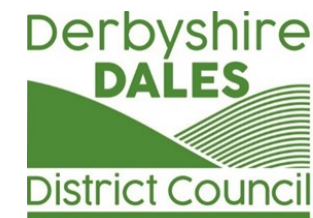


# Derbyshire Dales District Council Equality Impact Assessment



Please refer to the guidance whilst completing this form.

Contact Elizabeth Wilson [elizabeth.wilson@derbyshiredales.gov.uk, or 01269 761240] for support.

## 1. Outline

Information required	Detail
a. Title of policy, practice, service or function being assessed	DRAFT Derbyshire Dales UKSPF investment plan. Summary information on the projects are shown in the following table
b. Links to Service and/or Corporate Plan Ref/s	CP20/PR4 Support businesses to encourage productivity, growth, and higher wage jobs in rural and urban locations.  Also, supports DDDC actions around building safe neighbourhoods, climate change, business advice, and building community infrastructure/social business/CIC
c. Name and Role of Officers conducting assessment	Elizabeth Wilson [Corporate Policy Officer], Giles Dann [Economic Development Manager] Nancy Maitland [Economic Development & Tourism Officer] Gill Chapman [Economic Development & Tourism Officer]
d. Date of assessment	12 July 2022
e. Reason for assessment	Proposed new projects and investments
f. What is the purpose of this policy, practice, service or function? (specify aims and objectives)	Primarily to support businesses by giving advice and access to funding applications, and encourage business start-ups.  Other purposes include improving Matlock town centre, employment site feasibility studies, improving community resilience by developing community infrastructure and businesses

Information required	Detail
g. Are there any other organisations involved in its implementation?	Derbyshire County Council, Derby City Council, High Peak Borough Council, Peak Local Partnership Group Board
h. Likely customer groups to be impacted	Businesses and residents and visitors to Matlock (improved public realm)
i. Other stakeholders likely to be impacted	Partners
<b>Which District Council departments are affected by the policy, practice, service or function?</b>	Regeneration & Policy, Estates, Community Services, legal and Finance
<b>Do any of the objectives directly support or hinder another Council activity?</b>	Support climate change actions and efforts to help businesses diversify and grow

UKSPF Investment Priority	Indicative Activity	Project/s Summary
Communities and Place	Town Centre Public Realm - Matlock Western Gateway improvements	Public realm enhancements (primarily paving) to complement Market Hall development, focused on north side of Bakewell Road at the gateway to the town centre, plus transport hub changes (see separate EIA)
Communities and Place	Development Site Feasibility Studies	Site investigations and other assessments to inform the delivery of strategic development sites yet to be brought forward by private landowners. Lack of delivery is impacting on the provision of new employment floor space within the district and Council's 5 year housing land supply.
Communities and Place	Communities Resilience Fund	Available to community and voluntary organisations, social enterprises and parish and town councils committed to strengthening their local community to help: <ul style="list-style-type: none"> <li>• Maintain key rural services or facilities e.g. seed corn funding to enable a new CIC to take on a village shop due to close</li> </ul>

		<ul style="list-style-type: none"> <li>• Deliver projects which will boost community capacity to help tackle locally identified challenges and support post-pandemic recovery</li> <li>• take local action on climate change to help reduce carbon emissions and promote behaviour change</li> </ul>
Supporting local businesses and People and Skills	Peak Rural Innovation Programme [PRIP]	Grant scheme targeted at small and micro businesses inc. social enterprises to assist business diversification, growth, adaptation and longer term resilience. Priority to be given to businesses operating from business premises and employing staff.
Supporting Local Business	Decarbonise support	Energy audit and carbon reduction support for Derbyshire Dales SMEs delivered in partnership with Derby and Derbyshire Local Authorities
Supporting local businesses	Business Advice	Co-ordinated business support offer providing generic and specialist business advice services to support established SMEs, developed with strategic partners - UKSPF funding will be used to support both the extension and joint commissioning of business support services with other local authorities to assist business diversification, growth and productivity.
Supporting local businesses	Business Start-Up Programme	Delivered as part of the Vision Derbyshire initiative, providing free 1:1 advice and seed-corn grant support to new start businesses within the first year of trading.

