

Appendix E – Equalities Impact Assessment



Bristol City Council Equality Impact Assessment Form

Name of proposal	Enterprising West of England Programme
Directorate and Service Area	Resources, Economy
Name of Lead Officer	Robin McDowell

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

Enterprising West of England (EWOE) is a three year European-funded programme that officially started on 02/01/17. It will support Small and Medium Enterprises (SMEs) throughout the West of England area in starting and growing their business. It will be delivered through a consortium of partners: Business West (overall lead); Bristol City Council; Bath and North East Somerset Council; South Gloucestershire Council; North Somerset Council; the Princes Trust; and business support agency YTKO Group. While significant efforts have been made to build flexibility into the programme it is nevertheless the case that, given the constraints associated with this particular funding stream, and given BCC isn't lead partner, the scope for fundamental changes to the overall delivery model is limited.

By delivering this model through the local authorities, EWOE can link into the regulatory services requirements for businesses and offer additional support to those businesses that traditionally wouldn't access business support, or may face barriers in doing so, by maximising the opportunities available through focusing appropriate delivery at community level, engaging those organisations most closely aligned with the needs of the local people they serve. The aim is to assist the acceleration of SME business growth to ensure that businesses in the region have the correct support and environment to create sustainable employment and economic growth.

BCC will be leading on two major EWOE work packages:

- i) Outset Bristol and South Gloucestershire, involving support for business startup and early stage growth
- ii) Environmental Business & Resource Efficiency support where we are partnering with Bath & North East Somerset and South Gloucestershire Councils to procure specialist provision (outside the wider EWOE programme consortium) for advice to start ups and existing/early stage small businesses in Bristol and the West of England.

The total value of the two BCC packages, cross-boundary with South Gloucestershire Council (excluding Bath & North East Somerset areas where relevant) is £870,000 over three years.

The following overall EWOE programme outcomes are anticipated with roughly a third of these overall outcomes happening in Bristol through provision, where possible, in various community-based settings citywide: 344 enterprises receiving information, diagnostic and brokerage support; 231 individuals assisted to be enterprise ready; 58 enterprises receiving business support; 22 new enterprises supported; 10 enterprises supported in increasing employment.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

The element of EWoE specifically targeting hard-to-reach groups will focus on north, east and south Bristol. [Please note that some supporting data is to a certain extent compromised for comparative purposes because of ward boundary changes].

The Deprivation in Bristol report (2015) highlights the following: the city continues to have deprivation ‘hot spots’ that are amongst some of the most deprived areas in England yet are adjacent to some of the least deprived areas in the country; since 2010, Bristol has on the whole seen a greater increase in levels of relative deprivation than the other English Core Cities; in Bristol 16% of residents (69,000 people) live in the most deprived areas in England, and there are 26 distinct geographical localities – Lower Layer Super Output Areas (LSOAs) – in the most deprived 5% in England and 6 in the most deprived 1% in England; the greatest levels of deprivation in Bristol are in Whitchurch Park, Hartcliffe, Filwood and Lawrence Hill – all targeted areas for EWoE purposes; a greater proportion of Bristol’s population lived in the most deprived areas in England in 2015 than was the case in 2010; in Bristol as a whole almost 17% of the population (72,000 people) suffers from income deprivation. On a ward basis, more than a third of people are income deprived in Lawrence Hill (36%) and Filwood (35%); Education, Skills and Training is where Bristol experiences some of the highest levels of deprivation. The distribution of deprivation based on this domain is more far reaching than other domains and is particularly concentrated in the social housing areas in South Bristol.

Further evidence from the Deprivation in Bristol report: bearing in mind that limiting long term illness is a reasonable proxy for disability, Bristol has more LSOAs in the most deprived 10% nationally for Health Deprivation and Disability in 2015 than in 2010; the proportion of older people living in Bristol affected by income deprivation has decreased slightly between 2010 and 2015 but was still 20% in 2015; between 2010 and 2015 the proportion of the working age population living in Bristol deemed employment-deprived increased from 11% to 13%.

According to BCC’s ward profiles, of the targeted wards for EWoE purposes the following have a higher percentage of the population by ethnicity than that of Bristol as a whole (16%): Lawrence Hill (59.6%); Easton (37.9%); Eastville (34.6%); Ashley (33.5%); Lockleaze (30.1%); Hillfields (22%); Horfield (19.6%); St George West (19.6%); Frome Vale (19%).

Joint research by the Centre on the Dynamics of Ethnicity (CoDE) and the University of Manchester reveals that Bristol is the seventh worst place in England and Wales to live as a member of a Minority Ethnic community, and shows a worsening situation of inequality for all Minority Ethnic groups between 2001 and 2011.

A number of long-standing issues that local organisations working closely with BME communities in the business support context such as Babassa Youth Empowerment Projects, the Black South West Network (BSWN) and the Centre for Capacity Building and Enterprise Development (CCBED) have identified include: the lack of a strategic brokerage function that brings together BME entrepreneurs and investors; the lack of appropriate BME business sector development policies and approaches;

the lack of BME enterprise development functions at an appropriate scale; the lack of access to funding/investment by BME entrepreneurs, particularly social entrepreneurs; the lack of information and networking opportunities for aspiring entrepreneurs; and the lack of physical space/hubs for nurturing BME enterprises.

The Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA) Inclusive Growth Commission asserts that: *“In a world in which it is cities that are increasingly the primary drivers of growth, urban areas are also the places where people are most experiencing the downside of unbalanced growth. Too many people are being left behind and this is now the biggest economic challenge facing our society.”*

In Bristol, the main focus of EWoE in respect of engaging BME groups will be on the Somali, Polish, Indian, Pakistani and Jamaican communities, who represent the top five groups in population terms, although other Asian, African and East European minorities can be supported too (According to BCC’s Key Statistics About Equalities communities in Bristol document, drawn from 2011 Census data, Polish and Somali are the main two languages spoken in Bristol after English). Geographically, there will be a major focus on East Bristol where the majority of BME groups live.

See also map below from the Deprivation in Bristol report (2015) mapping Employment Deprivation in the city.

The scope for identifying appropriate/definitive economic indicators for small geographical areas (as opposed to conventional social- and health-related ones) is relatively limited. However, one such indicator is new business startups. If the commercial centre of Bristol, Cabot ward, is used to benchmark in percentage share terms the number of business startups in Bristol for the period 2012-16 (11.2), the following wards and their percentage share targeted for EWoE support include: Bishopsworth (1.8); Hartcliffe (1.4); Henbury (1.7); Hengrove (1.5); Stockwood (1.4); Whitchurch Park (1.1)

2.2 Who is missing? Are there any gaps in the data?

Given the capacity and expertise of the partner organisations involved in EWoE (the Princes Trust and its experience with young people at risk of disengagement for example), there are no immediately obvious gaps in the data underpinning the rationale for the project, although it could potentially be the case that substantial data gaps of this nature are due to there being relatively little directly relevant local data – as opposed to more accessible data covering wider geographical areas – being readily available. However, during its three year period the programme should afford the opportunity to contribute to the existing evidence base and help develop further understanding of the barriers to accessing business support of this nature faced by groups with protected characteristics – and to help develop mitigating actions.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

Please see elsewhere in this document. A key component of project delivery is the intention to deliver as much provision as possible in appropriate community venues (access issues will of course be considered and mitigated against as appropriate). By way of further example, the Princes Trust has an acknowledged record in engagement of young women and young ethnic minority entrepreneurs. Also, in past projects BCC Economic Development officers have liaised with their colleagues in Equalities & Community Cohesion to ensure appropriate compliance in terms of commissioning practices and will be doing so again during the course of EWoE project delivery.

Furthermore, ongoing monitoring of project activity will help ensure that the anticipated numbers of people from under-represented groups are actually engaging in project activity, so that corrective

action can be taken if required. Case study material and feedback from those supported will also help inform any changes that should/could be made.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

No, although it is important to note that there is a finite budget available that precludes an even focus on all groups with protected characteristics, necessitating a certain emphasis on particular social or demographic groups, namely young people, women and people from BME communities. However, this is not to say that people with other protected characteristics such as the over 50s or people with disabilities will be overlooked. The intention is to be as inclusive as unavoidable parameters will allow.

3.2 Can these impacts be mitigated or justified? If so, how?

Please see 3.1 above. Support will in no way be to the exclusion of groups outside those mentioned above as the main focus of support. Efforts will be made to mitigate any inadvertent adverse impacts on people with protected characteristics not deemed the main focus of the programme because of finite resources through regular engagement with appropriate representative groups, and drawing on the knowledge, support and expertise of partner organisations and the likes of BCC's Equalities & Community Cohesion team.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes.

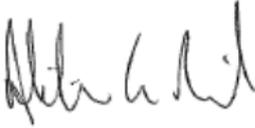
3.4 Can they be maximised? If so, how?

- Through drawing on and pooling the collective experience and extensive networks of participating organisations, particularly in terms of organisations that have close/well-established links with their respective communities, and delivering in a range of accessible community settings
- Through close monitoring – for example, given the nature of EWoE, with elements of it specifically targeting under-represented groups, Equal Opportunities will be, as a matter of course, regularly discussed at project management meetings; and commissioning processes that will require commissioned delivery agents to demonstrate their commitment and capacity to provide an effective and appropriate service to people from groups with protected characteristics
- Through regular engagement with relevant representative groups – for example, at the outset of the project BCC's lead officer met with Black South West Network (BSWN) and BCC attended an event highlighting how BME community-led social enterprises/enterprises could help generate both economic growth and positive social impact.
- Through the dissemination of case study material and best practice with a view to demonstrating to the peers of people with protected characteristics that participate in EWoE the benefits of doing so

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
Given the nature of EWoW, the impact on various groups with protected characteristics was considered throughout its pre-delivery development, and was reinforced both by the prior experience of participating organisations and, therefore, knowledge of the commitment to and expectations of the funding body – the European Union – regarding the Equal Opportunities agenda.
4.2 What actions have been identified going forward?
Other than those already identified as part of the programme’s pre-delivery development, none as yet, given that the project (having been given formal approval to start in early January) is about to begin actual delivery.
4.3 How will the impact of your proposal and actions be measured moving forward?
Through close monitoring of project activity, including equalities data embedded throughout, revolving around a tightly structured and timetabled project management, reporting and claims process.

Service Director Sign-Off: Alistair Reid Service Director, Economy	Equalities Officer Sign Off: Wanda Knight
	
Date: 22/8/17	Date:13/7/17

Employment Deprivation 2015

