



Portsmouth

Clinical Commissioning Group



Portsmouth  
CITY COUNCIL

# Equality Impact Assessment

Full assessment form 2018

[www.portsmouthccg.nhs.uk](http://www.portsmouthccg.nhs.uk)

[www.portsmouth.gov.uk](http://www.portsmouth.gov.uk)

Directorate:

Regeneration

Service, function:

Economic Growth part of Planning and Economic growth

Title of policy, service, function, project or strategy (new or old):

New Portsmouth Economic Development and Regeneration Strategy 2019-36

Type of policy, service, function, project or strategy:

☐ Existing

☒ New / proposed

☐ Changed

Lead officer

Mark Pembleton

People involved with completing the EIA:

Gina Perryman and Mark Pembleton

## Introductory information (Optional)

The Council and the wider public and private sector in Portsmouth have not had an Economic Development and Regeneration Strategy to provide an agreed vision and road map for a step change in the economy of the city since 2010.

## Step 1 - Make sure you have clear aims and objectives

### What is the aim of your policy, service, function, project or strategy?

The aim of the new Portsmouth Economic Development and Regeneration Strategy is to set out a blue print of the themes and objectives that will need to be followed to ensure the economy of Portsmouth grows successfully between 2019-36. It provides an in-depth City economic profile describing the current state of the economy. It provides a well researched baseline forecast of how the economy will perform if nothing changes up to 2036. It shows that if a set of actions are undertaken the gap with other better performing areas and cities can be narrowed. The whole Strategy has been informed by extensive consultation via an on-line survey right across the City, a set of focus groups and 1 to 1 sessions with a range of businesses. Further aims of the Strategy are to inform the new Local Plan for the City 2019-36 and to provide evidence to substantiate the economic growth in the Local Plan. Then to inform the new Local Industrial Strategy of the Solent Local Enterprise Partnership.

### Who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?

The new Portsmouth Economic Development and Regeneration Strategy will benefit the whole of Portsmouth. It will benefit residents, employees, local companies, public sector bodies, students, visitors and investors. By growing the economy in a sustainable and inclusive way it will benefit all these groups. By having an agreed vision and strategy with agreed targets and actions underpinned by effective monitoring and evaluation it gives far greater confidence to outside bodies such as the Solent LEP, the UK Government and investors.

### What outcomes do you want to achieve?

Outcomes will be both target metrics and also an agreed vision with short term, medium term and long term actions.

### What barriers are there to achieving these outcomes?

There are a variety of barriers such as global economic headwinds brought on by trade wars, political instability, climate change and extreme weather events. In addition uncertainty around a Brexit deal, national political challenges, huge technological change and an aging population.

## Step 2 - Collecting your information

**What existing information / data do you have? (Local or national data)** look at population profiles, JSNA data, surveys and patient and customer public engagement activity locally that will inform your project, national studies and public engagement.

Existing information and data has been included within the Strategy to highlight the challenges and opportunities and to inform the SWOT. It is in full included in the appendices. We have used population data to inform the strategy as regards current data and also forecast data to 2036. There were large scale public engagement over 10 weeks with an on-line survey attracting more than 890 responses. There have been focus groups and 1 to 1 sessions at the start of developing the Strategy. Then once a draft was produced again a large scale public engagement with a public survey and focus groups; additional studies around key technologies and the national industrial strategy have been used and a comprehensive document and studies bibliography has been provided demonstrating all the information used in writing the Strategy.

**Using your existing data, what does it tell you?**

The existing data tells us that the Portsmouth economy for some years has been a slow-growing city compared with not just the UK and the South East but compared with other similar cities. Between 2010-17 the Portsmouth economy grew by just 0.5% a year. That was well below the averages for the South East and the UK, which were 1.9% and 2.0% respectively. There is also a similar story for employment growth. Workplace employment increased 0.5% a year in Portsmouth in the 2010.17 period and forecasts show that this will be only 0.1% going forward to 2036. The city therefore under-performs all five of our comparator cities across the UK.

