

## PKC EQUALITIES IMPACT ASSESSMENT (EqIA)

**Section 1: Policy Details** - For the purpose of EqIA the term 'policy' covers Policies, Projects, Practices, Strategies, Committee Reports, Guides, Manuals, Change Agendas or Restructuring Documents and common practice - formal or informal, written or customary. In fact, anything that the Council does which affects people.

Name of Policy: <b>Perth and Kinross Economic Strategy</b>
Service: <b>The Environment Service</b>
Owner (Name / Position): <b>Ken Macdonald Head of Economic Development</b>
Impact Assessment Team (Names / Positions): <b>Ken Macdonald, Alison Seggie, Serge Merone</b>

Is this function / policy / procedure...

New?	Existing? <b>Review of existing Economic Development Strategy</b>
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Does this policy affect people?

<b>Yes</b>	No
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**If not – no need to continue -complete section 6 and sign, noting the review date.**

What are the main <b>aims</b> of the policy? <b>To develop our local economy</b>
Who are the main target groups / beneficiaries? <b>Businesses, economically active (eg low paid workers, migrant workers), economically inactive (eg young people in education or not, people on benefits or allowances), rural and urban communities</b>
What are the intended <b>outcomes</b> of the policy? <ul style="list-style-type: none"> <li>- <b>Our area will have a thriving and expanding economy</b></li> <li>- <b>Our area will have improved economic infrastructure and transport links</b></li> <li>- <b>Our area will provide well paid employment opportunities for all</b></li> <li>- <b>Our people will be well skilled and trained</b></li> </ul>

### Section 2: Information Gathering

<b>Information / Evidence gained &amp; used to shape this policy</b>	<b>List details, source &amp; date (<u>OR</u> state if not relevant)</b>
Previous community consultation with any Equalities groups	<b>Presentation to P&amp; K Community Equality Advisory Group to trigger on going dialogue and engagement Migrant workers – Migrant workers working group Voluntary organisations providing employability opportunities for disadvantaged groups (eg mental health issues, experienced substance misuse)- New Futures Funding allocations</b>

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	<p><b>Disadvantaged groups facing employment issues - Employability Partnership Young people – ‘More Choices More Choices’ working group</b></p>
<p>Research (including websites &amp; legislation)</p>	<ul style="list-style-type: none"> <li>- Economic stats local and national trends – Economic profile (2008/09)</li> <li>- Joseph Rowntree Foundation reports:             <ul style="list-style-type: none"> <li>- Young unemployment in rural areas (2000)</li> <li>- Young men on the margins of work (2001)</li> <li>- Young people, employability and the induction process (2003)</li> <li>- Central and East European migrants in low-wage employment in the UK (2006)</li> <li>- Ethnic minorities in the labour market (2007)</li> <li>- Enduring economic exclusion: disabled people, income and work (2000)</li> <li>- Multiple disadvantage in employment (2003)</li> </ul> </li> <li>- Can work! Event ‘ employment for people with a learning difficulty’ (June 2008)</li> <li>- Employment and mental health Conference report (May 2005) Highlands mental health group.</li> <li>- UK Government’s Welfare Reform Bill</li> <li>- Races Relations Acts (1976-2000)</li> <li>- Equal Pay Act (1970)</li> <li>- Sex discrimination Act (1975-2004)</li> <li>- Employment Equality Regulations (2003)</li> <li>- Disability Discrimination Acts (1995-2005)</li> <li>- Employment Equality (Age) Regulations (2006)</li> <li>- Facts about women and men in Scotland (2006)</li> <li>- Sex and Power who runs Scotland (2007)</li> </ul>
<p>Officer knowledge and experience</p>	<p><b>Community engagement experience – use of Community engagement standards Knowledge of the local economy Knowledge of Equalities issues and policies</b></p>

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Equalities monitoring data	<b>Economic stats local and national trends, use of other existing local data</b>
Service user feedback (including complaints)	<b>Very little service user feedback relating to equality</b>
Partner user feedback	<b>Workshops/meetings feedback from members of different partnerships (Economic Partnership, Lifelong Learning Partnership, Employability Partnership) eg Perth College, Job Centre +, Careers Scotland, Voluntary sector</b>
Other	

