

# Initial Equality Impact Assessment



Department Cornwall Enterprise	Section SIF team	Officer responsible for the assessment Georgina McLaren
Date of Assessment (dd/mm/yyyy) 29 December 2009	New Existing Existing	Name of policy/procedure/function being assessed Falmouth and Penryn Strategic Investment Framework

If the policy/procedure is available on the internet/intranet please provide the link:

If there are any other policies associated or linked with this one, please note them here

## 1. Briefly describe the aims and purpose of the policy / procedure / function

The Strategic Investment Framework (SIF) will guide the use of European Regional Development Funds (ERDF) available for Falmouth and Penryn under Priority Axis 4 strand 2 of the Cornwall and the Isles of Scilly Convergence Operational Programme 2007-13 (OP). The SIF has been prepared by Cornwall Development Company at the request of the South West of England Development Agency (SWERDA); SWERDA is the Convergence Programme Managing Authority. Falmouth and Penryn are identified in the OP as areas that require limited, specific actions to unlock significant economic opportunities and thereby realise their potential. The aim of the SIF is: "To ensure that Falmouth and Penryn will be well placed to meet the economic demands to 2026, particularly through investment in those key elements that will ensure economic success in an environmentally and socially sustainable manner: in new technologies; in young people as they graduate from apprenticeships and other programmes of further and higher education, in the towns' maritime assets, infrastructure, tourism industry, and unique location." The OP states that Priority 4 will provide funding for

# Initial Equality Impact Assessment



place shaping and will "be focussed on managing economic growth in a planned and sustainable manner. Eligible activities include developing sites and premises, supporting new space, local transport investment and investment linked to other ERDF investments"

## 2. Are there any associated objectives of the policy / procedure / function?

It should be noted that the SIF has been prepared concurrently with the Community Plan with which it has considerable synergy and has benefitted from the active input of its steering group.

The SIF objectives are:

- Improve GVA and productivity by diversifying the economic base into more productive sectors with clear growth potential and thus protecting the local economy from fluctuations in more vulnerable economic sectors
- Realise the potential for economic benefits arising from related projects at CUC
  - Support and retain young people and graduates in the local area
  - Promote effective links between HE and FE providers and local businesses to facilitate the commercial benefits of R and D and knowledge transfer opportunities
- Capitalise upon the unique asset of the two towns – their shared waterfront and the deepwater harbour – and all that this implies for their future economic development
  - Achieve a vibrant future for the docks as part of a healthy local business infrastructure
  - Maximise business opportunities arising from improving access to the water-front environment for all sections of the local and non-resident community
  - Support the premises needs of marine sector businesses and training providers
- Provide communications and transport systems to meet the present and future economic development needs of Falmouth and Penryn including those of the Port of Falmouth and the tourist economy
  - Respond to the opportunities afforded by the Next Generation Access project to support improvements in business trading and to reduce the need to travel, whilst not discriminating against groups unable to access ICT
  - Encourage sustainable transport initiatives that are available and fully accessible to all sections of the community,

# Initial Equality Impact Assessment



including walking, cycling and public transport provision

- Enable the availability of a broader range of high quality sites and premises to meet the needs of a dynamic economy and thereby help the provision of an adequate number and range of well-paid jobs for the local workforce
  - Premises will range from managed workspace for start-up enterprises and live-work units through to potentially prestigious premises for inward investors and expanding firms in emerging sectors. They need to be environmentally and socially sustainable and accessible to all sections of the population.
- Demonstrate beneficial linkages or added value to other projects funded through the Convergence Programme
- Integrate environmental sustainability principles and enable investment in the drivers of a low carbon economy
- Remove barriers to economic progression for underrepresented or disadvantaged groups, offering them opportunities to progress economically and improve their job and life chances, widening their access and participation in the economy and reducing the disadvantage gap
- Encourage all organisations and agencies with a role in Falmouth and Penryn to participate fully in achieving the aims and objectives of the SIF.

