

# Interim Equality Analysis Report – Sefton Economic Strategy-Consultation 2022

The Sefton Economic Strategy (SES) 2022 is an update, refresh and re-purposing of SES 2019. It also builds on the work of the Sefton Strategic Recovery Plan (Economy) produced in May 2021 and sets out the Council's Economic priorities to help lead the recovery process from the COVID-19 pandemic. The plan will set our Sefton's strategic priorities for:

1. Employment and opportunities for work
2. Business Growth & Investment
3. Social inclusion and access for all
4. Regenerated places

The strategy consultation document provides an economic evidence base which looks all aspects of the Sefton economy including trends for business, employment, and the wider borough economy. The strategy will form the basis of an economic framework and associated action plans for delivering specific projects and programmes. This will be achieved by working collectively and collaboratively with partners and stakeholders, which intend to create positive outcomes for individuals and communities.

## Ramifications of Proposal:

The whole population of Sefton will be affected. Economic impacts affect all people who live, work, visit and study in the borough.

The Sefton Economic Strategy will set both a framework and associated activity plans purpose is to help ensure that our priorities and delivery is effective across the whole of the borough.

The strategy does highlight that there are potentially groups of people who have been particularly impacted by the economic downturn mostly attributed to the effects of the Covid-19 pandemic but also including long-standing issues that have affected the economy:

- People who work in the Hospitality Leisure , Healthcare and town centre Retail sectors
- Lower skilled and lower paid (because of the employment opportunities in the industries affected)
- Female members of the workforce
- People who are long-term unemployed or furthest away from the labour market
- People who have been lost their jobs as a result of the pandemic
- People with disabilities or health conditions affecting their ability to engage with the labour market

## Are there any protected characteristics that will be disproportionately affected in comparison to others?

Age

The objectives of the Sefton Economic Strategy (Employment & Access to work) are likely to have a

	<p>positive impact on individuals and communities with regards to the protected characteristic of age, with specific initiatives included to support younger people.</p> <p>We also recognise that older people seeking employment may be affected and we have put in place some provision to ensure they have access to assistance</p> <p>A potential barrier may be access to and the availability of information about the Strategy and any planned actions/activities arising from it. Any marketing of these initiatives may need to be targeted to ensure that demographics are aware of these initiatives and can access the opportunities available.</p>
<p>Disability (physical, visual, hearing, learning disabilities and mental health)</p>	<p>The objectives of the Sefton Economic Strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristic of disability.</p> <p>Any specific initiatives included within the Strategy action plan will support people with disabilities and should create a positive impact on this characteristic.</p> <p>People with disabilities or long-term conditions face much higher levels of worklessness than others. A potential barrier may be access to and the availability of information about the Strategy and any planned actions/activities arising from it. This includes people with learning disabilities or learning difficulties who may require additional support to appreciate what opportunities are available. Having information in accessible formats will help to ensure being able to access the opportunities. Involving the support of Advocacy Groups can also help with the engagement of the recovery approach.</p> <p>People who have lost their jobs as a result of COVID-19 may also be experiencing poor mental health and the impact of COVID-19 is likely to increase the demand for mental health services. People who have been displaced in this way may experience a lack of confidence about returning to the workplace or to a new area of work outside their experience The training schemes can support this, as can guidance and support to employers on creating proactive approaches to risk assessment for staff, including physical and mental</p>

<p>Carers</p>	<p>health which can support the return to work/employment.</p> <p>We recognise that poor mental health can affect significant numbers of people of any age and any background(evidenced by the reported increase among young people – and we expect that all activity arising from this Strategy will reflect this changing landscape and incorporate additional measures to address this.</p> <p>During COVID and the subsequent lockdowns the Carers Centre have reported that it has been extremely difficult for some carers to the people they care for to have respite or to pursue employment or training. This may continue as we enter the recovery period as the people who they care for may require more care and support, leaving carers with reduced time to access training and employment opportunities and return to work/workforce. Working with the Sefton Carers Centre will help to understand further the needs of carers and share the support available.</p>
<p>Gender Reassignment</p>	<p>The objectives of the Sefton Economic Strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristic of gender reassignment.</p> <p>A potential barrier may be access to and availability of relevant information on national and local support for gender-reassignment, both within the Council and other organisations (employers). Therefore, additional monitoring of this protected characteristic may be required.</p>
<p>Marriage and Civil Partnership</p>	<p>The objectives of the Sefton Economic Strategy will provide positive impacts for all members of the community and fully includes individuals within the protected characteristic of marriage and civil partnership. We will promote equality and diversity in recruitment with all employers we work with.</p>
<p>Race</p>	<p>The objectives of the Sefton Economic Strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristic of race, however the following should be considered:</p> <ul style="list-style-type: none"> <li>• A potential negative impact may occur for individuals/communities where English is not their first or second language and therefore</li> </ul>