## 2. Assessing Relevance to the General Equality Duty

The General Equality Duty has three aims which require the District Council to have due regard to the need to:	Tick those which are relevant ✓
1. Eliminate unlawful discrimination (both direct or indirect), harassment and victimisation	
2. Advance equality of opportunity between all persons by <ul style="list-style-type: none"> <li>• removing or minimising disadvantages suffered by protected groups;</li> <li>• taking steps to meet the needs of people from protected groups where these are different from the needs of other people</li> <li>• encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low</li> </ul>	✓

The General Equality Duty has three aims which require the District Council to have due regard to the need to:	Tick those which are relevant ✓
3. Foster good relations between different groups	

**3. What existing information / data do you have / monitor about different diverse groups in relation to this policy, practice, service or function?**

For example: previous EIA's, reports, surveys, demographic data etc.

Information / Data	Data source and date	Information relevant to proposed policy/service/function
<p>Office National Statistics 2021 Census  <a href="https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021">https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021</a></p> <p>Projections from  <a href="https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/bulletins/nationalpopulationprojections/2020basedinterim#toc">https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/bulletins/nationalpopulationprojections/2020basedinterim#toc</a></p>	<p>Office National Statistics population datasets – age, sex, households etc</p>	<p>e.g. Derbyshire Dales population has increased by 0.5% from 71,116 to 71,500</p> <p>27.8% of the population in the Derbyshire Dales are over 65</p> <p>The number of households has increased by 5.1%, from 30,744 to 32,300</p> <p>England's population is projected to grow 3.5% between mid-2020 and mid-2030. This would result in 2, 502 more people in the Derbyshire Dales, making the total of 74, 002.</p>
<p>Derbyshire Observatory – business  <a href="https://observatory.derbyshire.gov.uk/businesses/">https://observatory.derbyshire.gov.uk/businesses/</a></p> <p>Derbyshire Dales Profile  <a href="https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/area_profiles/district/Derbyshire_Dales_Area_Profile.pdf">https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/area_profiles/district/Derbyshire_Dales_Area_Profile.pdf</a></p>	<p>Statistics on business types, size, sector, number etc</p>	<p>The number of businesses in Derbyshire in 2021 is 29,935, this is a growth of 0.6% since 2020</p> <p>There are 4,585 businesses in the Derbyshire Dales and the total economic output [million £] in 2019 was 1577</p> <p>Small employers dominate the Derbyshire Dales economy with 90.2% employing less than 10 people</p> <p>In 2019/20 the number of active enterprises in the Derbyshire Dales have reduced by 1.8%</p>

