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Form to be used for the Full Equalities Impact Assessment

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Service Area: Regeneration and Economy	Section: Economic Development	Date of Initial assessment: 1 st June 2020	Key Person responsible for assessment: Matt Peachey	Date assessment commenced: 10 th December 2020	
Name of Policy to be assessed:		Local Growth Funded Workspace project – George Street			
1. In what area are there concerns that the policy could have a differential impact		Race		Disability	
		Gender reassignment		Religion or Belief	
		Sex		Pregnancy and Maternity	
Other strategic/ equalities considerations		Safeguarding/ Welfare of Children and vulnerable adults		Mental Wellbeing/ Community Resilience	
2. Background: Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact		The delivery of workspace in the city-centre is one of the main areas of intervention identified in the emerging Oxford City Council Economic Development Strategy. Oxford City Council is already committed to increasing the supply of good quality, affordable commercial workspace in its Corporate Plan. The evidence base from the City Council's Draft Economic Development Strategy has further demonstrated a need to provide workspace that local people and businesses can access and that provides enterprise and employment opportunities for all. It recognises that more, improved			

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<p>Assessment.</p>	<p>and innovative space needs to be made available if the city wants to be both competitive and meet its inclusive economy corporate objectives.</p>
<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>The Oxford Economic Strategy Evidence Base 2020</p> <p>The REDO Workspace Assessment</p> <p>Consultants delivering the City Council Draft Economic Strategy have utilised a range of publically available data on the commercial property market, business start-up rates, and socio-economic data and surveyed existing workspace providers in the city. Supply and affordability are two key issues as well as lower than expected levels of entrepreneurship across the community.</p>
<p>4. Consultation</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"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	<p>Consultation with businesses and the Oxford Economic Growth Board. We also consulted a broad range of organisational stakeholders on the Inclusive Economy objectives for the county.</p> <p>Across these forums, it was agreed that use of some publically owned assets, where appropriate, should be deployed to supply affordable workspace to meet the needs of a diverse range of groups operating in a diverse range of sectors.</p> <p>Consultation with stakeholders also flagged the need to ensure training and employability options were embedded as part of the operation of the proposed workspaces.</p> <p>As a result, the workspace and method of operation will be designed with accessibility, openness to a broad range of groups and people experiencing disadvantage as part of the aims of the project. A community of social enterprises and creative enterprises will be developed with commitment to equality being a key entry requirement.</p> <p>Building design also takes account of DDA requirements.</p>

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<p>5. Assessment of Impact: 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>Race Neutral</p>	<p>Disability Neutral</p>	<p>Age Neutral</p>
	<p>Gender reassignment Neutral</p>	<p>Religion or Belief Neutral</p>	<p>Sexual Orientation Neutral</p>
	<p>Sex Neutral</p>	<p>Pregnancy and Maternity Neutral</p>	<p>Marriage & Civil Partnership Neutral</p>
<p>6. Consideration of Measures:</p>	<p>N/A</p>		

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This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy					
6a. Monitoring Arrangements: Outline systems which will be put in 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.		Quarterly Equalities monitoring arrangements embedded in Workspace operator policy Quarterly Monitoring report for LGF funding Quarterly monitoring of project outputs as part of Economic Strategy Monitoring Corporate Plan Annual reporting.			
7. Date reported and signed off by City Executive Board:		15 July			
8. Conclusions: What are your conclusions drawn from the results in terms of the policy impact		The impact will be to bring about more opportunities to reduce inequality for people experiencing social and economic disadvantage. This will be felt in terms of improved access to enterprise support, work and training opportunities, and workspace typologies that meet a range of needs flexibly, including a third of the space, as affordable workspace (80% of market rate).			
9. Are there implications for the Service Plans?	YES	10. Date the Service Plans will be updated	February 2021	11. Date copy sent to Equalities Lead Officer	11 th December 2020
13. Date reported to Scrutiny and Executive Board:	12 th Jan 2021	14. Date reported to City Executive Board:	20 th Jan 2021	12. The date the report on EqlA will be published	18 th December 2020

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Signed (completing officer)

Signed (Lead Officer)

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

Regeneration and Major Projects

Economic Development

Project Management Office

Planning Policy

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