

# Impact Assessment



Assessment of: Devon County Council Civic University Agreement

Service: Economy, Enterprise and Skills

Head of Service: Keri Denton

Version / date of sign off by Head of Service: 20<sup>th</sup> June 2023

Assessment carried out by (job title): Charlotte Collyer, Digital and Sector Skills Employment and Skills Manager

## 1. Description of project / service / activity / policy under review

Devon County Council and the University of Exeter are proposing a Devon County Civic University Agreement. The agreement is a commitment to work together to help overcome the major social, economic, and environmental challenges that we all face together for Devon. The two Organisations will be bound by the Partnership Framework set out in the Agreement to seek to improve levels of prosperity, equal opportunity, sustainability, health and wellbeing for Devon's citizens, businesses, families, and communities.

A report recommending the Devon County Civic Agreement is approved, will be submitted to Devon County Council Cabinet Members: 12<sup>th</sup> July 2023

Once approved, the Devon County Civic Agreement will be published and available at: **To insert once published.**

## 2. Proposal, aims and objectives, and reason for change or review

Civic University Agreements are pledges from university leaders to work with anchor local institutions to maximise the impact of a university in its local environment. The agreements are co-designed civic strategies, which are informed by evidence and analysis of local priorities that harnesses the resources of the named organisations to generate greater benefits for a region, its businesses, and its people. The Devon County Civic Agreement has four central principles: -

1. Place – Increased economic, social, environmental, and cultural benefits
2. Public – Developed with local partners and representative of local communities
3. Partnerships – Collaboration with anchor regional institutions to tackle local challenges

4. Measurement and Impact – To account for activity, celebrate impact, iterate, and learn

The Agreement builds on a history of informal collaboration between the two Organisations that combines the Universities research and resources with the Council's place-based services, data, and resources to generate benefits for our communities, businesses, and environment. The Agreement will formalise what was previously ad hoc activity, introducing a cycle of annual planning to facilitate collaborative strategic activity. This will create a precedent and framework through which all the Council's Service Areas can engage with the University on key challenges and opportunities. As a result, engagement will be more efficient.

**The Agreement's mission is to support Devon to be a thriving, sustainable and prosperous place to live and work.** To achieve this, the Agreement recognises that health, education, culture, environment, and economy are intertwined. Initially the Agreement will develop an Action Plan that will focus on three **outcomes** that support the mission: -

1. Developing our civil society to be ambitious for each young person to thrive through quality education, health, and social care
2. To provide ample access to affordable, carbon considered housing
3. To develop a Skills and Innovation ecosystem to deliver sustainable futures that are responsive to the change driven by automation, environment, economic and global uncertainties.

The action plan will be agreed annual after the Agreement is signed. An indicative list of **outputs** may include:-

1. Increased social mobility measured through educational attainment, health and well-being and careers
2. A Devon Teaching Alliance to support teaching and improve the progression of disadvantaged students at Key Stage 4 & 5
3. Widened participation of young people progressing to Higher Education and greater engagement amongst Devon employers with University of Exeter placements and graduates
4. Improved access to Mental Health support for young people
5. A responsive and inclusive education and skills system that address regional priorities such as reduced recruitment and skills gaps in key areas of public service e.g., Health and Social Care

6. Innovation and growth within the region's three key growth sectors; Environment, Advanced Engineering and Manufacturing, Health, Care, and Life Sciences
7. Support a pervasive transition of Digital and Net Zero knowledge, capability, and application across the public, third and private sector
8. Develop cohesive and robust proposals to secure greater levelling-up funding
9. Greater visibility and engagement with the region's innovation assets
10. Creation of a county-wide Housing Commission to improve access to housing and develop a strategy that considers the carbon impact of new and existing housing stock and the future housing supply

Each year annually, representatives from both Organisations will agree Action Plans that set SMART objectives to :-

- Increase exposure and engagement between the University and disadvantaged pupils, care leavers, to raise aspiration and widen participation to Higher Education including into Degree Apprenticeships and to encourage retention of Exeter graduates in the local labour market.
- Widen access to University research and assets amongst Devon's Communities.
- Maximise the Universities research, knowledge and assets to address the region's grand challenges of ample, affordable, carbon considered housing, Net Zero and Digital adoption.

If procurement arises from the Agreement securing investment for future activity, the procurement process will follow the Net Zero Procurement Policy, Care Leavers Supplier Offer and look to secure and maximise impact for the Council's priority groups.

### 3. Risk assessment, limitations and options explored (summary)

Performance monitoring will be agreed at the outset. Actions will follow the SMART principle. Performance will be reviewed quarterly and annually.

