

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| <p>1.1</p> | <p>What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.</p> |
| | <p>To seek approval from the Executive for York’s 10-year Economic Strategy that has been developed through consultation with businesses, Elected Members and other stakeholders, and to seek the support for the Council’s role, as a partner, in delivering its shared priorities.</p> |
| <p>1.2</p> | <p>Are there any external considerations? (Legislation/government directive/codes of practice etc.)</p> |
| | <p>National and regional policy strategies have been taken into account in developing the strategy. This includes the UK Government’s strategies for Levelling-Up, Net-Zero and Heat & Buildings amongst others.</p> |
| <p>1.3</p> | <p>Who are the stakeholders and what are their interests?</p> |
| | <p>Stakeholders include York’s residents, employees, self-employed, businesses, third sector organisations, entrepreneurs, education providers, health services, trade unions, policy makers, investors and businesses looking to locate in York, elected members, industry bodies and funding bodies.</p> <p>The interests of these stakeholders are multivariate but an interest common to most is to strengthen York’s economy, most pertinently because of recent years of challenging economic conditions, so that the benefits of the economy flow through to all in society, regardless of who they are, what they do or where they live. In other words, to deliver inclusive economic growth.</p> |

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| <p>1.4</p> | <p>What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.</p> |
| | <p>Five main Council Plan priorities apply: Well-paid and an inclusive economy, A greener and cleaner city, good health and wellbeing, getting around sustainably, a better start for children and young people.</p> <p>The Economic Strategy has been developed in support of inclusive economic growth and sits alongside the Health and Wellbeing Strategy, Climate Change Strategy and works co-operatively with the 10-year Skills plan, draft Local Plan and Active Travel Programme. The strategy outlines that a City-wide partnership approach can lead to the most desired and effective economic development of the city. There are three overarching outcomes to be achieved by 2032. These outcomes are:</p> <ol style="list-style-type: none"> 1. York will be among the top 25% most productive local economies in the UK as measured by Gross Value Added per hour worked, requiring a 3.8% increase in productivity 2. York will be among the top 25% local economies for pay levels in the UK as measured by full-time median weekly pay and part-time median hourly pay, requiring an increase of 11% in median full-time weekly pay and 1% in median part-time hourly pay 3. York will continue to be among the top 25% local economies for skill levels in the UK as measured by percentage of working age population who are qualified to NVQ Level 4 or higher, requiring the proportion with Level 4+ qualifications to remain above 50% <p>These 3 outcomes will be achieved by activities undertaken across 5 different themes. These themes illustrate the type of economy desired in York by 2032 and they are:</p> <ol style="list-style-type: none"> 1. York as a global City 2. A greener economy 3. A thriving workforce 4. Thriving businesses – creating the conditions for sustainable growth 5. An economy driven by innovation and good business |

Step 2 – Gathering the information and feedback

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| 2.1 | What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc. | |
| Source of data/supporting evidence | Reason for using | |
| An extensive list of evidence is listed in the Economic Strategy Evidence Base. | To ensure the economic strategy was underpinned by robust (and not anecdotal) evidence | |
| Workshop with Carbon Reduction, Public Health, Regeneration and Economic Growth team (CYC) | To gather the ideas of colleagues and ensure strategies work together in achieving their aims | |
| Our Big Conversation – Phase 1 | Direct business and resident engagement | |
| Our Big Conversation – Phase 2 | Direct business and resident engagement | |
| Citizens Advice York Consultation | To ensure an inclusive consultation and engage with hard-to-reach groups | |
| Economic Growth Consultation Request – Summer 2022 | Direct business engagement | |
| On-going catch-ups with business support providers (e.g., FSB, Chambers of Commerce, Y&NY LEP & Growth Hub) | Direct engagement with business support providers | |
| On-going catch-ups with employment support providers and third sector representatives (e.g., York Job Centre Pus, Citizens Advice York) | Direct engagement with employment support providers and strategic leaders of the third sector | |

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| Business Leaders Group | Direct business & strategic leaders' engagement |
| York Business Week (2021) and York Business Festival (2022) | To understand the needs and issues facing businesses and how best to address and support them |
| Executive Member Decision Sessions | Public forum to support public and cross-party feedback. Important to provide opportunities for those not directly involved in strategy development to have their say, especially seldom heard or hard to reach. |
| York Economic Partnership | Direct business & strategic leaders' engagement |

Step 3 – Gaps in data and knowledge

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| 3.1 | What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with. | |
| | Gaps in data or knowledge | Action to deal with this |
| | The level of detail of 'green' jobs in York is small at present. This is because there is not yet a universal definition of a 'green' job and therefore a lack of local level data. | The Council has commissioned a report that forecasts that future 'green' jobs, skills and industries in York that should provider greater clarity. |
| | 10-years is a long horizon, especially with rapid changes in technology, education and work so the strategy needs to be able to evolve with new knowledge and understandings along with local need | Regular reviews by the Economic Partnership Board. |

