



Equality Impact Assessment Form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area: Regeneration and Regulatory Services	Head of Service: Susan Bolter	Person responsible for the assessment: Mike Jones	Date of Assessment January 2013	
Name of the policy/practice to be assessed: Delivery of regeneration activity and business grants.			Is this a new, existing or policy/practice under review?	Under review
1. Briefly describe the purpose of the policy/practice		Review the delivery of regeneration services and the provision of business grants, in line with the medium term financial plan.		
If the policy/practice is under review, please list any options under consideration				

<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<ul style="list-style-type: none"> • The regeneration of Newport • Vibrant and Viable Places • Community Strategy • 2020 Master Plan • Local Development Plan • Community Strategy • Local Housing Strategy • Skills and Work Strategy
<p>3. Who are the main stakeholders in relation to the policy/practice?</p>	<ul style="list-style-type: none"> • Newport Unlimited • Newport City Council • Welsh Government • Local Stakeholders • Businesses seeking to invest in Newport • Residents of and visitors to Newport
<p>4. Who performs the service?</p>	<p>Economic Regeneration Team</p>
<p>5. What outcomes are wanted from this policy/practice?</p>	<ul style="list-style-type: none"> • Support the objectives in key local authority strategic documents • Strengthen the economy of Newport • Attract inward investment • Improve the physical environment • Link skills, work and inward investment • Inspire confidence in communities

<p>6. What factors could contribute to/detract from the outcomes (risks/opportunities)?</p> <p>Please list the factors for each separate policy/process option under consideration</p>	<p>Political decision on the medium term financial plan of the council.</p>
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>This Assessment links in with the Equality Impact Assessments completed on the future of regeneration activity in Newport and business loans. The same steps as detailed in those assessments would apply here.</p>
<p>8. Give a summary of the information the council has taken into account for this assessment</p>	<ul style="list-style-type: none"> • Vibrant and viable places consultation document • Welsh Government proposed changes to regeneration framework • Scrutiny report • Objectives in key local authority plans and strategies.

9. Does the policy /practice eliminate discrimination and promote equality and good community relations due to:

- Age
- Gender
- Disability
- Race
- Religion/belief
- Welsh language
- Gender reassignment
- Marriage/civil partnership
- Sexual orientation

All – the provision of business loans will be monitored by protected characteristic. If some groups are found to be under represented in the take up of loans work will be undertaken to address this. This may include targeted marketing or engaging with community groups or other representative organisations. If business loans were delivered by an organisation other than the council we would require them to comply with the public sector equality duty, as they would be acting as an agent of the local authority .

10. Summary of the impact of the policy/practice on the general equality duty

[Handwritten signature]
3/11/15

The provision of business loans has a positive impact on the General Duty. They support new business which help to sustain communities – both through providing jobs and making areas sustainable and attractive places to live.

[Handwritten signature]

3/11/15

Equality Action Plan --	Actions (with dates) Any associated performance measures	Lead Officer(s)
Key Actions	Further actions to eliminate discrimination, promote equality and good community relations on the grounds of:-	
Age Gender Etc	Monitor take up of grants by protected characteristics. <ul style="list-style-type: none"> • Vibrant and Viable Places consultation • Budget 2013 - 2014 	Rob Frowen?
If there are decisions pending that will affect this policy/practice please state when and how the decision will be taken		
How will the policy/practice be: <ul style="list-style-type: none"> • Monitored • Performance assessed • reported 	The provision of business loans supports the achievement of key strategic documents such as the Community Strategy, Local Development Plan and Local Housing Strategy. Monitoring and assessment of regeneration activity will form part of the regular monitoring of these plans. Monitoring of take up of grants will be carried out on a quarterly basis and reported through the established performance monitoring systems.	
Does the EIA need to be revisited in 6 months/a year?	1 year.	

Signed (lead officer) _____


30/1/13

Signed (Head of Service) _____



Date 31/1/13