Risk	Mitigation	Likelihood 1- low 10 - high	Impact 1- low 10 - high	Risk Rating Out of 20

<p>Actions are not representative of Devon</p>	<p>The Agreements Partnership Board will consist of designated leads from each institution.</p> <p>Designated leads from each institution will comprise the Coordinating Team.</p> <p>The Agreement will be mobilised following the Civic University Network Impact Framework and guiding principles which embeds collaborative public engagement, engages students and is transparent and accountable.</p>	5	7	12
<p>Actions are not inclusive</p>	<p>Actions will be assessed using DCC's access to service principle</p> <ul style="list-style-type: none"> <li>• Make reasonable adjustments for disabled people</li> <li>• Make sure information is accessible by following <a href="#">accessible communication standards</a>.</li> <li>• Make sure meetings are held in a way that is cognisant of accessibility and access, using a mixture of digital and in person approaches to ensure all colleagues and partners are able to engage.</li> <li>• Take account of people's ability to get to venues such as public transport links, disabled parking bays, gradients or steps around the building.</li> <li>• Consider commitments such as caring responsibilities and religious holidays or Sabbaths, including the implications of fasting.</li> <li>• Use anonymous diversity monitoring to measure outcomes and make sure you ask the right kind of questions when gathering personal information. Refer to <a href="#">guidance on equality and diversity monitoring</a>.</li> <li>• Make sure application processes are free from bias by separating details which reveal someone's personal characteristics that are not needed in order to make a decision.</li> </ul>	3	8	11
<p>Actions have either a) carbon impact or b) prohibit carbon adaption</p>	<p>At the point of recommendation each action will be assessed using the DCC Supporting guidance for the environment v 2 : <a href="#">Corporate websites - Environment Guidance v2.0.pdf - All Documents (sharepoint.com)</a></p>	3	8	11
<p>Actions are detrimental to economic development</p>	<p>All recommendations require evidence/ data</p> <p>All recommendations to be cross referenced for duplication, competition, and collaboration advantage</p> <p>All recommendations to be State Aid considered</p> <p>All recommendations require the Economy, Enterprise and Skills Senior Manager approval.</p>	3	6	9

## 4. People affected, diversity profile and analysis of needs

The Civic University Agreement has the potential to impact any of Devon’s residents and organisations. However, it is anticipated that activity will focus on delivering benefit for the following groups:-

- Children and Young People
- Care experienced individuals (circa 900 Children in Care aged 0-18 years, 500 Care Leavers aged 19-25)
- Homeowners (269,061) and Tenants (117,240)
- Unemployed (9,205) , Employed (381,700) , Businesses (38,760 VAT registered, circa 40,000 non VAT registered) and Education providers

## 5. Stakeholders, their interest and potential impacts

Stakeholder	Interest	Impact
Devon County Council Staff  Senior Leadership Team Care Leavers Team Children Services Communities Team Education Team Environment Team EES Team Councillor Portfolio Holder	Meeting objectives to progress LA priorities <ul style="list-style-type: none"> <li>• Children’s Social Care provision</li> <li>• SEND provision</li> <li>• Community well-being and cohesion</li> <li>• Net Zero and Carbon Reduction</li> <li>• Growth of key sectors; Environment, Advanced Engineering and Manufacturing, Health and Life Sciences</li> <li>• Local Authority strategic performance</li> </ul>	Greater efficiency through collaboration and use of combined knowledge, resources and economies of scale  Clear framework for staff to operate within
University of Exeter Staff  Innovation, Impact and Business Team Vice Chancellor Faculty leads	Reputation as an engaged civil anchor institution  Application of analysis and evidence base consultancy  Widens participation to Universities assets and	Demonstrates the University supports and participates in Civic activity  Provides real-world challenges for academics and students