Step 4 – Analysing the impacts or effects.

| 4.1 | <p>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</p> | | |
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| Equality Groups and Human Rights. | Key Findings/Impacts | Positive (+) Negative (-) Neutral (0) | High (H) Medium (M) Low (L) |
| Age | <p>An objective under the ‘economy driven by good business’ theme is to work collaboratively with the childcare sector, so parents are supported in taking on employment, children’s development is progressed, and providers are able to sustainably grow. This should have a positive impact for childcare age groups.</p> <p>The strategy seeks to create more part-time job opportunities in highly-skilled occupations. It is understood that whilst the majority of part-time employed in York fall into the 25-49 age category, part-time employment makes up a larger share of overall employment for the 16-19 and 65+ employment. A view is taken that by creating more part-time opportunities in highly-skilled occupations, this will enable workers to access higher wages and a higher standard of living.</p> | <p>+</p> <p>+</p> | <p>M</p> <p>M</p> |

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| | <p>Under the ‘thriving workforce’ theme, there is strong emphasis in the objectives to increase and broaden training opportunities and to re-skill. Older workers engagement with training and re-skilling opportunities is typically less than that of young or middle-aged workers, indicating that this could have a negative impact on their access to employment opportunities in the City.</p> | - | L |
| Disability | <p>An objective under the ‘an economy driven by good business’ theme, is to encourage more businesses to sign up to the Good Business Charter (GBC). The 5th component of the GBC requires businesses to evidence how they monitor the diversity of their workforce and their commitment to close disability pay gaps. By encouraging more businesses to sign-up to the GBC and fulfil this component, it should make businesses in York more inclusive and support those with disabilities.</p> <p>A separate objective under this same theme is to support businesses to act as place leaders in their community. Whilst not explicitly stated in the document at present, one way in which businesses could do this is through becoming a disability confident employer.</p> <p>An objective under the ‘thriving businesses’ theme is to ensure that businesses and entrepreneurs receive high quality advice to support resilience, growth and prosperity. Within this, there</p> | <p>+</p> <p>+</p> | <p>M</p> <p>M</p> |

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| | <p>is taken that by creating more part-time opportunities in highly-skilled occupations, this will enable female workers to access higher wages and a higher standard of living.</p> <p>The strategy focuses on supporting the growth of green jobs, in particular, within the construction and retrofitting sector. At present, occupations within the construction and retrofitting occupations are carried out in majority by males and it is important to recognise that by supporting the growth of these jobs with the current gender split, then male employment may increase more than female.</p> <p>The strategy has a specific focus around generating more female entrepreneurs by providing support, creating networks and breaking down the barriers to start a business. This should have a positive impact on females.</p> | - | L |
| | | + | M |
| Gender Reassignment | None identified | 0 | L |
| Marriage and civil partnership | None identified | 0 | L |
| Pregnancy and maternity | None identified | 0 | L |
| Race | An objective under the 'an economy driven by good business' theme, is to encourage more businesses to sign up to the | | |

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| | <p>GBC. The 5th component of the GBC requires businesses to evidence how they monitor the diversity of their workforce and their commitment to close ethnicity pay gaps. By encouraging more businesses to sign-up to the GBC and fulfil this component, it should make businesses in York more inclusive and encourage equal pay.</p> <p>Another objective under this heading is to work to improve the ethnic and cultural diversity of business boards so that they better reflect their employee base and the communities they serve. As a recommendation from the BEIS Parker Review, this should have a positive impact on York's society.</p> | + | M |
| Religion and belief | None identified | 0 | L |
| Sexual orientation | None identified | 0 | L |
| Other Socio-economic groups including : | Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes? | | |
| Carer | An objective under the 'economy driven by good business theme' is to support businesses to act as place leaders in their community. Whilst not explicitly stated in the document at present, one way in which businesses could do this is ensure that all employees and wider business community are aware of the new laws brought forward by the UK Government which entitles unpaid carers to 1 week of unpaid leave a year. | 0 | L |

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| | <p>An objective under the ‘economy driven by good business’ theme, is to encourage more businesses to sign up to the GBC. The GBC requires all employers to pay directly employed staff and regularly contracted staff the real living wage as set out by the Living Wage Foundation and for those with over 50 employees, commit to becoming an accredited Living Wage Employer within a mutually agreed time frame. Careers working for organisations signed up to the GBC would benefit from higher pay levels.</p> <p>An objective under the ‘thriving workforce’ theme is to ensure a pipeline of talent that meets business needs and attracts, trains, retains and re-trains people in the city through high-quality skills provision and a culture of lifelong learning. It is stated this should be centred on professions most in-demand, of which carers are identified as. Therefore, the strategy envisages carers benefitting from greater quality skills provision.</p> | <p>+</p> <p>+</p> | <p>L</p> <p>M</p> |
| <p>Low income groups</p> | <p>An objective under the ‘an economy driven by good business’ theme, is to encourage more businesses to sign up to the GBC. The GBC requires all employers to pay directly employed staff and regularly contracted staff the real living wage as set out by the Living Wage Foundation and for those with over 50 employees, commit to becoming an accredited Living Wage Employer within a mutually agreed time frame.</p> | <p>+</p> | <p>H</p> |

