

Community Impact Assessment

Proposal for a Joint Enterprise Delivery Committee

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>Careers Hubs are specifically designed to improve careers education for younger people and its impact is largely limited to younger age groups, although this should also have benefits for local businesses in being able to access the skills they require</p>	<p>Poor careers education can lead people to gaining skills not required by businesses and ultimately make it difficult to find employment, whilst businesses may be unable to access the skills they need</p>	<p>The proposal to create a contingency so that the Careers Hub can continue to operate in the event of Government ceasing funding is specifically to mitigate these risks</p>
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>None of the proposals have any specific impact on any of these specific characteristics. The Cabinet report sets out governance mechanisms and programmes that will either be open to all residents and businesses or signposting to other internal and external programmes, the community impact of which would need to be considered through the appropriate processes for each programme.</p>		
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>			
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>			

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers			
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins			
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered			
Sex - men or women			
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes			

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
The proposals primarily relate to the local economy and the opportunities presented by the integration of responsibilities of the Local Enterprise Partnership into the local authorities, alongside the delivery of three key economic	The integration of functions will ensure efficiency and accountability for the delivery of public	The Cabinet report highlights risks around one-year funding settlements in the	The proposals to ringfence assets that will transfer to the local authorities from the Local Enterprise Partnership are specifically designed to mitigate the issues of

Key consideration	Benefits	Risks	Mitigations / Recommendations
programmes that form part of the delivery of our Economic Strategy.	funding, whilst the economic programmes are important to the delivery of our overall economic priorities	delivery of key economic programmes	short-term funding settlements, allowing us to operate key economic programmes over multiple years and not just one

➤ Climate Change Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
The Growth Hub is one of the key local services in providing advice to businesses, including on issues such as energy efficiency which are then directed to relevant programmes, funding opportunities, etc. Other matters raised within this report have no direct climate change implications, although specific programmes considered and delivered through the various governance mechanisms and services may have and this will need to be considered through the relevant decision-making processes as appropriate.	The Growth Hub is an important point of contact for businesses in accessing support to allow them to start, survive and thrive, including issues related to climate change and particularly energy efficiency.	The Cabinet report highlights the risks around the operability of the Growth Hub due to the one-year Government funding settlement	The proposals to ringfence assets that will transfer to the local authorities from the Local Enterprise Partnership to create a contingency for the Growth Hub is specifically designed to mitigate the issue of the short-term funding settlement, allowing us to operate the programme over multiple years and not just one