

## Warwickshire County Council Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk)

<b>Service / policy / strategy / practice / plan being assessed</b>	Proposed Warwickshire Recovery & Investment Fund
<b>Business Unit / Service Area</b>	Finance / Economy & Skills
<b>Is this a new or existing service / policy / strategy / practice / plan?</b> If an existing service / policy / strategy / practice / plan please state date of last assessment	Proposal to Members is to set up a Warwickshire Recovery & Investment Fund
<b>EIA Review team – list of members</b>	Chris Kaye, Reece Bowman, Keira Rounsley
<b>Do any other Business Units / Service Areas need to be included?</b>	Finance, Economy & Skills
<b>Does this EIA contain personal and / or sensitive information?</b>	No
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?</b>	No

## 1. Please explain the background to your proposed activity and the reasons for it.

SQW (an external company) was commissioned by the Council to undertake research into the potential impact of the pandemic into the local economy. Their report (August 2020) which was considered by Cabinet on 8<sup>th</sup> October 2020 indicated that, in Warwickshire:

- There could be an increase in the number of unemployed people from 7,000 before the pandemic, to around 26,500, with potential further growth in subsequent phases of the pandemic response. When the second wave scenario was applied to the model, it resulted in a forecast of between 19,500 and 23,415 additional people out of work.
- Sectors reliant upon in-person service delivery, such as retail, hospitality, leisure and recreation are particularly exposed
- Modelling demonstrates that potentially a third of the additional jobs lost in 2020 could be in food and beverage services, retail and accommodation, sectors that employ a large proportion of younger people, with the effects spread across the entire County.
- Alongside this, the number of jobs lost in manufacturing is also likely to be high. The model suggests there could be 1,700 – 1,800 job losses in automotive manufacturing.
- The model indicates a potential 12% loss in GVA for Warwickshire when the second wave scenario was applied.
- The results are particularly sensitive to the impacts on the automotive manufacturing sector and its supply chain. A significant drop in activity in this sector in 2020 is one of the reasons that GVA and employment in Warwickshire is expected to be hit harder than in the UK as a whole.

The WRIF Business Case considers options to establish a WRIF or 'do nothing' (which includes investing through alternative Council initiatives or letting the market fill the gap) were assessed against the following criteria;

- Ability to deliver Strategic Objectives of WCC
- Ability to support the post-COVID economic recovery of Warwickshire in a targeted way
- Ability to support businesses, social enterprises and create jobs
- Ability to generate financial returns that as a minimum cover cost and provide a return commensurate with the risk taken by the Council

WRIF is being considered to help the council achieve the following of its policy objectives and outcomes:

- 'Warwickshire's economy is vibrant and supported by the right jobs, training, skills and infrastructure' (Council Plan);

- ‘Support business and grow the economy: Build confidence in local businesses. Re-purpose town centres and create the conditions for business innovation and investment to drive economic growth’. (Recovery Plan);
- ‘Stimulate job creation and skills: Work with our partners in the Local Enterprise Partnership and higher and further education, to invest in getting people back into employment, or starting their careers, supporting skills, training and re-learning’ (Recovery Plan);
- ‘Invest in regeneration and a sustainable future: Invest in the regeneration of local areas, support housing growth, a fit for the future digital infrastructure and sustainable transport’ (Recovery Plan);
- ‘Make sustainability and tackling climate change central to our recovery so that we lay the foundations for a sustainable long-term future’ (Recovery Plan); and
- ‘Our ambition is for strong economic growth, with seven strategic priorities and particular focus given to four sectors: automotive technology, advanced manufacturing, digital creative/video game development, and tourism’ (Economic Growth Strategy).

## 2. Please outline your proposed activity including a summary of the main actions.

The first two milestones before the WRIF can proceed are:

- Cabinet decision in Feb 2021 on whether to move to the next steps of WRIF setup, as per the proposed Business Case
- Cabinet and Council decision in spring/summer 2021 to adopt the draft WRIF Business Plan and proceed with setup

Activity after this second milestone will include:

- Setup of Council / WRIF governance arrangements
- Potentially, recruitment and procurement activity
- Miscellaneous other activities to allow the WRIF to become fully operational

### 3. Who is this going to impact and how? (customers, service users, public and staff)

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see [more](#).**

Using the two milestones identified in section 2, above, the following initial assessment of impact is made:

#### **Agreement by Cabinet to proceed with WRIF setup based on Business Case**

The decision to proceed with setup in accordance with the preferred option in the business case will not in itself produce any impact on customers, service users, the public or staff. However, potential impact may emerge following the second round of decision making scheduled for spring/summer.

#### **Agreement by Cabinet of the proposed WRIF Business Plan**

The WRIF Business Plan submission to Cabinet in spring/summer 2021 will include further detail on how the WRIF would operate and the actions required to make it operational. Any recruitment commencing if Cabinet agrees to proceed with WRIF setup will be subject to Warwickshire County Council recruitment policies and practices, which will reduce the likelihood of any aspect of that activity resulting in a negative impact on equalities. Any allocation of funding and subsequent alteration of financial policies and strategies arising from any acceptance of recommendations by Cabinet should not in themselves create any equalities impacts.

**4. Please analyse the potential impact of your proposed activity against the protected characteristics.**

**N.B** Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at question 7.

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
<b>Age</b>	There is no impact on age arising from Cabinet decision making in February	N/a	N/a
<b>Disability</b> Consider <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g. dyslexia)</li> <li>• Mental health conditions (e.g. depression)</li> <li>• Medical conditions (e.g. diabetes)</li> </ul>	There is no impact on disability arising from Cabinet decision making in February	N/a	N/a
<b>Gender Reassignment</b>	There is no impact on gender reassignment arising from Cabinet decision making in February	N/a	N/a
<b>Marriage and Civil Partnership</b>	There is no impact on marriage and civil partnership arising from Cabinet decision making in February	N/a	N/a
<b>Pregnancy and Maternity</b>	There is no impact on pregnancy and maternity	N/a	N/a

	arising from Cabinet decision making in February		
<b>Race</b>	There is no impact on race arising from Cabinet decision making in February	N/a	N/a
<b>Religion or Belief</b>	There is no impact on religion or belief arising from Cabinet decision making in February	N/a	N/a
<b>Sex</b>	There is no impact on sex arising from Cabinet decision making in February	N/a	N/a
<b>Sexual Orientation</b>	There is no impact on sexual orientation arising from Cabinet decision making in February	N/a	N/a

**5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?**

There is no impact on other vulnerable groups arising from Cabinet decision making in February.	N/a	N/a
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**6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:**

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

Cabinet decision making in February is neutral in respect of the three aims

**7. Actions – what do you need to do next?**

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!

Action	Timescale	Name of person responsible
Cabinet decision making on WRIF business case	11/2/21	Cabinet
Cabinet decision making on WRIF business plan	Spring/summer 2021	Cabinet

**8. Sign off.**

<b>Name of person/s completing EIA</b>	Reece Bowman
<b>Name and signature of Assistant Director</b>	Andy Felton
<b>Date</b>	1/2/21
<b>Date of next review and name of person/s responsible</b>	12/2/21 Chris Kaye