



Appendix 5

Form to be used for the Full Equalities Impact Assessment

Service Area: Regeneration and Economy		Section: Economic Development	Date of Initial assessment: February 2022	Key Person responsible for assessment: Matt Peachey	Date assessment commenced: 10 March 2022
Name of Policy to be assessed:			Oxford City Centre Action Plan		
1. In what area are there concerns that the policy could have a differential impact			Race	Disability	Age
			Gender reassignment	Religion or Belief	Sexual Orientation
			Sex	Pregnancy and Maternity	Marriage & Civil Partnership
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 Assessment.			Oxford's Economic Strategy Consultation Draft has been developed in line with the objectives of the Corporate Strategy (2020-2024) and, in particular, the Enabling an Inclusive Economy priority, alongside the Oxford Local Plan, Oxfordshire Economic Recovery Plan and Oxfordshire Industrial Strategy. The City Council has taken the lead in preparing the OES, alongside the Oxford Economic Growth Board. It is intended to be a stakeholder owned strategy and delivery plan, which will guide a partnership approach to local Economic Development. It is acknowledged that the OES cannot be delivered in isolation and seeks collaboration across stakeholders and the community.		

179

<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>Oxford City Council commissioned an external firm of consultants, and officers worked closely with them to develop the OES. The consultation methodology included a blend of methods, including one to one meetings, workshops, consultation events and an on line survey. A range of economic data and evidence covering socio-economic, local economic and environmental issues was used as evidence also drawing from the Oxfordshire economic Recovery Plan alongside a consultant produced evidence base.</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>The consultation consisted of a blend of methods, including one to one meetings, workshops, consultation events (see table below) and a questionnaire. These were supplemented by press, opinion pieces, social media and mailshots to business databases, Residents panel and community networks. By the end of the consultation period 249 responses were received; 147 via the online portal and 102 by email. 114 people/organisational representatives were involved in events or meetings during the consultation period, with some overlap between attendees and formal respondents.</p> <p>OES consultation events</p> <hr/> <p>Oxford's Economic Strategy Business & Partner Workshop 14 December 2021 – 45 attendees</p> <hr/> <p>Joint Economic Strategy and City Centre Action Plan, Business Workshop 12 January, 2022 – 44 attendees</p> <hr/> <p>Inclusive Transport & Movement Group 15th December 2021 – 14 attendees</p> <hr/> <p>One to One meetings with stakeholders – 11 meetings</p> <hr/> <p>The appended Consultation Report (Appendix 2) summarises the findings, themes and next steps.</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

Race Neutral	Disability Neutral	Age Neutral
Gender reassignment Neutral	Religion or Belief Neutral	Sexual Orientation Neutral
Sex Neutral	Pregnancy and Maternity Neutral	Marriage & Civil Partnership Neutral

In future, where Consultation is undertaken during the delivery of the strategy, a focus on targeting responses from the following cohorts would be recommended given the low response rates for these groups:

- young 16-24 years cohorts
- non-white ethnicity cohorts
- as well as further resident engagement in project and initiative development

More face to face events or forums would also enhance the opportunity to respond for many groups, especially the digitally excluded, those speaking English as a second language and those facing other barriers to completing written or online responses.

No issues relating to safeguarding and/or welfare of children and vulnerable adults were identified at this point, although these should be considered for any bespoke new initiatives or projects that follow from the strategy.

Some outcomes from the implementation of projects identified in the Oxford Economic Strategy could have a positive impact across all groups under the Inclusive Economy Pillar. The impact on equalities requirements will be monitored on an annual basis.

<p>6. Consideration of Measures:</p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>Within the proposed delivery structure and annual monitoring report the following representations will be sought:</p> <ul style="list-style-type: none"> • young 16-24 years cohorts • non-white ethnicity cohorts • as well as further resident engagement in project and initiative development. 				
<p>6a. Monitoring Arrangements:</p> <p>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.</p>	<p>There are regular meetings established and the OES will be discussed at those meetings:</p> <ul style="list-style-type: none"> • Oxford Economic Growth Board Inclusive Transport and Movement Group • Inclusive Economy Partnership work <p>The City Council and EGSB will take responsibility for monitoring any adverse or positive impacts and responding accordingly to any new findings.</p>				
<p>7. Date reported and signed off by City Executive Board:</p>					
<p>8. Conclusions:</p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>Whilst Oxford has a strong economy, the benefits of this are not shared equally. In a city with huge potential, where medical and technology breakthroughs are commonplace, too many residents struggle to make ends meet or participate in the local economy. Addressing this and enabling people to share in future success is a top priority of this strategy. Ten Guiding Principles are presented in the OES to support a fairer, more inclusive economy. Delivery against this principles, with clear consideration of equalities impacts will be monitored and reported annually.</p>				
<p>9. Are there implications for the Service Plans?</p>	<p>No</p>	<p>10. Date the Service Plans will be updated</p>	<p>N/A</p>	<p>11. Date copy sent to Equalities Lead Officer</p>	

.13. Date reported to Scrutiny and Executive Board:	June 7 th 2022 (Scrutiny)	14. Date reported to City Executive Board:	June 15 2022	12. The date the report on EqlA will be published	
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Signed (completing officer)

Signed (Lead Officer)

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

Policy and Consultations Officers
Head of Service
Legal Services Manager

183

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