

Impact Assessment



Assessment of: Devon Economic Recovery Report

Service: Economy, Enterprise and Skills

Head of Service: Keri Denton

Version / date of sign off by Head of Service: 2nd October 2020

Assessment carried out by (job title):

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

Proposed initial priorities for the County Council to fund to deliver in part the Team Devon Economy and Business Economic Recovery Prospectus [Recovery Prospectus can be found here.](#)

2. Reason for change / review

To be read alongside Cabinet Report – 14th October

The COVID-19 pandemic has had a significant impact on the Devon economy with serious challenges for our businesses, workforce, communities and residents. The Economic Recovery Prospectus has been developed in partnership with Devon stakeholders and was published in July 2020. The

actions set out in the prospectus require an investment of circa £60m and are aimed at supporting our hardest hit towns, sectors and individuals, and developing opportunities to grow back the economy to be stronger, more inclusive and sustainable. A funding proposal is being made to Cabinet to seek a contribution from the County Council to take forward a range of priorities set out in the Prospectus over the next 2-3 years.

3. Aims / objectives, limitations and options going forwards (summary)

The proposal aims to deliver a range of support directly by the Council and through a range of commissioned services to address the immediate impacts from the economic crisis, and support taking forward growth opportunities. The priorities are limited to an initial package of support recognising additional resources and co-investment with Government and others will be required to deliver the Recovery Prospectus in full.

The four areas of activity being recommended are:

Support for our businesses – this will seek to provide a range of support directly and through commissioned services to our hard hit sectors, and the people they employ. Measures include help for businesses to adapt to new ways of working, including being able to use digital approaches, help for the farming sector to diversify and develop new business and a Made In Devon Scheme to highlight and promote our food, drink, tourism and creative industries. The scheme would also celebrate our local talent.

Employment and Skills – support for residents who become redundant or who are at risk of being made redundant. This includes learning new skills, benefitting from careers advice and guidance, improving an individual's ability to gain employment through employability support and promoting apprenticeship opportunities. There is a strong focus on the most vulnerable and those furthest from the labour market. There is also support proposed for our young people and extra support to help 16-18 year olds transition into work, further or higher education and vocational training through the Heart of the South West Careers Hub. A special training and reskilling pilot is also being offered aimed at the hospitality sector.

Opportunities – a programme focusing on entrepreneurship – part of this will help create new social enterprises and part of this will also work with young people to think about creating and setting up a new business. Recognising that starting your own business as a way out of redundancy is also part of this scheme. We are also taking forward an innovation fund to help develop clean and low carbon solutions – this would support communities, individuals and business develop new approaches and business ideas and support our climate change emergency plans.

Place – a focus on our hardest hit towns and communities we are proposing to work with local partners to develop urban renewal plans and

funding cases to attract investment and support these local economies grow, and the overall prosperity of the communities. Investments in local work hubs for local people is included. Part of this programme is also looking to support pilot natural capital projects to stimulate our green technology businesses and to work with communities to consider new community energy networks

4. People affected and their diversity profile

[Community, Staff and Service profiles are available [online for you to refer to](#). Delete this note and insert text here]

There is a strong focus on helping those most affected by the pandemic. This includes helping our young people into employment, training or education to improve their life chances and raise aspirations. We had significant pockets of areas with low levels of social mobility and the priorities set out under the employment and skills priorities will help to address this and the additional impacts from the pandemic.

Adults will be encouraged to gain new skills and new qualifications – and again there is a focus on supporting those most economically disadvantaged, including those with a disability find training, employment or progress into education and learning opportunities.

The actions set out support some of the hardest hit sectors such as tourism and hospitality and retail where we know there is a significant number of part time female workforce. The measures will help support this workforce through the way in which business adapt and develop new approaches and how we can upskill with digital skills as an example.

The hardest hit communities are in the main the same communities that had underlying fragilities and levels of deprivation. The programme of work set out will develop projects and investment case to regenerate these communities, creating new job opportunities and wider social benefits

5. Stakeholders, their interest and potential impacts

The proposal would start to deliver the wider Team Devon Economy and Business Economic Recovery Prospectus. This has been developed working in partnership with a range of stakeholders including businesses, district and town councils, protected landscape, social enterprises and the Local Enterprise Partnership. The actions set out will be taken forward working with the Team Devon partners and others and we will seek to engage with communities at the local level in undertaking the community focused elements of the proposals.