The SIF will support and enable the delivery of European Funding OP equality and diversity objectives that are set out on pages 27 - 29 of the SIF and which include:

- increasing the take-up of (quality training and) employment by under-represented target groups
- increasing the number of people in under-represented groups accessing (training and) employment in higher skilled occupations and sectors where they are currently under-represented
- ensuring that business support is inclusive and responsive to the needs of all communities and under-represented groups
- increasing the number of people from under-represented groups owning their own business
- increasing the participation of people in under-represented groups in the management and implementation structures of the programme. It is important that partnerships, selection panels and other administrative groups are representative at all levels and positive steps are taken to gain the active involvement of under-represented groups
- ensuring that new facilities and developments take account of access needs which may restrict use by key

# Initial Equality Impact Assessment



groups. (By requiring developments to achieve BREEAM, CEEQUAL or equivalent standards, this will enable full consideration of social aspects at the design stage, actively addressing issues such as security/fear of crime)

The Convergence OP sets out Equality and Diversity indicators on page 129 against which projects should report. These are:

- number of persons from under represented groups assisted in starting a business
- number of women assisted in starting a business
- proportion of Programme Monitoring Committee and sub-committee members who are women

### 3. Who is intended to benefit from this policy / procedure / function?

The SIF will benefit businesses by providing economic infrastructure including bringing forward new employment sites and premises, particularly aimed at increasing the number of knowledge based and higher added value, more productive businesses, especially in environmental technologies which are a named priority in the OP. It will also benefit individuals of working age by improving access to good quality skilled jobs which will enable them to increase their incomes and improve the areas' GVA. It will also support improved public areas linked to employment sites and premises, the provision of premises within which training can be provided, and sustainable transport infrastructure that will benefit all sections of the community.

### 4. What outcomes are wanted from this policy / procedure / function?

This SIF will contribute a proportionate share of the outputs, results and impacts identified in the Convergence Programme for a group of 7 SIFs. The identified outputs for Priority 4 are some 45,000m<sup>2</sup> of new floorspace, 43.5 hectares of land for development of which at least 7.5 hectares would be previously developed land. The target is for 80% of projects to achieve BREEAM excellence. Results would be 2,813 new jobs created, 1,888 jobs safeguarded, £117.75m of private sector investment secured and a £98.48 gross increase in GVA. Impacts would be £65.1m increase in net GVA

# Initial Equality Impact Assessment



and a net additional employment of 1,861 jobs. SIF management activities and projects will also contribute to cross cutting theme objectives including the equality and diversity objectives set out in section 2 above. For example, employment space projects such as those envisaged at Kernick and Commercial Road are located within walking distance of areas of high worklessness in Penryn Central and Penwerris.

## 5. What factors/forces could contribute/detract from the outcomes?

A comprehensive risk assessment with proposed mitigation measures is included in the SIF. The current economic situation may limit the availability of both public and private sector finance for projects. Demand for new workspace has dipped due to the recession so the focus of SIFs generally is likely to shift towards an increased emphasis on the preparation of infrastructure (sites, transport, implementation strategies) in readiness for upturn in the economic cycle, rather than actually building more speculative workspace. The private sector is finding that necessary borrowing is difficult to access due to the credit squeeze. The capability of Cornwall Council to act promptly in bringing forward its own sites/acting as an enabler is being adversely affected by the continued process of bedding in the new authority, with roles, responsibilities and procedures still being sorted out. New procurement procedures in the council are slow and time consuming. Match funding for the public realm will be dependent on section 106 and/or Council budgets being available. Match funding for sustainable transport initiatives will depend on the Department for Transport and allocations within Local Transport Plans. Budget cuts within SWERDA are adversely affecting match funding availability e.g for dredging.

## 6. Who are the main stakeholders in relation to the policy / procedure / function?

Cornwall Council, SWERDA, private sector firms and investors, Combined Universities in Cornwall in particular Cornwall College Group. Wider stakeholders - i.e. beneficiaries - will be the working age population of Falmouth and Penryn. Sustainable transport projects should benefit all sections of the community, not just those in work.

# Initial Equality Impact Assessment



7. Who implements the policy / procedure / function?

The organisations in section 6, with enabling resources from the Place and Sites Delivery team in Cornwall Development Company

8. Who is responsible for the policy / procedure / function?

Cornwall Development Company Place and Sites Delivery team manager

9. Are there any concerns that the policy / procedure / function could have a differential impact on RACIAL groups? Yes  No

Please explain

The SIF objectives have been evolved in collaboration with the Local Community (Falmouth and Penryn Regeneration Group, Town Councils, and Community Plan group), Convergence Operational Programme (OP) Priority 4 and E and D Guidance officers and include specific reference to or adjustment to reflect equality and diversity issues including racial issues. The SIF is cross referenced to and works in collaboration with the European Social Fund (ESF) programme in particular Cornwall Works.

What evidence do you have to support this?

