

# Equality Impact and Needs Assessment Form



NB: Use the electronic MS Word template. Add additional rows and increase box size as required. Make sure your final document is suitable for publishing.

## A) Description

Name of service, function, policy (or other) being assessed

Devon Employment Space Strategy

Directorate or organisation responsible (and service, if it is a policy)

Economy Unit, EEC

Date of assessment (DD/MM/YY)

13/07/09

Date next assessment due (3 years)

13/7/12

Names and/or job titles of people carrying out the assessment

Tom Dixon, Economic Development Officer

Accountable person (e.g. Head of Service)

Keri Denton, Head of Enterprise and Skill

Date EINA Form approved by accountable person (e.g. Head of Service)

1. What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The main purpose of the Devon Employment Space Strategy is to provide guidance and advice, based on research, on the needs for employment space across Devon, through to 2026.

The Strategy estimates demand, geographical spread and the type of space that will be required, and identifies priority sites where intervention would bring forward employment space.

It does this by pulling together a large amount of data and analysis. The data included research covering socio-economic factors, policy, the property market, infrastructure, local plans, employment land studies, interviews, local authorities, key partners (e.g. DCC, SWRDA) and feedback from presentations to the Devon Economic Partnership.

The analysis included site identification, current and potential employment space, site appraisal, scenario modelling, labour supply and demand, intervention scenarios and presentations to the Devon Economic Partnership.

The final implementation plans makes recommendations to meet future employment space need across Devon, including priority sites where intervention may be required.

2. Location or any other relevant information

All Devon

3. List any key policies or procedures to be reviewed as part of this assessment.

4. Who is intended to benefit from the service, function or policy?

All businesses, communities, the wider Devon economy.

5. Who are the stakeholders? What is their interest?

The main stakeholders are the members of the Devon Economic Partnership which includes representation from the public, private and third sectors.

Key stakeholders also include:

- Devon's SMEs
- Devon's communities
- Devon's residents and electorate
- Elected members

6. Are there any concerns at this stage which indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, outcomes of a scrutiny review. Please describe:

The Devon Employment Space Strategy is concerned with offering informed advice and guidance on the short to long term demand for employment space across rural and urban Devon.

By engaging all parties and stakeholders it represents a consensus view across the Devon Economic Partnership. It has been commissioned by SWRDA, researched and written by Cooper Simms, and overseen to completion by Devon County Council on behalf of the Devon Economic Partnership.

The Strategy embodies an extensive range of research, objectively analysed in detail against the background of pre-existing legislation and regional growth plans.

As such, it is an advisory document that might provoke debate and inform decisions, but in no way establishes protocol.

**B) Relevance – Note: if not relevant, do not complete this form**

Select **all** that apply:

7. Service or function that people use.	x
8. Discretion is exercised, or potential for people to experience different outcomes or level of satisfaction.	x
9. Employment policy – where discretion is not exercised.	x
10. Employment policy – where discretion is exercised (e.g. recruitment or disciplinary process).	
11. Concerns at a local, regional or national level of discrimination/inequalities.	
12. Major change such as the closure, removal or transfer of a service/provision.	
13. Community and regeneration strategies, local area agreements and organisational or directorate/partnership strategies/plans.	x

**Scale of relevance**

Low	Section C applies
Medium	
Medium	Sections C & E apply
High	
High	
High	

Other:

State why it is relevant:

How relevant (high, medium or low?):

Mark 'X' to confirm which strands are relevant to the review:

Age		Disability	x
Gender (men and women)		Race/ethnicity	
Trans-gender		Religion/belief	
Sexual orientation		Other (state below)	

Any other (such as Human Rights, people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

**C) Information**

14 What information (monitoring or consultation data) have you got and what is it telling you? *Required where relevance is Medium or High.*

The Strategy is primarily a tool to help inform planners and local authorities about the potential need for employment space into the future (to 2026) across Devon.

An extensive (139pp) Evidence and Analysis report backs up the findings of the Devon Employment Space Strategy, pulling together all relevant data and including extensive interviews with a wide range of stakeholders.

