

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT:
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	<p>Gloucestershire Strategic Economic Plan</p> <p>To consider the form and content of the emerging Gloucestershire Growth Plan being prepared by the Gloucestershire Local Enterprise Partnership and the effect on capacity and future service planning of Gloucestershire County Council, and the wider 'public sector' engagement in the implementation and delivery of the plan.</p>
Person(s) responsible for completing this statement	<p>Nigel Riglar Commissioning Director: Communities and Infrastructure</p>
Briefly describe the activity being considered including aims and expected outcomes	<p>The Government set out the strategic national priorities for UK competitiveness and growth in its National Growth Strategy. In response, Local Enterprise Partnerships (LEPs) have been tasked by Government to lead the development of Strategic Economic Plans for local growth in line with national priorities. These multi-year plans will bring together local stakeholders and include co-ordination with existing public programmes. In developing plans, LEPs will be required to demonstrate how they have harnessed the creativity and support of local partners in both the public and private sectors. The Gloucestershire Local Enterprise Partnership's Economic Vision 2022 sets out an ambitious programme of activity</p>

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

	<p>for investment aimed at growth in the Gloucestershire Economy and has identified three core components – Promotion, Connection and Skills. Plans need to include economic strengths and weaknesses; barriers to and opportunities for growth; strategies to deliver the overall strategic vision for investment, promotion, connection and skills and an investment plan to bid for national single pot and streamlined EU funds.</p> <p>Expected Outcomes: A final Strategic Economic Plan, approved and supported by all key stakeholders in the public and private sector, that is submitted to Government at the end of March 2014 for consideration, as the basis for negotiation of a Growth Deal for Gloucestershire. It is envisaged that the County will benefit from significant EU Investment Funding, as well as Government local growth funding to support the specific local objectives and identified areas of need to encourage and stimulate the aspirations and targeted levels of growth.</p>
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Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population demographics data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our [website](#) including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

<p>Who is responsible for delivering the service?</p>	<p>The LEP will have the overall responsibility for the management and implementation of the strategic economic plan. It is envisaged that the delivery plan will identify the key partners engaged in the implementation, and identify specific areas of responsibility for aspects of the delivery. The local authorities (via the 'public sector' commissioned work by Leadership Gloucestershire) is currently addressing various matters in relation to the public sector governance arrangements including the proposal to establish a Statutory Joint Committee, as well as the councils collaboration and future contributions in terms of delivery activities and resources.</p>
<p>Service user data/Needs analysis information</p> <p>In developing the Growth Plan aspirations, the LEP has been using as its basis the Local Economic Forecasting Model (LEFM*), which predicts the state of the Gloucestershire economy in 2025, plus information from the statutory Local Economic Assessment, which had been compiled by the Economic Development Team, in conjunction with the GCC Research Team. It identifies areas</p>	

such as the number of extra jobs, jobs growth per annum, productivity improvement per annum, added value of the economy, and predicts the highest employment growth sectors. The main areas of impact/benefit from the growth plan will be around the skills agenda and business support activities that will directly benefit the existing and potential business community, and also the existing working age population. Some areas of future work may also impact on workforce development issues, in particular schools/business links and talent retention.

The County Council is keen to explore with the LEP how the Strategic Economic Plan process can improve the employment prospects of those vulnerable and key client groups who currently have difficulty in accessing opportunities to the employment market.

The emerging Growth Plan and EU Investment Strategy will provide opportunities for greater inclusion. These identify a social inclusion thematic objective and propose priority areas of work around targeting support for individuals with multiple and complex needs. This will include an initiative to increase the employability and employment opportunities for socially excluded people arising from community projects; developing young people's financial inclusion and confidence and increasing business sustainability within VCS organisations through providing a business development programme.

