

EIA WLEP: Transfer of Local Enterprise Partnership Functions to the Council

Considering the potential, anticipated, probable and definite impacts of **negative, neutral, and positive** outcomes and evidencing our due regard on each of the protected characteristics listed below; as per our Public Sector Equality Duty, in line with The Equality Act 2010. The below content meets the requirements for compliance.

This is a centralised government policy change and decision, out of scope for rejection by local authorities, however the changes advised by government are already encompassed in our delivery of the WLEP, and minimal changes will be felt based on this 'change', from a service delivery perspective (ref point 7 in the report attached). Residents, colleagues, local businesses and stakeholders may be impacted longer term by changes following further guidance and advice from government, from March 2025 (ref point 9 in the report attached), and a new assessment and screening will be completed as per process for this future phase of change and work.

Age:

Due to the nature of the work delivered by the WLEP, there may be impacts based on age, specifically for those of working age. The WLEP supports businesses, skills development, start-ups and employment across the county and therefore any changes may have a differential impact based on age. However, no negative impacts are anticipated or likely based on age, and training, learning, development and employment opportunity will remain unaffected during this phase of work. Those of working age, and young people about to start their careers will benefit from the schemes and support planned ahead.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

Disability:

No differential impact known based on being disabled or non-disabled, however we do not routinely capture or hold information relevant to this protected characteristic, as the WLEP. As a council we are registered as Disability Confident, and encourage other organisations and stakeholders to sign up and work towards level 1. We cannot eliminate the possibility of differential impact based on disability, we will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

Gender reassignment:

No differential impact known based on a person or group, having had or considering gender reassignment, or by the status or identity of their assumed, definitive or potential gender (if different from that assigned at birth), we cannot eliminate the possibility of differential impact based on this identity. We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

Marriage & civil:

No differential impact known based on marriage or civil partnership, or indeed any marital status.

We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

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Pregnancy & maternity:

No differential impact known based on being pregnant or in a period of maternity (6 months post birth).

We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

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Race:

No differential impact known based on race, including ethnicity, national identity or culture, in addition to the terminology of the protected characteristic of race.

We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

Religion & belief:

No differential impact known based on religion and or belief, or no belief.

We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

Sex:

No differential impact known based on sex.

We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

Sexual orientation:

No differential impact known based on sexual orientation.

We do not currently capture or hold any relevant information or data based on those working with, being supported by, or those engaging with the WLEP based on this category. We will aim to support any needs, adjustments, accessibility or requirements by individuals or groups, in order to enable equitable access and inclusion in projects and schemes delivered under the WLEP and other council related activity.

If during the delivery of the programme it is found there are negative impacts for people based on their protected characteristic, we will review the root cause, and aim to mitigate any negative and differential impacts. This will subsequently form part of any future JIA screening, and full impact assessments.

General feedback:

Joint Impact Assessment screening (JIAs) and subsequent Equality Impact Assessment, are / will be managed by senior managers with relevant responsibility and accountability for the WLEP, and support can be provided along with training to ensure full, complete and appropriate actions are captured within the assessment during the next phase where we as WCC and the WLEP will make budgetary, system, resource and delivery changes potentially for the phase of work planned for post-March 2025, aligned with organisational wide corporate and business planning.