

Appendix 2: Equality Analysis Report Template

Title:	EZ Newhaven
EA Lead :	Peter Sharp
EA Team:	Regeneration & Investment
Date Commenced:	20 January 2016
Target Completion Date:	2 February 2016
Reason for assessment:	Successful bid to establish an Enterprise Zone on eight specific sites across Newhaven

Context and Scope

1. What are the main purposes and aims of the service/project/decision?

The designation of eight strategic sites across Newhaven as an Enterprise Zone will facilitate the development and growth of the local economy, creating new employment opportunities and an increased level of business investment in the town. Enterprise Zone status also fits well with the wider business support activities undertaken by LDC's Regeneration and Investment team (see Equality Analysis on Business Support).

2. What effect does it have on how other organisations operate and what commitments of resources are involved?

The impact on other organisations will vary considerably. Different sites within the Enterprise Zone will come forward for development at different times over the 25-year lifespan of the Enterprise Zone. In addition, the majority of the sites included are not in LDC's ownership. This will limit the level of involvement that LDC can play in the development of such sites – at least above ensuring that the sites are allocated for intensification of employment uses.

3. How does it relate to the demographics and needs of the local community?

Newhaven has suffered from years of stagnation and decline, but retains substantial physical capacity for growth. Enterprise Zone designation has the potential to achieve high levels of additionality through accelerated development – bringing about a catalytic effect that supports increased high value business specialism and significant employment growth, as well as addressing the need for greater economic diversification.

Supported by Enterprise Zone designation, the development of the eight specific sites offers a tangible opportunity to upskill local residents. Newhaven is characterised by a lower than average skills profile, whilst Census 2011 data showed that local people are 40% more likely to have an unskilled or elementary occupation than the average resident of East Sussex.

Qualification Level	Newhaven	East Sussex	Greater Brighton
NVQ4+	18.4%	26.2%	32.1%
NVQ3	12.5%	12.0%	13.8%
Apprenticeship	3.6%	3.5%	3.0%
NVQ2	16.7%	16.8%	15.1%
NVQ1	18.3%	14.1%	12.9%
No Qualifications	25.8%	22.6%	18.3%
Other	4.6%	4.7%	4.8%

Source: Census 2011

Enterprise Zone designation will create new employment opportunities for local people, offering training and apprenticeships in high-growth sectors, as well as addressing the structural weaknesses in the town's employment and labour markets that have been identified by recent consultant's studies. The new UTC@harbourside further maximises the potential to upskill the local workforce and create new opportunities for local people.

4. How does it relate to the local and national political context?

The Enterprise Zone fits well with the wider context. Newhaven has long been recognised as a key 'Opportunity Area' in strategic documents prepared by key regional bodies including both Coast to Capital and South East Local Enterprise Partnerships. Furthermore, the Greater Brighton City Deal clearly identified Newhaven as an emerging hub for the Low Carbon and Environmental Goods (LCEGS) sector – focused on renewable technologies – noting that *“investment in Newhaven has started to pay dividends, with investor interest supporting the development of the renewable energy and clean-tech sector.”* Enterprise Zone designation offers the potential to capitalise



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on this emerging hub to deliver real growth and positive change for the town and its hinterland, through creating and sustaining a variety of employment opportunities for all local residents of working age.

5. Is there any obvious impact on particular equality groups?

	Race (includes ethnic or national origins, colour, & nationality)			Disability (includes mental & physical)			Gender (includes gender reassignment)			Pregnancy (includes maternity & paternity)			Sexual Orientation (includes heterosexual, homosexual & bisexual)			Religion & Belief (includes all faiths, beliefs & agnostic)			Age (includes all age groups)		
	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None
Impact																					
Tick if relevant			X			X			X			X			X			X			X

6. How does it help to us meet our general duties under the Equality Act 2010?

The designation of an Enterprise Zone in Newhaven will create a higher level of inward investment, leading to an increased level of employment and training opportunities for local residents. However as noted in Q7, below, it would not be prudent to make assumptions at this stage.

7. What is the scope of this analysis?

The scope of this analysis is very difficult to accurately identify, as the Enterprise Zone does not officially start until April 2017. We cannot make assumptions on the type of businesses that may be attracted to the Enterprise Zone, nor the type and number of employment and training opportunities that these businesses may create.

Information gathering and research

8. What existing information and data was obtained and considered in the assessment?

See Q3, above

9. What gaps in information were identified and what action was undertaken/is planned to address them?

There are no gaps. The information available on employment and skills in Newhaven is comprehensive and so no actions are required to address.

10. What communities and groups have been involved and what consultation has taken place as part of this assessment?

Informal consultations have been held with key business networks and major local landowners. This includes Basepoint (managing agents for Newhaven Enterprise Centre), Newhaven Port & Properties, Avalon Properties and RBS. A detailed marketing / engagement plan will be produced over the coming months to ensure that all local



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businesses and residents are fully aware of the new Enterprise Zone and the opportunities that exist to develop the local economy to create new employment, business growth and training opportunities.

Analysis and assessment

11. What were the main findings, trends and themes from the research and consultation undertaken?

The key theme was that the Enterprise Zone bid was widely supported, with consultees recognising the potential economic opportunities afforded by designation.

12. What positive outcomes were identified?

No outcomes were identified.

13. What negative outcomes were identified?

No outcomes were identified.

Action planning

14. The following specific actions have been identified: *(see paragraph 25 of the guidance)*



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Issue Identified	Action Required	Lead Officer	Required Resources	Target Date	Measure of Success
Lack of information concerning scale of opportunities created	Monitoring once EZ is in place	Peter Sharp	N/A	April 2020	Whether employment & training opportunities are available for all groups within the EZ.

Summary Statement


Between 20/01/16 and 02/02/16 Equality Analysis was undertaken by Peter Sharp on the successful bid to create an Enterprise Zone in Newhaven.

Due regard was given to the general equalities duties and to the likely impact of the project on people with protected characteristics, as set out in the Equality Act 2010.

The assessment identified:

*No major changes are required. The EA demonstrates the project is robust, there is little potential for discrimination or adverse outcomes, and opportunities to promote equality have been taken.

Approval

Director/Head of Service	Max Woodford – Head of Regeneration & Investment
Signed	
Dated	02/02/2016