	cultural amenities.	Clear framework for staff to operate within
Devon Climate Emergency group	Alignment to Devon Carbon Plan	Focused progression on Devon Carbon Plan
Energy Saving Devon	Energy efficient advice for landlords and homeowners to save money and reduce the energy carbon emissions which account for 21% of Devon's carbon emissions (DCC, 2021)	Greater take-up of home energy saving initiatives which reduces household bills and reduces regional carbon emissions
Local Skill Improvement Plan	Employer representation shaping the regional skills agenda to meet employer needs	<p>Greater take up of Executive Education raises regional productivity</p> <p>HE provision closely aligned to region's industry needs, supports regional economic growth</p> <p>Placements support greater retainment of higher-level skills in region</p>
Exeter City of Literature/ UNESCO NPO	Working with local communities to promote narrative and storytelling, raising literacy levels. Guided by UNESCO, UN Sustainable Goals and Arts Council	Increased literacy across diverse communities supporting access to public services and social mobility, improving wellbeing, educational attainment of young people and reducing social isolation.
Devon Housing Commission	<p>Housing affordability 20% higher than rest of the UK average</p> <ul style="list-style-type: none"> <li>• Average house price above £300,000 is beyond the range of many first-time buyers</li> <li>• A 50% decrease in private rent stock availability between 2019 - 2021 coupled with an estimated 18% increase in private rent</li> </ul>	<p>Long-term strategy to increase access to affordability of housing for region's residents and workforce.</p> <p>Increased carbon efficiency of new and existing housing stock.</p>

	<p>levels in 2022</p> <ul style="list-style-type: none"> <li>• Local Housing Allowances not keeping pace with price inflation</li> <li>• Significant increase in housing waiting lists, homelessness and pressure on temporary accommodation</li> <li>• Inaccuracy or unavailability of official data to understand the stock levels, quality, price, in each form of tenure to understand the true picture of socio-economic impact</li> </ul>	
Teaching Alliance	<p>School attainment gaps between poorer pupils and the rest are the largest of all English regions at the end of both primary and secondary school;</p> <p>40% of disadvantaged pupils attained a standard pass in GCSE English and Maths in 2019 compared with almost 60% in Inner London;</p> <p>17% of disadvantaged students went on to university in 2018/19 – the lowest rate of all English regions – compared with 45% in London</p>	Increased educational attainment of children and young people

## 6. Additional relevant research used to inform this assessment

- Sim, A. M., & Major, L. E. (2022). SOCIAL MOBILITY IN THE SOUTH WEST
- Devon Housing Task Force, Proposal for a Devon Housing Commission 2022
- Heart of the South west Local Enterprise Low Carbon Skills Report, GemServ 2023

## 7. Description of consultation process and outcomes

No consultation.

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## Background information

## 8. Equality analysis

Under the Equality Act 2010, the local authority must consider how people will be affected by a service, policy or practice. In so doing we must give due regard to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations across protected characteristics of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (for work), sex, sexual orientation, race, and religion and belief. The Equality Act 2010 and other relevant legislation does not prevent the Council from taking difficult decisions which result in service reductions or closures for example, it does however require the Council to ensure that such decisions are: informed and properly considered with a rigorous, conscious approach and open mind, taking due regard of the effects on the protected characteristics and the general duty to eliminate discrimination, advance equality and foster good relations; proportionate (negative impacts are proportionate to the aims of the policy decision); fair, necessary, reasonable, and those affected have been adequately consulted.

- a) Is this group negatively or potentially negatively impacted, and in what way?
- b) What could be done or has been done to remove the potential for direct or indirect discrimination, harassment or disadvantage and inequalities?
- c) In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?
- d) What can be done to advance equality further? This could include meeting specific needs, ensuring equality of opportunity and access, encouraging participation, empowering people, making adjustments for disabled people and action to reduce disparities and inequalities.
- e) Is there a need to foster good relations between groups (tackled prejudice and promote understanding) and help people to be safe and protected from harm? What can be done?

### All residents by geographic area

Devon



## Age

All ages

### **Disability (includes sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people**

All individuals with protected characteristics will not be negatively affected.

The Steering Board will include Officers that have completed mandatory and advanced Ethnicity, Diversity and Inclusion training.

The Steering Board will include a Children's SEND Officer.

Public engagement will invite responses from the third sector representing individuals with Disability. This project recognises the importance of fostering and developing relationships with diverse audiences and that this may require additional time and effort outside of the existing partnerships.

The Agreement recognises the need to collect accurate data, compliant with Equality Act and Data Protection Act 2018. Participation and engagement will be designed to redress the imbalance of groups that historically have under-engaged.

### **Race and culture: nationality/national origin, ethnic origin, skin colour, religion and belief, asylum seeker and refugee status, language needs**

All individuals with protected characteristics will not be negatively affected.

The Steering Board will include Officers that have completed mandatory and advanced Ethnicity, Diversity, and Inclusion training.

The Steering Board will include a Communities Team Officer.

Public engagement will invite responses from the third sector representing ethnic and cultural groups. This project recognises the importance of fostering and developing relationships with diverse audiences and that this may require additional time and effort outside of the existing partnerships.