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| | <p>Low income groups would therefore benefit from more York organisations signing up to GBC and paying the real living wage.</p> <p>The strategy seeks to create more part-time job opportunities in highly-skilled occupations. A view is taken that by creating more part-time opportunities in highly-skilled occupations, this will enable low income workers to access higher wages and higher standard of living. Ensuring these positions are marketed well is of high importance for this to have a positive impact though.</p> | + | M |
| <p>Veterans, Armed Forces Community</p> | <p>Under the ‘thriving workforce’ theme, there is a strong emphasis in the objectives to increase and broaden training opportunities and to re-skill York’s residents and workers. Veterans and members of the armed forces community may benefit from this as they transition into other sectors for employment.</p> <p>Under the ‘thriving businesses’ theme, there is an objective to strengthen York business communities’ cyber security levels. Members of the armed forces who may have operated as cyber engineers or in the wider cyber field may benefit from actions flowing out of this objective.</p> <p>An objective under the ‘economy driven by good business theme’ is to support businesses to act as place leaders in their community. Whilst not explicitly stated in the document at</p> | <p>+</p> <p>+</p> <p>+</p> | <p>L</p> <p>L</p> <p>L</p> |

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| | present, one way in which businesses could do this is through signing the Armed Forces Covenant, which the Council actively promotes. | | |
| Other | | | |
| Impact on human rights: | | | |
| List any human rights impacted. | Article 23 of the Universal Declarations of Human Rights is positively impacted by this strategy, principally through proposal to get more York businesses signed-up to the Good Business Charter. This is because, with more employers signed up to the GBC, more employees will be paid the real living wage and it will help reduce any discrimination in pay across gender, ethnicity and age. | + | M |

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

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| <p>High impact (The proposal or process is very equality relevant)</p> | <p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p> |
| <p>Medium impact (The proposal or process is somewhat equality relevant)</p> | <p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p> |
| <p>Low impact (The proposal or process might be equality relevant)</p> | <p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p> |

Step 5 - Mitigating adverse impacts and maximising positive impacts

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| 5.1 | Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations? |
| <p><u>Negative Impacts</u></p> <p><i>Age – Older workers engagement with training and re-skilling opportunities is typically less than that of young or middle-aged workers, indicating that this could have a negative impact on their access to employment opportunities in the City.</i></p> <ul style="list-style-type: none">• To mitigate negative impact of this, the Council is working to promote York Job Centre ‘Over 50’s recruitment’ campaign, which seeks to inform businesses of the likely need of older workers in future years and the benefits these workers can offer. Business leaders roundtable have been presented with this campaign. In addition, the Council will seek to utilise UKSPF funding to ensure older workers are not neglected with training opportunities <p><i>Gender – The construction and retrofitting occupations are carried out in majority by males and it is important to recognise that by supporting the growth of these jobs with the current gender split in occupations, then male employment may increase more than female.</i></p> | |

- To mitigate the impact of projected growth in green jobs, in particular construction and retrofitting occupations, the Council is working on a number of projects. Firstly, the Council has commissioned a research paper that will forecast that future green in economy in York which will include a list of prioritised actions to support this growth equitably across the York area. Secondly, the Council is working with the Retrofit Academy to create a space for those in the sector or interested in the sector to meet on a regular basis to network and get involved. Thirdly, there is an internal CYC officer group that is working on this topic to ensure York's supply chain has the skills it needs for green transition.

Step 6 – Recommendations and conclusions of the assessment

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| 6.1 | Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take: |
| - No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review. | |

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

| Option selected | Conclusions/justification |
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| Continue with the proposal | There is an overall positive impact from the strategy and there are mitigations for any potential negative impacts. |

Step 7 – Summary of agreed actions resulting from the assessment

| 7.1 What action, by whom, will be undertaken as a result of the impact assessment. | | | |
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| Impact/issue | Action to be taken | Person responsible | Timescale |
| Age – ensuring older workers take-up training opportunities | City of York Council will work with partners to promote campaigns that encourage the recruitment and training of older workers. | Economic Growth Team & Economic Partnership | On-going |
| Gender – ensuring all genders can access jobs and occupations that arise from a transition to a greener economy | City of York Council to commission a research report that delivers a list of actions that the Council and key partners can take to support the growth of an inclusive green economy | Economic Growth Team | On-going |

Step 8 - Monitor, review and improve

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| 8. 1 | How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded? |
| | The Economic Partnership will monitor the progress of the Economic Strategy along with the impact of activities on protected characteristics and other marginalised groups. It is proposed that the Economic Partnership will meet bi-annually. |