6. Research used to inform this assessment

The proposals seek to address the economic and social impacts from the pandemic and these have been set out in the Cabinet Paper, and built up from a range of published data and research, including economic impact modelling from Oxford Economics.

We have created a vulnerability index which is drawn from a range of data sources including deprivation indices, universal claimant figures, income levels and education attainment. This is updated regularly and has assisted the development of the measure to address and target the hardest hit communities, sectors and parts of our workforce.

7. Description of consultation process and outcomes

No formal consultation has been undertaken

8. Equality analysis

Giving Due Regard to Equality and Human Rights

The local authority must consider how people will be affected by the 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.

Where relevant, we must take into account the protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, sexual orientation, race, and religion and belief. This means considering how people with different needs get the different services they require and are not disadvantaged, and facilities are available to them on an equal basis in order to meet their needs; advancing equality of opportunity by recognising the disadvantages to which protected groups are subject and considering how they can be overcome.

We also 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 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.

The proposals and the support offered would be available and accessible on an equal basis. Any services commissioned by the Council would require any appointed contractor to ensure a fair, equal and legally compliant approach is adopted, and funding, services or training funded all or in part by the Council will be carefully monitored to ensure we can measure the impacts and benefits of the Council's investment including reporting against the protected characteristics set out above.

| | | |
|--|--|---|
| <p>Characteristics</p> | <p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p> | <p>In what way will you:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p> |
| <p>All residents (include generic equality provisions)</p> | <p>Economic and social impacts across all residents as a result of the economic crisis resulting from the COVID-19 pandemic</p> | <p>The proposals and the support offered would be available and accessible on an equal basis. Any services commissioned by the Council would require any appointed contractor to ensure a fair, equal and legally compliant approach is adopted, and funding, services or training funded all or in part by the Council will be carefully monitored to ensure we can measure the impacts and benefits of the Council's investment including reporting against the protected characteristics set out above.</p> |
| <p>Age</p> | <p>There are rising levels of youth unemployment as a result of the economic crisis</p> <p>Men over 50 show lower levels of qualifications and will find new employment opportunities harder to obtain</p> | <p>We have placed specific funding aside to support young people obtain support including careers advice and guidance and mentoring. Whilst offered to all young people we will seek to offer additional support to those in care, young carers and young people with a disability</p> <p>The programme includes support for adult upskilling and employability skills and there will be focus on improving digital literacy and level two qualifications, with recognition given to this age cohort</p> |

| Characteristics | Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED] | In what way will you: <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. foster good relations between groups (tackled prejudice and promoted understanding), if relevant? In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim? Are you complying with the DCC Equality Policy ? |
|--|---|--|
| Disability (incl. sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people | Employment and economic activity rates for this group are often lower than the general population and this has been exacerbated in some parts of the county by the economic situation | Part of the support will specifically be addressing unemployment and worklessness across the general population, but there is also a dedicate programme working with DWP to support those with a disability |
| Culture and ethnicity: nationality/national origin, ethnic origin/race, skin colour, religion and belief | We are not aware of a particular cultural or ethnicity inequality in terms of the impacts from the pandemic | We will monitor protected characteristics from the proposed measures and adjust delivery where any cultural inequality arises. |
| Sex, gender and gender identity (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed) | Female workers are more dominant in some of the hardest hit sectors | There is a specific programme to support the upskilling and reskilling of the hospitality sector which will support females See above for men over 50+ |

| Characteristics | Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED] | <p>In what way will you:</p> <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p> |
|--|--|---|
| Sexual orientation and marriage/civil partnership | We are not aware of a particular sexual inequality in terms of the impacts from the pandemic | We will monitor protected characteristics from the proposed measures and adjust delivery where any cultural inequality arises. |
| Other relevant socio-economic factors such as family size/single people/lone parents, income/deprivation, housing, education and skills, literacy, sub-cultures, 'digital exclusion', access to transport options, rural/urban | Several cohorts, communities and towns had underlying challenges before the pandemic – including lower levels of skills attainment, social mobility and deprivation. These areas are similar to the ones identified as most impacted from the pandemic | We are making a specific focus from these proposal to address the hardest hit places from the pandemic to address these types of communities. We are making specific programmes of activity to support improving digital skills and adoption, and providing additional support to upskilling and providing additional employment, training and learning opportunities in these areas. We are also seeking to develop renewal plans and future regeneration investments in some of these communities which would further support the economic resilience and improve prosperity |

9. Human rights considerations:

None identified.