## Step 3 - Now you need to consult!

**Who have you consulted with?**

On-line survey to understand key issues and challenges and where the strategy should focus. Prepared by corporate communications - over 890 respondents stratified. Then focus groups with special interest groups. Then 1 to 1 with key businesses. Following production of the Strategy the draft was consulted with public across the city with a public survey and 670 responses organized by corporate communications were obtained and analysed and with key stakeholders via focus groups.

**If you haven't consulted yet please list who you are going to consult with**

All consultation done.

**Please give examples of how you have or are going to consult with specific groups or communities e.g. meetings, surveys**

Please see above.

## Step 4 - What's the impact?

**Is there an impact on some groups in the community? (think about race, gender, disability, age, gender reassignment, religion or belief, sexual orientation, sex, pregnancy and maternity, marriage or civil partnerships and other socially excluded communities or groups)**

### **Generic information that covers all equality strands (Optional)**

The strategy has been designed to benefit everyone as it is for the total economy. Measures in the Strategy are particularly targeted at the most economically excluded and disadvantaged.

### **Ethnicity or race**

It will not have any different impact due to ethnicity or race.

### **Gender reassignment**

It will not have any different impact due to gender reassignment

### **Age**

As much of the Strategy is about creating more jobs and increasing local employment it will have a greater impact on those of working age. As working age is now more flexible it will of course also impact those outside this 18 to 66 age group. Because the Strategy is also about increasing GVA then it will increase the wealth of the city and increase business rates paid and the general economic health of the city this will benefit those who are also more vulnerable in our society and mean that there is more money to support them. The Regeneration section of the Strategy will have positive impacts across all ages depending on those using the new infrastructure and new buildings.

### **Disability**

As a major plank of the Economic Development and Regeneration Strategy is to provide economic opportunities it will have a positive impact on those with a disability. It also has a cross cutting theme delivering against inclusive growth to ensure impact of growth is more equitably shared. One of the targets of the strategy will be to increase the level of employment in the City and to tackle the level of economic inactivity both of which will benefit those with a disability.

### **Religion or belief**

It will not have any different impact due to religion or belief.

### Sexual orientation

It will not have any different impact due to sexual orientation.

### Sex

It will not have any different impact due to sex.

### Marriage or civil partnerships

It will not have any different impact due to marriage or civil partnership status.

### Pregnancy & maternity

As part of the Strategy will address economically inactive groups and how to boost economic activity rates it is intended to have a positive impact on single parents who wish to become economically active. The Strategy will also provide a range of employment opportunities suitable to those who have child care responsibilities.

### Other socially excluded groups or communities

The Strategy will benefit socially excluded groups and communities. As many forms of exclusion are linked to financial disadvantage and the Strategy seeks to increase economic output and jobs and local employment it will benefit such excluded groups.

**Note:**Other sociallyexcluded groups, examples includes,Homeless, rough sleeper and unpaid carers. Many forms of exclusion are linked to financial disadvantage. How will this change affect people on low incomes, in financial crisis or living in areas of greater deprivation?

## Health Impact

Have you referred to the Joint Needs Assessment ([www.jsna.portsmouth.gov.uk](http://www.jsna.portsmouth.gov.uk)) to identify any associated health and well-being needs?

☒ Yes ☐ No

**What are the health impacts, positive and / or negative? For example, is there a positive impact on enabling healthier lifestyles or promoting positive mental health? Could it prevent spread of infection or disease? Will it reduce any inequalities in health and well-being experienced by some localities, groups, ages etc? On the other hand, could it restrict opportunities for health and well-being?**

As this is an Economic development and Regeneration Strategy it is a comprehensive road map to tackle barriers to economic growth, build on the opportunities to boost economic growth, overcome the challenges preventing residents, employees, businesses, learners, visitors and investors from benefiting from such growth then it has widespread and deep positive health impacts. Improving the quality of employment, the permanence of employment, the skills level and the quantum of employment will all have positive health outcomes. It will contribute to healthier lifestyles by increasing employment and will promote positive mental health in the same way. It will not effect infection or disease and it will not restrict opportunities for health and well-being.