The data included research covering socio-economic factors (economics,

population, employment, economic activity, enterprise, travel to work, occupations, qualifications, earnings, house prices, unemployment, deprivation), policy (EU, national, regional, Local Plans), the property market (office and industrial market), infrastructure (communications, broadband, utilities, transportation), literature (local plans, employment land studies), interviews (local authorities, key partners e.g. DCC, SWRDA, and feedback from presentations to the Devon Economic Partnership), land and floor space (geography, land use, vacant land and buildings, previously developed land).

The data is factual, covers all of Devon, and documents the state of Devon now, and therefore is “equal” in all respects.

The analysis has been carried out in a statistically and scientifically robust manner, neutrally, and without bias or preference, and is therefore “equal” in all respects.

The recommendations and priority sites are advisory, derived from the robust data and analysis exercise detailed above, and provides a prediction, without prejudice, of the employment space requirements across Devon. The priority is to ensure well planned, equitable access to employment space appropriate to location, current and predicted population and the requirements of sustainable settlements.

Full details can be obtained by reading the Devon Employment Space Strategy, which will be available online at <http://www.devoneconomy.co.uk> once published.

## D) Assessment

### 15 Describe any NEGATIVE impacts (actual or potential):

Strand/community	Impact ( <i>how</i> they may be affected). Include assessment of risk (likelihood and severity).
Communities / households across Devon	Advice and guidance is provided on the need for employment space across Devon, now and through to 2026, based on a large evidence base. The Strategy identifies locations that might be bought forward as employment space. In general this accords with Local Plans and Local Development Frameworks. Taken out of context, and read as a charter, there is some risk that a community could argue that they don't want any more employment space, or equally could argue that their community has not been identified as a priority for the provision of employment space.

### 16 Describe any POSITIVE impacts:

Strand/community	Impact ( <i>how</i> they may be affected)
Communities across	Should benefit from appropriate and planned employment

Devon	space that estimates local needs and demand against the wider regional requirements, and ensures sufficient local employment space that will contribute to sustainable communities into the future.

17 Provide any information about NEUTRAL impacts that have been identified (there is neither a positive or negative impact):

Strand/community	Why there is 'no differential impact'
Disability Access	Legislation exists to ensure that any employment space that is developed as a result of guidance in the Devon Employment Space Strategy is compliant with all DDA requirements.

## E) Consultation

18 Did you carry out any consultations? *Required where relevance is High.*

Yes

19 Who was consulted? Include your findings in 15, 16 and 17 above.

Matt Dickens, East Devon District Council  
 Richard Ball, Exeter City Council  
 John Thompson, Exeter City Council  
 John Rigby, Exeter City Council  
 Simon Thornley, Mid Devon District Council  
 Gordon Cleaver, Mid Devon District Council  
 Dave Scott, Mid Devon District Council  
 Ellen Vernon, North Devon District Council  
 Rupert Owen, Plymouth City Council  
 Richard Grant, Plymouth City Council  
 Michael Cozens, South Hams District  
 Tristan Peat, Teignbridge District Council  
 Allie Clark, Teignbridge District Council  
 Kevin Gilding, Teignbridge District Council  
 Richard Morgan, Torbay Development Agency  
 Vanessa Saunders, Torridge District Council  
 Paul Winter, Torridge District Council  
 Sean Fielding, Torridge District Council  
 Tim Beavon, West Devon District  
 Chris Dunford, West Devon District  
 Alice Ordridge, SWRDA  
 Jessica Potter, SWRDA  
 Janet McCarthy, Devon County Council

