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## Form to be used for the Full Equalities Impact Assessment

<b>Service Area:</b> Regeneration & Partnerships	<b>Section:</b> Economic Development	<b>Date of Initial assessment:</b> 29-07-16	<b>Key Person responsible for assessment:</b> Matt Peachey	<b>Date assessment commenced:</b>
<b>Name of Policy to be assessed:</b>		ERDF Innovation projects Approval – CEB Report, September 2016		
<b>1. In what area are there concerns that the policy could have a differential impact</b>		<b>Disability</b>	<b>Age</b>	
<b>Other strategic/ equalities considerations</b>				

<p><b>2. Background:</b></p> <p>Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.</p>	<ol style="list-style-type: none"> <li>1. The 'Smart Oxford Incubator' is a collaborative co-working space, proposed within Oxford Town Hall. It will nurture and accelerate new and growing businesses in digital, technology and social enterprise sectors. This will enhance the pipeline of new growing businesses in these sectors, and promote public sector innovation and commercialisation.</li> <li>2. Dedicated, fixed-term (3 years), programme resourcing for Smart Oxford to ensure closer collaboration with business in order to boost the growth of related sectors, and deliver projects, products and services that will benefit the public sector and city residents.</li> </ol>
<p><b>3. Methodology and Sources of Data:</b></p> <p>The methods used to collect data and what sources of data</p>	<p>A range of business and economic data has been obtained and sought in producing the business case for the project including:</p> <ul style="list-style-type: none"> <li>• Property prices</li> <li>• Property availability and reports on local supply, pipeline and demand</li> <li>• Awareness of ward and neighbourhood based inequalities</li> <li>• A rang of socio-economic and demographic information that highlights a need for a 'smarter' approach to city development (led by the OSP Smart Oxford Steering Group).</li> </ul>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> </ul>	<p>Consultation has taken place with a range of business stakeholders from the digital, social enterprise and property sectors to ascertain the level of need for new work-space solutions that meet community needs. Conversations with groups of small business owners has supported the conclusion that a more accessible offering is required for early stage start-ups, such as that previously provided by the 'Hatch' co-working centre on Little Clarendon Street.</p> <p>Smart Oxford has consulted with a wide range of organisations and stakeholders on the approach to creating a 'Smart Oxford' project plan that genuinely meets resident's needs, and is citizen focussed, rather than technology focussed. The approach is to use social, environmental and economic needs, and information on the experience of a range of local services, to identify solutions, which may include technology.</p>

<ul style="list-style-type: none"> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul>	
<p><b>5. Assessment of Impact:</b></p> <p>Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<p>Disability – The co-working proposal has been designed to ensure a satisfactory level of disabled access to the dual site co-working offer. The OCFI element, as well as certain parts of the Town Hall, will have adequate disabled access.</p> <p>Age – where younger people may have less access to available funds to start a business, and experience this as a barrier to entry, this proposal will provide a range of flexible low-cost membership options.</p> <p>Other factors – for the remaining primary equality strands, partner organisations that Oxford City Council intend to work with, will be required to provide evidence their own equality policies, and also evidence how their client application and marketing processes are inclusive.</p>
<p><b>6. Consideration of Measures:</b></p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>It is felt the above factors will make this a positive project from an equalities perspective, both in terms of developing more inclusive services, and reducing barriers to starting a business for more people.</p>
<p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in</p>	<p>Quarterly against a range of economic and social indicators in line with ERDF funding guidelines.</p> <p>Quarterly monitoring reports and funding claims compiled by officers managing both linked projects</p>

place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.		will take place and be report to the ESIF committee and managing authority (DCLG).				
<b>7. 12. Date reported and signed off by City Executive Board:</b>						
<b>8. Conclusions:</b> What are your conclusions drawn from the results in terms of the policy impact		Policy impact positive particularly in respect of improving city services for a range of residents and lowering barriers to starting a business.				
<b>9. Are there implications for the Service Plans?</b>	YES	NO	<b>10. Date the Service Plans will be updated</b>	Annually -	<b>11. Date copy sent to Equalities Officer in HR &amp; Facilities</b>	N/A
<b>.13. Date reported to Scrutiny and Executive Board:</b>			<b>14. Date reported to City Executive Board:</b>	Sept 2016	<b>12. The date the report on EqlA will be published</b>	

Signed (completing officer)

Signed (Lead Officer)

**Please list the team members and service areas that were involved in this process:**

Organisational Development & Learning Advisor/ Equalities  
Matt Peachey – Regeneration and Partnerships.

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