10. Supporting independence, wellbeing and resilience. Give consideration to the groups listed above and how they may have different needs:

In what way can you support and create opportunities for people and communities (of place and interest) to be independent, empowered and resourceful?

We have set out a range of measure to support investment in hardest hit communities, and would work with communities, towns and parish councils and district councils and local businesses to develop these proposals

In what way can you help people to be safe, protected from harm, and with good health and wellbeing?

[Insert text here]

The range of measures set out in the proposal are intended to support employment for the hardest hit places, sectors and parts of the workforce, and develop new growth opportunities. Reducing unemployment and claimant levels will support the health and well being of our communities

In what way can you help people to be connected, and involved in community activities?

[Insert text here]

Upskilling, developing new skills and employment opportunities or progressing with learning will help support people be involved and engaged in their local communities, and other settings, including school, college, work place

11. 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 4c, otherwise complete the environmental analysis table):

| | |
|---|--|
| Devon County Council's Environmental Review Process | |
| Planning Permission | |
| Environmental Impact Assessment | |
| Strategic Environmental Assessment | |

| | Describe any actual or potential negative consequences. (Consider how to mitigate against these). | Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible). |
|---|--|---|
| Reduce, reuse, recycle and compost: | Neutral | Neutral |
| Conserve and enhance wildlife: | The proposed measures seek to enhance our natural capital | There is a specific strand in the proposals to develop natural capital pilots to stimulate the local economy and it would be expected that these would have a beneficial impact on the environment |
| Safeguard the distinctive characteristics, features and special qualities of Devon's landscape: | See above | See above |
| Conserve and enhance Devon's cultural and historic heritage: | Enhanced | The Made in Devon proposal would specifically seek to promote and celebrate local produce, and creative / arts products supporting and enhancing our local culture |
| Minimise greenhouse gas emissions: | Enhanced | The green economy opportunities set out in the proposal might include electric vehicle charging points in some towns, the community energy network opportunities and natural capital pilots will support reducing our emissions potentially |
| Minimise pollution (including air, land, water, light and noise): | Enhanced | See above |

| | | |
|---|----------|---|
| Contribute to reducing water consumption: | Neutral | Neutral |
| Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level): | Enhanced | The green economy opportunities set out in the proposal might include electric vehicle charging points in some towns, the community energy network opportunities and natural capital pilots will support reducing our emissions potentially |
| Other (please state below): | | |

12. Economic analysis

| | Describe any actual or potential negative consequences. (Consider how to mitigate against these). | Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible). |
|---------------------------------|--|---|
| Impact on knowledge and skills: | | |
| Impact on employment levels: | | |
| Impact on local business: | | |

The whole of this proposal achieves the following outcomes:

Support 385 businesses to take up digital solutions

Support 480 businesses to adapt their business practices

Deliver a new Green Business Directory and Tool Kit
Provide 2500 individuals with redeployment and employment support
Support 500 additional apprenticeship places for adults and young people
Deliver 700 new level two training places
Deliver 250 new level three training opportunities
Support 500 start-up businesses to launch.
Engage 100 young people in start-up opportunities and create 20 new ventures
Engage with 90 social entrepreneurs and create 40 new social enterprises
Support 150 farms to become more resilient
Establish 300 members in Made In Devon programme
Creation of 10 additional work hubs
Establish 2-3 natural capital innovation pilots
Create 8 Urban Renewal Plans for our hardest hit towns
Support up to 20 communities develop local energy networks

13. Describe and linkages or conflicts between social, environmental and economic impacts (Combined Impacts):

[Insert text here]

The aims of the proposal are to support a more resilient, inclusive and sustainable economy – and the measures set out absolutely seek to improve the economic, social and environmental outcomes by addressing the current economic crisis and improving the life chances and well-being of our residents

14. How will the economic, social and environmental well-being of the relevant area be improved through what is being proposed? And how, in conducting the process of procurement, might that improvement be secured?

The aims of the proposal are to support a more resilient, inclusive and sustainable economy – and the measures set out absolutely seek to improve the economic, social and environmental outcomes by addressing the current economic crisis and improving the life chances and well-being of our residents

15. How will impacts and actions be monitored?

[Insert text here]

The above outcomes from this proposal will be measured and monitored and reported in to the Business and Economy Economic Recovery Group