<p>ONS Business Directory  <a href="https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/businessdemographyreferenceable">https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/businessdemographyreferenceable</a></p>	<p>Annual data on births, deaths and survivals of businesses in the UK, by geographical area and Standard Industrial Classification</p>	<p>In 2020 in the Derbyshire Dales;</p> <ul style="list-style-type: none"> <li>• 300 businesses were born</li> <li>• 305 businesses died</li> <li>• there were 4055 active business enterprises</li> <li>• there were 15 high growth enterprises</li> <li>• 440 enterprises had 10+ employees</li> </ul>
<p>Labour productivity  <a href="https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/datasets/subregionalproductivitylabourproductivityindicesbylocalauthoritydistrict">https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/datasets/subregionalproductivitylabourproductivityindicesbylocalauthoritydistrict</a></p>	<p>Annual labour productivity (gross value added (GVA) per hour worked and GVA per filled job) indices by local authority districts.</p>	<p>In 2020, the GVA per hour worked for the UK was 100, in the Derbyshire Dales it was much lower at 67.1</p> <p>In 2020 GVA per hour worked [in £s] in the UK was 37.7, in the Derbyshire Dales it was lower at 25.3</p>
<p>Derbyshire Dales Economic Plan 2019-2033  <a href="https://www.derbyshiredales.gov.uk/images/E/Economic_Development/Derbyshire_Dales_Economic_Plan_2019-2033.pdf">https://www.derbyshiredales.gov.uk/images/E/Economic_Development/Derbyshire_Dales_Economic_Plan_2019-2033.pdf</a></p>	<p>Derbyshire Dales Economic Plan</p>	<p>In common with other rural areas the Dales economy is characterised by a predominance of smaller businesses. The majority of firms (87%) employ less than 10 people, some 6% employ up to 20 and 3% employ 50+, including larger employers of strategic importance to the local economy.</p> <p>Sector strengths in manufacturing</p> <p>Significant visitor economy</p>
<p>Government statistics  <a href="https://www.gov.uk/government/statistics/business-population-estimates-2019/business-population-estimates-for-the-uk-and-regions-2019-statistical-release-html">https://www.gov.uk/government/statistics/business-population-estimates-2019/business-population-estimates-for-the-uk-and-regions-2019-statistical-release-html</a></p>	<p>Business population estimates for the UK and regions: 2019 statistical release</p>	<p>SMEs (small and medium-sized enterprises) account for 99.9% of the business population (5.9 million businesses) in the UK</p> <p>76% of businesses did not employ anyone aside from the owner(s)</p>

<p>UK Business Counts 2019  <a href="https://www.nomisweb.co.uk/reports/mp/la/1946157136/report.aspx?#idbr">https://www.nomisweb.co.uk/reports/mp/la/1946157136/report.aspx?#idbr</a></p>	<p>Inter Departmental Business Register (ONS)</p>	<p>Approx. 4,240 micro businesses and 400 small businesses in the Dales in 2019 registered for VAT or PAYE).</p>
<p>Women and Stem  <a href="https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics">https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics</a></p>	<p>Women in STEM statistics</p>	<p>In 2019 24% of STEM roles were occupied by women, only 10% of engineering professionals were women, 25% of science and engineering technicians, 16% were IT professionals</p>
<p>Rose Report  <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784324/RoseReview_Digital_FINAL.PDF">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784324/RoseReview_Digital_FINAL.PDF</a></p>	<p>Government review of female entrepreneurship (2019)</p>	<p>For every 10 male UK entrepreneurs, there are fewer than five female entrepreneurs</p> <p>Women are only half as likely as men to launch an enterprise</p> <p>Only 37% of businesses in Derbyshire are owned by women</p>
<p>Labour Market Profile  <a href="https://www.nomisweb.co.uk/reports/mp/la/1946157136/report.aspx">https://www.nomisweb.co.uk/reports/mp/la/1946157136/report.aspx</a></p>	<p>Derbyshire Dales Labour Market Profile 2021</p>	<p>13.8% of population were self-employed, higher than the GB rate of 9.3%</p> <p>In the East Midlands almost double the amount of men [10.9%] are self-employed compared to women [5.9%]. [No figures available for Derbyshire Dales]</p> <p>3.4% of Derbyshire Dales residents are unemployed, lower than the GB figure is 4.4%</p> <p>Lowest workplace weekly pay and highest house price to wage ratio in sub-region</p>

