

Equality Impact Assessment

Name of project/proposal	T19 Economic Development Operating Model
Originator	Poyntz-Wright, Patrick
Email address	Patrick.Poyntz-Wright@hants.gov.uk
Department	Economy, Transport and Environment
Date of Assessment	21 Aug 2017

Description of Service / Policy

The Economic Development function plays a significant and valuable role in supporting the economy and prosperity of Hampshire. Key priorities include:

- Business Growth – supporting indigenous growth and enabling the attraction of inward investment into Hampshire, with a specific focus on key sectors including aerospace & defence, marine & maritime, financial services and digital;
- Regeneration and Development – facilitating transformational regeneration projects such as the Solent Enterprise Zone (Daedalus) and the new Farnborough International Conference and Exhibition Centre;
- Tourism – being a key sector for Hampshire, the County Council is the primary tourism promotion organisation for the county, through the Visit Hampshire service. Geographical impact*

Description of proposed change

Reduce department-wide staff revenue costs whilst still delivering good quality core services for customers. The new Operating Model will introduce new ways of working, including digital approaches, across all of the Department's services. This will primarily impact on staff, the precise nature of which is to be confirmed but likely to be medium. It remains too early at this stage to determine what impact there will be on service users and partners. Further equalities impact assessments will be carried out as appropriate when proposals become clearer, including where necessary taking into consideration the profile of staff in affected areas to determine likely impact upon people with protected characteristics..

Engagement and consultation

Has engagement or consultation been carried out? Planned

No specific consultation has been carried out on this proposal. However, the County Council carried out a major consultation exercise over the Summer of 2017 on a range of options for finding further budget savings, including increasing council tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing services, or indeed making revised charges. The outcome of this consultation will be reported to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations**Impact**

Age	Neutral
Disability	Neutral
Sexual Orientation	Neutral
Race	Neutral
Religion and Belief	Neutral
Gender Reassignment	Neutral
Gender	Neutral
Marriage and civil partnership	Neutral
Pregnancy and Maternity	Neutral

Other policy considerations

Poverty	Neutral
Rurality	Neutral

Neutrality Statement	At present, there is no reason to think that emerging proposals will result in disproportionate impacts upon people with protected characteristics. However, as proposals develop, further impact assessments will be undertaken as appropriate to inform decision making, and where necessary this will involve reference to staff profiles to determine the impact upon people with protected characteristics.
----------------------	--

Additional Information

The savings proposals for Economic Development have been deliberately designed so as to absolutely minimise the impact on our effectiveness to deliver services which support the economy in Hampshire. This will be primarily achieved through greater pooling of resources with partner organisations, and continued focus on those activities which have maximum positive economic impact.