<p>Gypsy &amp; Romany Travellers</p> <p>Migrant workers</p> <p>Asylum Seekers and Refugees</p>	<p>inadvertently lack engagement with the recovery approach and may need support to understand national/ local guidance.</p> <ul style="list-style-type: none"> <li>• Largely mobile population and some of the population may have lower literacy levels and less access to education - who are more likely to miss information about the recovery and training and employment opportunities.</li> <li>• Migrant workers being furloughed during the lockdown have been anxious about income levels and statutory sick pay incomes and haven't been informed by their employers of the Government guidance and shielding rights<sup>1</sup></li> <li>• There may be concerns around the impact in immigration status.</li> </ul> <p>Where appropriate information in appropriate languages and in accessible formats can be available to mitigate and barriers.</p> <p>Work with employers to ensure that they have access to up to date, relevant Government Guidance equalities and promote opportunities for all Sefton communities</p> <p>The Council and partners will ensure communication is effective, clear and where appropriate translated in other languages. They will also work closely with trusted organisations and individuals, in a culturally appropriate and sensitive way to ensure that recovery is experienced across all of Sefton.</p> <ul style="list-style-type: none"> <li>• Irish Community Care <a href="http://iccm.org.uk/contact/">http://iccm.org.uk/contact/</a></li> <li>• Sefton CVS BME Community Development Project</li> <li>• Migrant Workers Sefton Community Charity</li> </ul>
<p>Religion and Belief (includes no belief)</p>	<p>The objectives of the Sefton Economic Strategy will provide positive impacts for all members of the community and fully includes individuals within the protected characteristic of religion and belief.</p>
<p>Sex</p>	<p>The objectives of the Sefton Economic Strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristic of sex.</p>

<sup>1</sup> BME Community Development Worker Report – CVS - 2020

	<p>A potential barrier may be access to and the availability of information about the Strategy and any planned actions/activities arising from it. Any marketing of these initiatives may need to be targeted to ensure that both men and women (including those furthest away from the labour market) are aware of these initiatives and can access the opportunities available.</p> <p>We recognise there are some sectors of our labour market where employment of males or females dominate and there is unequal representation of the sexes, both across the workforce and within managerial structures. We aim to ensure that all our activity will promote equality of access and opportunity and will take relevant action to encourage more diverse recruitment and progression wherever possible.</p> <p>.</p>
Sexual Orientation	<p>The objectives of the Sefton Economic Strategy are likely to have a positive impact on individuals and communities with regards to the protected characteristic of sexual orientation.</p> <p>A potential barrier may be access to and availability of relevant information on national and local information on sexual orientation, both within the Council and other organisations (employers). Therefore, additional monitoring of this protected characteristic may be required.</p> <p>The Strategy will be delivered in the context of the work undertaken by the Council and its partners related to the NAVAJO standard of access for all LGBTQi plus groups</p>
Pregnancy and Maternity	<p>The objectives of the Sefton Economic Strategy will provide positive impacts for all members of the community and fully includes individuals within the protected characteristic pregnancy and maternity.</p> <p>We will ensure that employers are signposted to relevant sources of information and support, so they are aware of best practice in this area. We will also provide guidance and signposting for individual community members on their rights in relation to pregnancy and maternity in the context of employment and training.</p>

## Consultation:

### Is there evidence that the Public Sector Equality Duties will be met?

*The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:*

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.*
- 3. Foster good relations between people who share a protected characteristic and those who do not.*

*The Act explains that having due regard for advancing equality involves:*

- Removing or minimising disadvantages suffered by people due to their protected characteristics.*
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.*

The objectives of the Sefton Economic Strategy will provide positive impacts for all individuals and communities.

The Sefton Economic Strategy aims to create inclusive communities and foster good community relations, building aspiration and confidence.

Key initiatives within the approach are focused on involving communities, giving them a voice and supporting them to be involved in decision-making. Therefore, this is likely to be a further positive impact on individuals and communities with regards to community cohesion.

A potential barrier may be access to and the availability of information about the Strategy and any planned actions/activities arising from it and having information in accessible formats will help to ensure them being able to access the opportunities. Involving the support of Sefton@work, the Carers Centre, Advocacy Groups and VCF Networks can also help with the engagement of the recovery approach.

Sefton Council (and Sefton@Work) will work collaboratively with communities, businesses, educators and training providers to ensure that it grows its workforce with the right skills,

from those furthest away from the labour market to those most recently displaced due to the pandemic and provide training and apprenticeship opportunities for transitional careers and new skill development.

Sefton Council will drive and promote Social Value through procurement, both as a Council and through shared values with our partners and investors to help create equality of opportunity.

Information will be available in accessible formats and alternative languages, where appropriate, to mitigate any barriers where information needs to be in different ways so it can be understood and therefore inadvertently lack engagement with the Recovery approach.

Partnership working is important to the recovery and the Sefton Economic Strategy builds on the strong, well-established partner relationships in Sefton, to further develop local initiatives for wider social good. These strong relationships will help foster good relations between individuals and communities, helping to create awareness of the programme and specific initiatives so that they are accessible to all.

#### **What actions will follow if proposal accepted by cabinet & Council?**

*Include details of any mitigating action and ongoing monitoring to address any of the equality impacts highlighted above*

- Further consultations and engagement with individual characteristics will take place as part of the ongoing development and individual work programmes.
- Equality Impact Assessments will also be undertaken, if appropriate, on the individual elements of the work programmes. They will seek to mitigate any adverse impact to any of the protected groups.
- Engage with key partners to further understand the issues and mitigations of protected groups, for example People First, Sefton CVS BME Community Development Project, Migrant Workers Sefton Community Charity,, Equal Voice (BME) Network, Sefton Carers Centre, Embrace Network and In Trust Merseyside
- Further consideration of the marketing and communications needed for the Sefton Economic Strategy will be accessible and targeted, where appropriate.
- Continue to promote access to learning from our emerging evidence and best practice across the system.
- All actions will be overseen and monitored by the Economy Cell and Senior/Executive management of the Council.