D2N2 <a href="https://app.powerbi.com/view?r=eyJrljoiMDkxNGQwYWVlYzlwYy00MG15LTk4MDgtZDdlOGE4MWEzMmE1IiwidCI6ImFmMzZlZDZkLWlxZmMtNGEyMC1iNzgzLWEwMjk5YTE0OGZiZCJ9">https://app.powerbi.com/view?r=eyJrljoiMDkxNGQwYWVlYzlwYy00MG15LTk4MDgtZDdlOGE4MWEzMmE1IiwidCI6ImFmMzZlZDZkLWlxZmMtNGEyMC1iNzgzLWEwMjk5YTE0OGZiZCJ9</a>	Employment growth expectations	At 2022, quarter 2, the impact of Covid; <ul style="list-style-type: none"> <li>• Employment - minus 2.3%</li> <li>• Sales - minus 3.2%</li> <li>• Investment – minus 3.1%</li> </ul>
Derbyshire Dales Equalities Profile <a href="https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/census_profiles/equalities_profile/district/Derbyshire_Dales.pdf">https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/census_profiles/equalities_profile/district/Derbyshire_Dales.pdf</a>	Derbyshire Observatory; taken from Census 2011 - national survey of all households	e.g. 19.7% of households are deprived in 2 or more areas

#### 4. Consultation and engagement

##### 4a. If no consultation has taken place OR is unnecessary, please explain why.

Partner workshop held on 16 June and member workshop on 21 June. Evidence base: challenges and opportunities considered and views sought on potential interventions to help inform draft plan preparation. Draft Investment Plan shared for comment – See Council report 26 July 2022

##### 4b. Add the results of any completed consultation and how it has/will inform the development of the policy/service.

Who did you consult with?	How and when	Outcomes/Results	Implications and amendments as a result of consultation
See Council report 26.07.22	See Council report 26.07.22	See Council report 26.07.22	Comments considered in preparing draft plan

##### 4c. Add consultation plans and results here



Think about who the stakeholders are? How will you gather their views? By when?  
Remember to complete a Consultation Proposal form to access support and refer to the guides.

Who will you consult with?	How and When	Results	Implications and amendments as a result of consultation
Further consultation will take place as appropriate and if necessary for individual projects, as the project plans develop			

**5. Based on the evidence above, does the policy, practice, service or function have a positive or negative impact on any protected group(s)?**

The following table provides a summary of the key elements identified for each project at this stage of their development.

UKSPF Investment Priority	Indicative Activity	Equality Impact Assessment	Mitigating Actions
Communities and Place	Matlock Western Gateway improvements	<p><b>Age</b> – better signage, street furniture and pavement surfaces will help young children and older people with mobility problems Walking further to access taxis may be problematic for some people; particularly as they will have to carry shopping bags further. The provision of a shelter will protect vulnerable people from the weather as they wait for taxis.</p> <p><b>Disability</b> - better signage, street furniture and pavement surfaces will help young children and older people with mobility problems. Walking further to access taxis may be problematic for some people;</p>	<p>Ensure the taxi shelter is usable by all</p> <p>Ensure the taxi shelter provides sufficient protection from rain and wind, and includes seats</p> <p>Improve lighting</p>

		<p>particularly as they will have to carry shopping bags further. The provision of a shelter will protect vulnerable people for the weather as they wait for taxis.</p> <p><b>All protected groups</b> – better lighting will support people feeling safe, particularly in the dark. The proposed new taxi waiting area will need more lighting as it is in a more isolated area</p> <p><b>Other</b> – improved signage will help visitors who are unfamiliar with Matlock to locate the taxis</p>	
Communities and Place	Development Site Feasibility Studies	Sites need to be easily accessible by public transport for employees who do not own vehicles. To meet equality requirements sites should also be well-lit and fully accessible to wheelchair users and other people with mobility problems when developed	Consultation on development proposals emerging from studies
Communities and Place	Communities Resilience Fund	<p>Grant availability should be promoted using a range of media and communication channels to ensure hard to reach groups have knowledge of the opportunities. In rural areas, access to the reliable, stable internet is likely to be a challenge.</p> <p>To ensure grant applications are accessible it must be possible to complete the application process in other ways, not exclusively online.</p> <p>Criteria for the competitive grant approval process must not discriminate any person with a protected characteristic</p>	Work with Parish Councils to ensure opportunities are communicated to all voluntary organisations and social enterprises i.e. not solely online application
Supporting local businesses and People and Skills	Peak Rural Innovation Programme	It is recommended that grants be promoted using a range of media and communication channels to ensure under represented and hard to reach groups have knowledge of the opportunities. In rural areas, access to the reliable, stable internet is likely to be a challenge.	Work with partners and other agencies to ensure opportunities are communicated to all