The area is generally similar to Cornwall in its racial makeup i.e. not particularly racially diverse. There are established mechanisms for dealing with foreign ship crews visiting the port. All projects brought forward through the SIF will be pre-appraised by the SIF team to ensure compliance with the Social Sustainability toolkit and then formally appraised by SWERDA to ensure consistency with the OP E and D objectives and will be monitored in line with the programme's indicators that include number of persons from under represented groups assisted in starting a business (OP page 129).

# Initial Equality Impact Assessment



10. Are there any concerns that the policy / procedure / function could have a differential impact on GENDER (including TRANSGENDER) Yes  No

Please explain

The SIF objectives have been evolved in collaboration with the Local Community (Falmouth and Penryn Regeneration Group, Town Councils, and Community Plan group), Convergence Operational Programme (OP) Priority 4 and E and D Guidance officers and include specific reference to or adjustment to reflect equality and diversity issues including gender issues. The SIF is cross referenced to and works in collaboration with the European Social Fund (ESF) programme in particular Cornwall Works.

What evidence do you have to support this?

The gender balance of the working age population is in line with the Cornwall norm. However there is likely to be differentiation between certain sectors e.g. the marine and environmental technology sectors are likely to have a bias towards male employment, whereas retail and tourism sectors are likely to employ more females. Thus all projects brought forward through the SIF will be pre-appraised by the SIF team to ensure compliance with the Social Sustainability toolkit and then formally appraised by SWERDA to ensure consistency with the OP E and D objectives and will be monitored in line with the programme's indicators that include number of persons from under represented groups assisted in starting a business, number of women assisted in starting a business, and proportion of programme committee and sub committee members who are women (OP page 129).

11. Are there any concerns that the policy / procedure / function could have a differential impact on DISABILITY? Yes  No

Please explain

The SIF objectives have been evolved in collaboration with the Local Community (Falmouth and Penryn Regeneration Group, Town Councils, and Community Plan group), Convergence Operational Programme (OP) Priority 4 and E and D Guidance officers and include specific reference to or adjustment to reflect equality and diversity issues including

# Initial Equality Impact Assessment



disability issues in particular Cornwall Works which targets this group including those with health and long term illness problems.

What evidence do you have to support this?

The SIF is cross referenced to and works in collaboration with the European Social Fund (ESF) programme for example, with regard to the employment policies of project applicants, some of whom will be providing ESF funded activities. The marine sector locally has a tradition of corporate social responsibility working proactively with disabled people through organisations such as Cornwall Marine Band and BATS (Blind at Sea). This is further reflected in the Community Plan objectives (page 32). Transport related projects are intended to be designed to CEEQUAL standards; the Community Plan also contains extensive commentary on the social aspects and benefits of potential transport initiatives.

All projects brought forward through the SIF will be pre-appraised by the SIF team to ensure compliance with the Social Sustainability toolkit and then formally appraised by SWERDA to ensure consistency with the OP E and D objectives and will be monitored in line with the programme's indicators that include number of persons from under represented groups assisted in starting a business. (OP page 129).

12. Are there any concerns that the policy / procedure / function could have a differential impact on Yes  No   
SEXUAL ORIENTATION

Please explain

The SIF objectives have been evolved in collaboration with the Local Community (Falmouth and Penryn Regeneration Group, Town Councils, and Community Plan group), Convergence Operational Programme (OP) Priority 4 and E and D Guidance officers and include specific reference to or adjustment to reflect equality and diversity issues including sexual orientation issues. The SIF is cross referenced to and works in collaboration with the European Social Fund (ESF) programme in particular Cornwall Works.

What evidence do you have to support this?

All projects brought forward through the SIF will be pre-appraised by the SIF team to ensure compliance with the Social

# Initial Equality Impact Assessment



Sustainability toolkit and then formally appraised by SWERDA to ensure consistency with the OP E and D objectives and will be monitored in line with the programme's indicators that include number of persons from under represented groups assisted in starting a business. (OP page 129).

13. Are there concerns that the policy / procedure / function could have a differential impact due to AGE? Yes  No

Please explain

The SIF objectives have been evolved in collaboration with the Local Community (Falmouth and Penryn Regeneration Group, Town Councils, and Community Plan group), Convergence Operational Programme (OP) Priority 4 and E and D Guidance officers and include specific reference to or adjustment to reflect equality and diversity issues including age issues. The SIF is cross referenced to and works in collaboration with the European Social Fund (ESF) programme in particular Cornwall Works. The direct impact of the SIF will be on the working age population, but the wider economic impacts should benefit the population as a whole.

