

Section 1: General overview of the activity under consideration

1.	Name of activity being assessed.	Award of Grant for Social Economy Business Support Programme	2.	The implementation date of the activity under consideration:	4 July 2025
3.	Directorate/Department(s):	Place	4.	Service Area(s):	Economy, Regeneration & Sustainability
5.	Who is (are) the assessment lead(s): Please provide: -Name -Email address	Matt Broadbent Principal Regeneration & Economic Development Officer mbroadbent@oxford.gov.uk	6.	Contact details, in case there are queries: Please provide: -Name -Email address	Matt Broadbent Principal Regeneration & Economic Development Officer mbroadbent@oxford.gov.uk
7.	Is this a new or ongoing EqlA?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Ongoing	8.	If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.	N/A
9.	Date this EqlA started:	4 July 2025			
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?	No	11.	Give a date (tentative or otherwise) when this assessment will be taken to the CMT.	N/A

Section 2: About the activity, change, or policy that is being assessed.

12.	Type of activity being considered: Check the most appropriate.	<input type="checkbox"/>	<input type="checkbox"/> Decommissioning	<input checked="" type="checkbox"/> Commissioning	<input type="checkbox"/>	
		<input checked="" type="checkbox"/>	<input type="checkbox"/> Others. Please specify:			
13.	Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil? Please check as needed.	<input type="checkbox"/> Good, affordable homes	<input checked="" type="checkbox"/> Strong, fair economy	<input checked="" type="checkbox"/> Thriving Communities	<input type="checkbox"/> Zero Carbon Oxford	<input type="checkbox"/> Well run council
14.	Which priority area(s) within <u>Oxford City Council's Equality, Diversity & Inclusion Strategy (2022)</u> does this activity fulfil? Please check as needed.	<input type="checkbox"/> Responsive services and customer care.	<input type="checkbox"/> Diverse and engaged workforce.	<input type="checkbox"/> Leadership & organisational commitment.	<input checked="" type="checkbox"/> Understanding and working with our communities.	
15.	Outline the aims, objectives, & priorities of the activity being considered. This grant funding will be allocated to OSEP CIC, a partner organisation representing the social economy across Oxfordshire. This specific programme will look at providing direct targeted business support through peer networks, bespoke training and support to purpose-led businesses. A number of community organisations will also be sub-contracted through this grant funding to deliver support to these businesses leading to a more diverse and representative business environment in Oxford.					

16.	<p>Please outline the consequences of not implementing this activity.</p> <p>For example,</p> <ul style="list-style-type: none"> -Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few. 	<p>The Council has committed to supporting the social economy through its Economic Strategy and through its commitment to inclusive growth. Not approving grant funding to an organisation delivering social economy business support would undermine this commitment to inclusive growth and would mean fewer positive impacts for those</p>
-----	---	---


Section 3: Understanding service users, residents, staff and any other impacted parties.


17.	<p>Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</p> <p>Please provide details—</p> <ul style="list-style-type: none"> -when, -how many, and -the approach taken. 	<p>No</p>
18.	<p>List information and data used to understand who your residents or staff are and how they will be impacted.</p> <p>These could be-</p> <ul style="list-style-type: none"> -third-party research, -census data, -legislation, -articles, -reports, -briefs. 	<p>This programme has already been carried out with considerable positive impacts for communities throughout the City. The continuation of this programme will deliver more of these positive impacts.</p>

19.	<p>If you have not done any consultations or collected data & information, are you planning to do so in the future?</p> <p>Please list the details – -when, -with whom, and -how long will you collect the relevant data.</p>	<p>The Economic Development team will work with the supplier to ensure that the participants and community organisations involved in the programme will be representative of Oxford's population and increased diversity within the business sector is a key focus of the programme.</p>
-----	--	--

Section 4: Impact analysis.

20.	Who does the activity impact?	Service Users	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
	Check as needed. The impact may be positive, negative or unknown.	Members of staff	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
		General public	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
		Partner / Community Organisation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		City Councillors	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
		Council suppliers and contractors	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>

21.	Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?					
	Positively					
Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/information/evidence supporting your assessment	Analysis & insight Mitigations
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Disability (Visible and invisible)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Gender re-assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

Race, Ethnicity and/or Citizenship	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Some of the organisations sub-contracted to deliver the proposed grant funding are community organisations supporting specific groups.	
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	www.oxford.gov.uk 	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Socio-economic inequalities such as: - income and factors that impact income. -access to jobs This was voluntarily adopted by Oxford City Council on the 13th of March 2024.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Many of the businesses to receive support through the grant funding are social enterprises addressing socio-economic inequalities.	
Other (voluntary consideration) Council of Sanctuary For example: Migrant, refugee, or asylum seekers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Many of the businesses to receive support through the grant funding are social enterprises addressing issues affecting migrants, refugees and asylum seekers.	

Other For example: - Unpaid carers - Prison population - Homeless population - Council suppliers & contractors - Cabinet Members	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

Section 5: Conclusion(s) of your Full Impact Assessment

22.	Conclusions.					
<input type="checkbox"/>	Stop and reconsider the activity.	<input type="checkbox"/>	Adjust activity before beginning the activity and continue to monitor.	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with activity but continue to monitor.	<input type="checkbox"/> No major change(s) or adjustments and continue with the activity. No need to monitor in the future.

23.	Please explain how you have reached your conclusions above.	<p>Benefits of Implementation:</p> <p>Promotes Equity: Ensures greater representation in the business community from migrants, refugees and asylum seekers.</p> <p>Enhances Diversity: Greater diversity within the sector will be achieved through engagement with harder-to-reach communities.</p> <p>Improves Representation: A greater representation of communities within the business sector means more inclusive growth within the City.</p>
-----	---	--

Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqIA action plan lies with the service/team completing the EqIA.
These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

24.	<p>Who or which team or service area will be responsible for monitoring equalities impact?</p> <p>For example-</p> <ul style="list-style-type: none"> - team, -directorate, -service area, -Equalities Steering Group,etc. 	Economic Development team within the Economy, Regeneration & Sustainability service.
25.	Who (individual, team, or service area) will be	Matt Broadbent, Principal Regeneration & Economic Development Officer

26.	responsible for carrying out the EqlA review?			
	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.	Every six months	27.	Date when the EqlA will be reviewed again.
				31 March 2026

Section 7: Sign-off

Name: Matt Broadbent

Job Title: Principal Regeneration & Economic Development Officer

Signature:
M Broadbent

Name: Clayton Lavallin

Job Title: Economic Development Manager

Signature:
C. Lavallin