		<p>To ensure grant applications are accessible it must be possible to complete the application process in a range of ways, not exclusively online.</p> <p>Criteria for grant approval must not discriminate any person with a protected characteristic</p> <p>Tier 2 and 3 grants focus on sectors not usually lead by/employing women</p>	<p>Provide telephone assistance to applicants to complete application forms if required</p> <p>Aim marketing and support offers at women via channels more likely to be seen by women</p>
Supporting Local Business	Decarbonise support	<p>It is recommended that grants be promoted using a range of media and communication channels to ensure under represented and hard to reach groups have knowledge of the opportunities. In rural areas, access to the reliable, stable internet is likely to be a challenge.</p> <p>To ensure grant applications are accessible it must be possible to complete the application process in a range of ways, not exclusively online.</p>	Promote offer widely to potential business beneficiaries
Supporting local businesses	Business Advice	<p>This Derbyshire Dales Business Advice service is a positive way of supporting businesses in accessing specialist support to improve productivity and growth.</p> <p>It is advised that promotion of the advice service uses a range of media and communication channels to ensure under represented and hard to reach groups have knowledge of the opportunities. In rural areas, access to the reliable, stable internet is likely to be a challenge requiring the continuation of face to face advice as appropriate</p> <p>Workshops and events will enable 1: many support open to all</p>	Ensure face to face workshops and events are held in accessible venues within the Derbyshire Dales
Supporting local businesses	Extension of Business Start-Up Programme	This free service is a positive way of supporting all new start businesses to access 1:1 advice and grants	Work with partners and other agencies to ensure opportunities are communicated to all hard to reach groups

		It is advised that promotion of the advice service uses a range of media and communication channels to ensure under represented and hard to reach groups have knowledge of the opportunities. In rural areas, access to the reliable, stable internet is likely to be a challenge	Aim more marketing and support offers at women via channels more likely to be seen by women
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**5a. Are there any local priority groups / factors which should be considered?**

<b>Other factors</b>	<b>Positive effects</b>	<b>Negative effects</b>	<b>Improvement actions</b>
<b>Rural areas</b>	Increased employment opportunities	Public transport may not be available for residents to access new jobs, or the improved facilities in Matlock	Ensure potential employment sites are accessible by public transport
<b>Poverty / deprivation</b>	Increased employment opportunities	Public transport may not be available for residents to access new jobs, or the improved facilities in Matlock  Employment opportunities in the tourism sector are often low paid, part time and/or temporary	Ensure potential employment sites are accessible by public transport  Ensure support for job creation is focussed in permanent roles with higher than living wage salary levels

**6. Commissioned / outsourced services**

Is your policy, practice, service or function partly or wholly provided by any external organisation / agency?	Yes – projects are being developed and will be delivered with a range of partners
If yes, please list any contractual or other arrangements which aim to ensure that the provider promotes equality and diversity (e.g. <i>monitoring data</i> )	Contracts and arrangements to be agreed in due course, as projects are developed.

## 7. Summary

Use this space to summarise key data and its implications, the key issues to be addressed, potential actions to address them and any other points relevant to the Policy/service.

No significant equalities impacts identified based on the interventions and activities proposed. Improvement actions identified with regard to project delivery to be implemented at delivery stage.

## 8. Improvement Plan

Key issues identified	Actions
Included above	Improvement actions included above

**PLEASE FORWARD THE COMPLETED FORM TO THE POLICY MANAGER / POLICY OFFICER (Consultation & Equalities)**

Signed \_\_\_\_\_(Completing Officer)