**If there are any gaps in info & evidence, please enter an action to gather at Section 5.**

### Section 3: Assessing the Impacts

**What likely impacts or issues does the policy have for different people and communities in the following group(s)? Identify and describe any likely positive or negative impacts.**

<b>Equality Target Group</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
Race	<b>Better recognition of economic contribution and existing skills Better access to training and job opportunities</b>	
Gender	<b>Better recognition of women's economic contribution and level of skills they can offer Better access to training and job opportunities for women</b>	
Disability	<b>Better recognition of economic contribution and existing skills Better access to training and job opportunities</b>	<b>Possible issues with benefits</b>

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Age	<b>Better recognition of economic contribution and existing skills including retaining skills that older workers have or can transfer Better access to training and job opportunities for young people and older workers</b>	
Religion & Belief	none	none
Sexual Orientation	<b>Better access to training and job opportunities</b>	none
Other groups (please specify) Economically inactive on benefits	<b>Better access to training and job opportunities</b>	<b>Possible issues with benefits</b>

**If there are no impacts at all - no need to continue -complete section 7 and sign, noting the review date.**

**If there are no significant negative impacts proceed to section 5 and consider/note actions to minimise negative impact and promote equality then complete sections 5, 6 and 7**

**If there are possible significant negative impacts arrange to consult groups affected and complete section 4, 5 and 6 and 7**

### **Section 4 - Consultation**

Equality Group	Date	Results of consultation	When

**Carry forward actions related to consultation to Section 5 or note why action cannot be taken**

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### Section 5: Recommendations and Actions

As a result of this assessment, please clearly describe **practical** actions you would take to:

- reduce or remove any identified **negative** impact
- promote any **positive** impact
- **gather further information/evidence.**

Equality Group	Action	Who	When	Intended Outcome
Economically inactive on benefits	Ensure that clear guidance is provided on benefits	Employability Partnership (including Job Centre +)	On-going	Individuals on benefits know the level of income they can expect if they take up employment
All groups	Write statement in the strategy in relation to inclusiveness/equality and its positive contribution to the local economy.	Economic Partnership	June 2009	Better recognition of economic contribution and existing skills
All groups	Recognise under-represented group economic contribution through mainstream partnerships/working groups, Economic Partnership structure, New Biz event, entrepreneur of the year).	Economic Partnership and partnership members individually	On-going	Better recognition of economic contribution
All groups	Recognise in the action plan the economic potential offered by the need to meet equality legislation requirements (eg Disability Discrimination Act - access requirements lead to building improvements which would offer jobs and/or contract opportunities for local businesses)	Economic Partnership	June 2009	Better recognition of economic contribution Better access to training and job opportunities
All groups	Ensure that relevant mechanisms are in place to improve access to training and jobs opportunities for under-represented groups	Employability Partnership	On-going	Better access to training and job opportunities

If any adverse impact cannot be removed or reduced please provide a justification for this course of action below:

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### Section 6: Monitoring and Reporting

Note details of Equalities monitoring of take up of this policy :

As part of the overall Economic Strategy monitoring framework, specific equalities data will be monitored such as:

- employment rate for male/female,
- Stats of Individuals moving from benefits to employment
- Stats of Individuals on benefits
- Stats on economically inactive (eg lone parents).

### Section 7: Completing the Assessment and publishing it.

The following signatures are required:

Service Manager or Service Representative

Signed: *Ken Macdonald* Name: Ken Macdonald Date 09.06.09

Quality Assured by PKC Equalities Impact Assessment Trained Officer.

Signed: *Alma Murray* Name: Alma Murray Date: 09.06.09

Review Date(3 years from completion or on review/revision of policy) :  
**June 2013**

Date EQIA Published – June 2009

**PASS A COPY OF THE FORM TO YOUR SERVICE EQUALITIES CONTACT!!!**