There is a higher representation than normal in the 15-24 age groups which reflects the high student population and the SIF responds to this. It makes provision for grow on space for embryo businesses emerging from the proposed Tremough Incubation Centre (expected to be led by young people). It acknowledges the desire of the Community Plan to retain young talent to benefit the local economy, and to ensure that the student population integrates well into local communities. Transport initiatives supported under the SIF are partly in response to young people's needs (the branch line serves mainly commuters and students).

The higher numbers in the 55 plus age group are acknowledged through the Cornwall Works programme which includes specific initiatives to support older unemployed people of working age.

What evidence do you have to support this?

All projects brought forward through the SIF will be pre-appraised by the SIF team to ensure compliance with the Social Sustainability toolkit and then formally appraised by SWERDA to ensure consistency with the OP E and D objectives and

# Initial Equality Impact Assessment



will be monitored in line with the programme's indicators that include number of persons from under represented groups assisted in starting a business. (OP page 129).

14. Are there concerns that the policy / procedure / function could have a differential impact due to RELIGION OR BELIEF? Yes  No

Please explain

The SIF objectives have been evolved in collaboration with the Local Community (Falmouth and Penryn Regeneration Group, Town Councils, and Community Plan group), Convergence Operational Programme (OP) Priority 4 and E and D Guidance officers and include specific reference to or adjustment to reflect equality and diversity issues including religion/belief issues. The SIF is cross referenced to and works in collaboration with the European Social Fund (ESF) programme in particular Cornwall Works.

What evidence do you have to support this?

All projects brought forward through the SIF will be pre-appraised by the SIF team to ensure compliance with the Social Sustainability toolkit and then formally appraised by SWERDA to ensure consistency with the OP E and D objectives and will be monitored in line with the programme's indicators. (OP page 129). Political and Religious organisations are not eligible for ERDF assistance.

15. Could the differential impact identified in 9-14 amount to there being the potential for adverse impact on this policy? Yes  No

Please explain

No differential impacts are anticipated

What evidence do you have to support this?

The OP has to be neutral in its application.

# Initial Equality Impact Assessment



16. If yes to Question 15, can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason? Yes  No

RACIAL  
N/A

GENDER (including TRANSGENDER)  
N/A

DISABILITY  
N/A

SEXUAL ORIENTATION  
N/A

AGE  
N/A

RELIGION OR BELIEF  
N/A

17. Does this policy /procedure/ function have any effect on good relations between the Council and the community Yes  No

# Initial Equality Impact Assessment



If it PROMOTES good relations - explain how

It will promote equality of opportunity in terms of key economic development actions, and has been developed in active collaboration with the community to help build a positive climate for implementation with active information flows and participation from community reps. through a steering group and other reporting mechanisms that include elected member representation

If it DAMAGES good relations - explain how

N/A

18. Should the policy / procedure / function proceed to a full equality impact assessment?

Yes  No

If yes, describe why, then proceed to a full EIA

If no, but some actions have been identified, please complete the below action plan in full

ACTION	KEY MILESTONES	PERSON(S) RESPONSIBLE	DEADLINE
Equality and Diversity expertise available within Place and Sites Delivery team	Sustainability and Low Carbon adviser recruited	Place and Sites Delivery Team Manager	Autumn 2009
Sustainability and Low Carbon adviser fully trained	Training complete	Place and Sites Delivery Team Professional Services Manager	Spring 2010
Sustainability and Low Carbon adviser disseminates good practice to other team members	Presentations complete	Place and Sites Delivery Team Professional Services Manager	Spring 2010
Sustainability and Low Carbon adviser reviews Falmouth and Penryn SIF	Review complete	Sustainability and Low	Jan 2010

# Initial Equality Impact Assessment



ACTION	KEY MILESTONES	PERSON(S) RESPONSIBLE	DEADLINE
E and D assessment		Carbon adviser	
Sustainability and Low Carbon adviser disseminates good practice to prospective project applicants	Projects promoters advised	Sustainability and Low Carbon adviser	Ongoing
Individual projects appraised by Sustainability and Low Carbon adviser as they come forward – up to 20 projects	See indicative programme in section 10 of the SIF	Sustainability and Low Carbon adviser	Jan 2010 to Dec 2013
Sustainability and Low Carbon adviser contract review	Review conducted	Place and Sites Delivery Team Professional Services Manager	Dec 2013

If more actions are required additional lines can be added by:

- pressing the tab button in the bottom right hand corner cell; or
- go to 'Table' 'Insert' 'Row Above/Below'