**Health inequalities are strongly associated with deprivation and income inequalities in the city. Have you referred to Portsmouth's Tackling Poverty Needs Assessment and strategy (available on the JSNA website above), which identifies those groups or geographical areas that are vulnerable to poverty? Does this have a disproportionately negative impact, on any of these groups and if so how? Are there any positive impacts?, if so what are they?**

**For more help on this element of tackling poverty and needs assessment contact Mark Sage: email:[mark.sage@portsmouthcc.gov.uk](mailto:mark.sage@portsmouthcc.gov.uk)**

The Strategy has been consulted with the Portsmouth tackling poverty strategy group led by Mark Sage and has incorporated comments from them to ensure that it has no negative impacts and instead positively ensures that the poorest will benefit in for example ensuring that the living wage is paid by employers, that apprenticeships are of a high quality with descent wages. It will boost new technology investment in the City such as use of renewable energy to not just increase investment and jobs but also to take households out of fuel poverty. The strategy looks at employment and skills progression all of which will have a positive impact on poverty. It will also examine inclusive growth in all areas of the strategy to ensure all benefit.

## Step 5 - What are the differences?

**Are any groups affected in a different way to others as a result of your policy, service, function, project or strategy?**

**Please summerise any potential impacts this will have on specific protected characteristics**

Different groups will be effected differently. For example if more higher value jobs are created in the knowledge economy then those without the requisite skills and experience will not benefit as much as those that do. The Strategy seeks to address this by working tirelessly to address the high percentage of residents with no formal qualifications and those with low level skills.

Does your policy, service, function, project or strategy either directly or indirectly discriminate?

☐ Yes

☒ No

If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

It does not directly or indirectly discriminate.

Step 6 - Make a recommendation based on steps 2 - 5

If you are in a position to make a recommendation to change or introduce the policy, service, project or strategy clearly show how it was decided on and how any engagement shapes your recommendations.

Following the on-line consultation the Strategy has reflected the priorities given the most weighting around the needs for Regeneration and buildings renewal. It has also reflected areas for future job growth. The Strategy has been written based on focus groups and 1 to 1s and reflects the outcomes of all these.

What changes or benefits have been highlighted as a result of your consultation?

The entire strategy has been written based on the combination of examination of socio-economic research, advice from Oxford economics, consultation and addressing issues raised in the UK Industrial strategy. Following the final consultation on the draft strategy some amendments were made to reflect comments about making the strategy themes more inspiring.

If you are not in a position to go ahead what actions are you going to take?  
(Please complete the fields below)

Action	Timescale	Responsible officer
Cabinet on 9th of September and full council on 15th of October to get the Strategy adopted.	Pre-cab briefing on 27th of August.	Mark Pembleton

**How are you going to review the policy, service, project or strategy, how often and who will be responsible?**

It will be reviewed annually and there will be action plans developed for each of the objectives with outputs and outcomes and named owners. There are also 6 targets that will be carefully monitored. Responsibility will sit with the Regeneration Directorate and the performance management team.

## Step 7 - Now just publish your results

**This EIA has been approved by:** Gina Perryman

**Contact number:** 4789

**Date:** Nov 2018

**PCC staff**-Please email a copy of your completed EIA to the Equality and diversity team. We will contact you with any comments or queries about your preliminary EIA.  
Telephone: 023 9283 4789, Email: [equalities@portsmouthcc.gov.uk](mailto:equalities@portsmouthcc.gov.uk)

**CCG staff**-Please email a copy of your completed EIA to the Equality lead who will contact you with any comments or queries about your full EIA. Email: [sehccg.equalityanddiversity@nhs.net](mailto:sehccg.equalityanddiversity@nhs.net)