Age	The Gloucestershire economy profile indicates that the population has risen by 5.7% (2002-2011) and now stands at 602,800 and supports an employment base of 308,000 people. Whilst the growth of the 65+ years age group outpaces that of the younger population, the overall population is set to continue to rise to 644,000 by 2021
Disability	The 2011 population census for the county estimates that about 16% had a disability. According to the labour force survey, disabled people are now more likely to be employed than they were in 2002, but disabled people remain significantly less likely to be employment than non-disabled people. In 2012, 46.3% of working-age disabled are in employment compared to 76.4% of working-age non disabled people.
Sex	In 2011, the population of Gloucestershire was 49% male and 51% female.
Race (including Gypsy & Traveller)	2011 figures show that 8.4% of the County population was non-white British

Gender reassignment	None
Marriage & civil partnership	None
Pregnancy & maternity	None
Religion or Belief	None
Sexual Orientation	None

Other information

Link to the Local Economic Assessment prepared by GCC Officers – please see web link

<http://www.gloucestershire.gov.uk/inform/index.cfm?articleid=94005>

Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC Workforce diversity reports** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	Not affected
Age	Not affected
Disability	Not affected
Sex	Not affected
Race (including Gypsy & Traveller)	Not affected
Gender reassignment	Not affected

Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion or Belief	Not affected
Sexual Orientation	Not affected

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	The LEP have engaged and consulted with the business representatives on their 11 sector groups, as well as a series of focus groups in various geographic locations in the county. They also welcomed input from all interested parties through publicity and the website.
Workforce	Through the Leadership Gloucestershire commissioned consultancy work (being delivered by Shared Intelligence) on behalf of the local authorities, both Members and officers have been engaged in the process in order to consider a collaborative approach to the public sector involvement and contribution to the Growth Plan and EU Strategy. This has been achieved through various formal meeting cycles and individual interviews. Senior GCC officers have also been engaged in the monthly Growth Plan Steering Group and in terms of providing technical input to the Task and Finish Groups.
Partners	The LEP has been engaged in dialogue with various key stakeholders, both at national level with Government

	Departments and local delivery partners and providers on future plans and areas of priority.
External providers of services	The LEP has been engaged in dialogue with various key stakeholders, both at national level with Government Departments and local delivery partners and providers on future plans and areas of priority.

Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations..

Protected group	Challenge or opportunity considered and what we did
Age(A)	Analysis of service user data and the economic forecasting model has highlighted where the growth of the economy is likely to be generated including those key sectors and businesses that will likely to offer the employment opportunities for the existing working age population, as well as provide opportunities for youngsters who will become the future workforce. Ensuring that these age groups are ready to take up these opportunities will be addressed through closer working with all key national and local partner organisations to promote awareness of the support services and any specific initiatives developed.
Disability (D)	By developing a programme of employment opportunities across the county, and delivering a programme of vocational training and support is likely to increase the take-up of community ventures by social disadvantaged people, especially the older generation, disabled and those on

	low incomes.
Sex (S)	Any employment opportunities or programmes of support should be available and accessible to all
Race (including Gypsy & Traveller)(R)	Any employment opportunities or programmes of support should be available and accessible to all
Gender reassignment(GR)	N/A
Marriage & civil partnership (MCP)	N/A
Pregnancy & maternity (PM)	N/A
Religion and/or Belief (RAOB)	N/A
Sexual Orientation(SO)	N/A

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
None identified currently as is an emerging Growth Plan		

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc


Envisaged that a regular management and reporting mechanism for both the Growth Plan and the EU SIF will be established by the LEP, in order to report into the LEP Board and onto the Government (DCLG, BIS etc)

As part of the emerging discussions on the Governance arrangements, it is envisaged that a Statutory Joint Committee will be established to oversee the public sector contribution to the Growth Plan and provide democratic and financial accountability back to government.

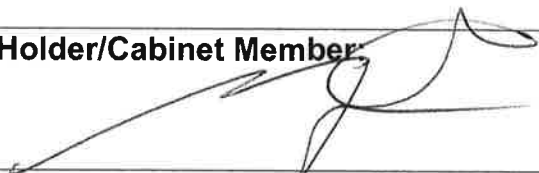
Once in the implementation phase, it is likely that regular updates will continue to be provided to internal GCC meetings such as Overview and Scrutiny, the Grow Gloucestershire Board, plus Leadership Gloucestershire.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off:  Nigel Riglar - Commissioning Director, Communities & Infrastructure	Date: 26/11/13
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: Cllr Mark Hawthorne, Leader of the Council	
Signed by Portfolio Holder/Cabinet Member: 	Date: 26/11/13

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.