The Agreement recognises the need to collect accurate data, compliant with Equality Act and Data Protection Act 2018. Participation and engagement will be designed to redress the imbalance of groups that historically have under-engaged.

### **Sex and gender identity and reassignment (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed)**

All individuals with protected characteristics will not be negatively affected.

The Steering Board will include Officers that have completed mandatory and advanced Ethnicity, Diversity and Inclusion training.

The Agreement recognises the need to collect accurate data, compliant with Equality Act

and Data Protection Act 2018. Participation and engagement will be designed to redress the imbalance of groups that historically have under-engaged.

### **Sexual orientation, and marriage/civil partnership if work related**

All individuals with protected characteristics will not be negatively affected.

The Steering Board will include Officers that have completed mandatory and advanced Ethnicity, Diversity and Inclusion training.

The Agreement recognises the need to collect accurate data, compliant with Equality Act and Data Protection Act 2018. Participation and engagement will be designed to redress the imbalance of groups that historically have under-engaged.

### **Other relevant socio-economic factors and intersectionality**

Whilst this Agreement seeks to positively impact everyone in Devon. The annual action plan and resulting deliverables will target priority groups. In the first instance the priority group focus is on supporting care experienced individuals, pupils of lower attainment, SEND pupils, individuals and households requiring housing support, and individuals seeking to increase their skills and educational attainment.

## **9. Human rights considerations:**

We need to ensure that human rights are protected. In particular, that people have:

- A reasonable level of choice in where and how they live their life and interact with others (this is an aspect of the human right to 'private and family life').
- An appropriate level of care which results in dignity and respect (the protection to a private and family life, protection from torture and the freedom of thought, belief and religion within the Human Rights Act and elimination of discrimination and the promotion of good relations under the Equality Act 2010).
- A right to life (ensuring that nothing we do results in unlawful or unnecessary/avoidable death).

The Agreement will not infringe Human rights.

The Agreements Partnership Framework aims to:

- Enable better communication between the partners and the community, setting out a clear mechanism for day to day working.
- Harness research expertise to address Devon's challenges, supporting priority setting and co-production of solutions, providing a clear route to local impact;
- Be dynamic and organic – adapting to circumstance;
- Provide routes to global engagement;

- Actively engage students in the public and community realm, matching student interest to community need and supporting engaged learning;
- Embed collaborative public engagement based on the principle of reciprocity, involving the flow of knowledge, information and benefits between the parties;
- Embed clear evaluation and review processes;
- Be transparent and accountable.

## 10. Environmental analysis

An impact assessment should give due regard to the following activities in order to ensure we meet a range of environmental legal duties. The policy or practice does not require the identification of environmental impacts using this Impact Assessment process because it is subject to (please mark X in the relevant box below and proceed to the 11, otherwise complete the environmental analysis information below):

<b>Devon County Council's Environmental Review Process</b>	
<b>Planning Permission</b>	
<b>Environmental Impact Assessment</b>	
<b>Strategic Environmental Assessment</b>	

The Agreement itself has no negative environmental impact but intends to create positive environment impact. The Action Plan and Outputs though will provide a response on each of the questions contained in section 10 subheadings below as part of their recommendation to the Agreement's Steering Group. An Officer from the Organisation's Environment Team will form part of the Steering Group; thus, each Actions environmental analysis will form part of the decision-making process as to which Actions are agreed.

- a) Description of any actual or potential negative consequences and consider how to mitigate against these.
- b) Description of any actual or potential neutral or positive outcomes and consider how to improve as far as possible.
  - **Reduce, reuse, recycle and compost**
  - **Conserve and enhance wildlife**
  - **Safeguard the distinctive characteristics, features and special qualities of Devon's landscape**
  - **Conserve and enhance Devon's cultural and historic heritage**

- **Minimise greenhouse gas emissions**
- **Minimise pollution (including air, land, water, light and noise)**
- **Contribute to reducing water consumption**
- **Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level)**
- **Other (please state below)**

## 11. Economic analysis

- a) Description of any actual or potential negative consequences and consider how to mitigate against these.
- b) Description of any actual or potential neutral or positive outcomes and consider how to improve as far as possible.

The Agreement itself has no negative economic impact but intends to create positive economic impact. The Action Plan and Outputs though will provide a response on each of the questions contained in section 11 subheadings as part of their recommendation to the Agreement's Steering Group. An Officer from the Organisation's Economy, Enterprise and Skills Team will form part of the Steering Group; thus, each Actions economic analysis will form part of the decision-making process as to which Actions are agreed.

- **Impact on knowledge and skills**
- **Impact on employment levels**
- **Impact on local business**