Joe Keech, Devon County Council  
James Wilson, South West RDA  
Jessica Potter, South West RDA  
Lynn DelGreco, South West RDA  
Karime Hassan, East Devon District Council  
Richard Morgan, Torbay Borough Council  
Steve Pitcher, North Devon District Council  
Tim Beavon, West Devon Borough Council  
Pete Tansey, BT  
Jeremy Filmer-Bennett, Devon & Cornwall Business Council  
Robin Makeig-Jones, Devon Renaissance  
Ian McGregor, Exeter Business Forum  
Peter Lacey, Exeter Vision Partnership  
Carl Budden, South West RDA  
Alice Ordridge, South West RDA  
Lynn Del-Greco, South West RDA  
Mike Yeo, Torbay Council  
Kevin Atkinson, Torbay Development Agency  
Andrew Bannock, SWRDA  
Andy White, GHK  
Carrie-Anne Hiscock, SWRDA  
James Wilson, SWRDA  
Alison McCaig, SWRDA  
Andy Wood, SWRDA  
David James, SWRDA  
Hannah Smith, SWRDA  
Donna Moore, SWRDA  
James Watt, SWRDA  
Nigel Jump, SWRDA  
Kate Martin, Plymouth City Council  
Alan Denby, Torbay Development Agency  
Jamie Evans, Devon County Council  
John Baker, Devon County Council  
Gareth Bradford, Devon County Council  
Keri Denton, Devon County Council  
Andrew Lightfoot, Devon County Council  
Steve Albrighton, Devon County Council  
Andy Marlton, South Hams District Council  
Mary Elkington, Teignbridge District Council  
Colin Mablethorpe, Torridge District Council  
Katerina Homenidou, Cambridge Econometrics  
Andrew Austen, North Devon  
Liz Abell, Devon Renaissance  
Lorna Bell, University of Plymouth  
Simon Mallett, Devon Renaissance  
Ben Trickey, Summerfield Developments  
Bob Nicholson, Crest Nicholson  
Terry Murch, Midas Developments  
Miles Carden, Priority Sites  
Paul Goodes, Eagle One  
Emma Faraday, Firmac Developments

20 Describe other research, studies or information used to assist with the assessment and include your findings above:

As mentioned in (14) above, an extensive (139pp) Evidence and Analysis report backs up the findings of the Devon Employment Space Strategy, pulling together all relevant data and including extensive interviews with a wide range of stakeholders.

The data included research covering socio-economic factors (economics, population, employment, economic activity, enterprise, travel to work, occupations, qualifications, earnings, house prices, unemployment, deprivation), policy (EU, national, regional, Local Plans), the property market (office and industrial market), infrastructure (communications, broadband, utilities, transportation), literature (local plans, employment land studies), interviews (local authorities, key partners e.g. DCC, SWRDA, and feedback from presentations to the Devon Economic Partnership), land and floor space (geography, land use, vacant land and buildings, previously developed land).

The data is factual, covers all of Devon, and documents the state of Devon now, and therefore is “equal” in all respects.

The analysis has been carried out in a statistically and scientifically robust manner, neutrally, and without bias or preference, and is therefore “equal” in all respects.

The recommendations and priority sites are advisory, derived from the robust data and analysis exercise detailed above, and provides a prediction, without prejudice, of the employment space requirements across Devon. This priority is to ensure well planned, equitable access to employment space appropriate to location, current and predicted population and the requirements of sustainable settlements.

## F) Conclusions

	<b>Action/objective/target OR Justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/O</b>
a)	<p>The DESS outlines the predicted requirement for employment space, based on factual data and analysis.</p> <p>The next step is to formulate the Devon County Council (DCC) Action Plan that will outline what DCC will do to ensure employment space requirements are met.</p> <p>This will include a review and refinement of this EINA as specific actions are identified and implemented.</p>	<p>Time from Economic Development Officer, Equalities Officer.</p>	<p>Review EINA in light of Action Plan, due September/October</p>	S

b)			
c)			
d)			

(I) Taking immediate effect.

(R) Recommended to Council/Directors through a Committee or other Report\*.

(S) Added to the Service Plan.

(O) Added to the Fair for All Programme (as an organisational improvement)\*\*

Send your form to the person responsible for equality in your directorate for publishing on the website at: [www.devon.gov.uk/equality\\_impact\\_needs\\_assess](http://www.devon.gov.uk/equality_impact_needs_assess).