

Title of Equality Impact Assessment
East Birmingham Inclusive Growth Strategy

Reference No
EQUA619

EA is in support of
Amended Function

Review Frequency
Annually

Date of first review
06/01/2022

Directorate
Inclusive Growth

Division
East Birmingham Team - Development Planning

Service Area
East Birmingham Team - Development Planning

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Purpose of proposal
The East Birmingham Inclusive Growth Strategy (EBIGS) is a 20-year regeneration strategy, focusing on an area with a population of over 230,000 people. The strategy will focus on Jobs & Skills Transport & Infrastructure, Health & Wellbeing and Local Centres & Green Spaces.

Data sources
Survey(s); Consultation Results; Interviews; relevant reports/strategies; Statistical Database; Relevant research.

Please include any other sources of data
Activity Mapping of projects and organisations, Census Data, data from various public bodies including NHS, Public Health England, DWP.

Assess the Impact Against The Protected Characteristics

The table on pages 3-10 assesses the impact of EBIGS each of the protected characteristics. Each category is discussed individually. The text from the first Equality Impact Assessment (prior to the Engagement Process) is also listed to offer a comparison.

Protected Characteristic	Impact Assessment
Age	<p>The text for the EA prior to project launch was as follows:</p> <p><i>"The policies outlined in the strategy are designed to improve opportunities, health and life in general for everyone in East Birmingham. As such, in terms of equalities, the strategy proposes improvements targeted for everyone – regardless of age, gender, ethnicity or any of the ten protected characteristics. The strategy will also be supported by an extensive consultation process – in line with the council's Statement Of Community Involvement (2008 - revised 2020).</i></p> <p><i>With 28.2% of the East Birmingham population being under 16 years of age and a further 11.1% being aged 65 years or over; age is an important consideration in the strategy. Within East Birmingham there are vast differences locally in terms of age. Generally the areas to the west of the EBIGS have a younger population (with a higher proportion of people aged under 16 years, whereas the outer areas in the East have a population that is slightly older in nature.</i></p> <p><i>The strategy has a key aim of improving educational opportunities. To ensure that all age groups (not just young people) are treated equally; the strategy aims to focus employment and training opportunities for all age groups. This includes, targeting grants and provision for local businesses to recruit a higher percentage of local people, who have the relevant skills and experience for the roles available, but also strengthen the role of large anchor employers such as Heartlands Hospital. Education proposals may be seen to be focusing on younger people, at school or training and addressing NEETS (people not in education, skills or employment). This includes addressing school provision and buildings alongside employment and training for young people. With such a large percentage of its population under age 16 (28.2%), it is vital that the EBIGS addresses the needs of younger people, as they will be the next generation of residents in East Birmingham, living, working and socialising. By having a range of proposals across all age groups; it is not just young people who are focused upon at the detriment of other groups."</i></p> <p>Transport improvements within the strategy will also mean that access to education is improved. Though it is not expected to be feasible to build more schools and colleges in East Birmingham, improving access to the establishments that do exist, both internally within East Birmingham and beyond the area will greatly help everyone access education. This is especially the case for younger people. Being the largest age group in education, skills and further training, this will have the greatest impact. However, this applies to any age group, who wish to access further education. At present there are only two further education colleges located in East Birmingham 'South and City College, Bordesley Green Campus' and South and City College 'Woman's Centre' in Small Heath. Likewise, schools, especially secondary schools</p>

and sixth-form colleges, are not evenly distributed throughout the area. At present, all other local colleges are located outside East Birmingham and can be difficult to access. While there are no plans in the strategy to open new colleges in this area; greatly improved transport will make these establishments more accessible to reach for all.

During the consultation, much focus was placed on consulting with organisations working with people across different age groups. As will be discussed shortly, the COVID-19 pandemic raised challenges across all age groups, but especially for organisations working with younger people in an educational setting. In depth consultation was made with a wide range of organisations including: South & City College (working with 16-18 year olds), Birmingham City University, Birmingham Metropolitan College, Birmingham City FC Community Foundation and University Of Birmingham (all working with people aged 18-24).

A number of organisations such as Community Environment Trust, Firs and Bromford Together, Free@Last, Hodge Hill Family Action, Home Start Cole Valley/Tameside Birmingham, MTF Football Academy, Nechells POD, Princes Trust, Welcome Change and Witton Lodge Community Association, all work with young people of different ages.

Age Concern Birmingham, alongside Age UK (working largely with people over 60 years of age), as do a number of the organisations listed above; Birmingham Sons of Rest, Digikick, James Memorial Homes (primarily for people of 55 years of age), St Peter's Housing and Yardley Great Trust.

A weakness in this community engagement was the very low engagement of people under the age of 24. Much of this can be attributed to schools and colleges being closed for much of the engagement period. When they were able to re-open in September 2020), the pandemic would not allow for in-person engagement in educational establishments to take place. Additionally, time and various constraints made it incredibly difficult to engage with students in these settings.

As 28.2% of East Birmingham population falls within this age group, it is essential to further engage with members of this characteristic. Going forward, further engagement will be held with young people in schools and colleges and consideration will be given to engagement through youth-focussed organisations. At the time of writing, preparations are being made to establish a Focus Group Session(s) with students from South and City College, focusing on their Bordesley Green Campus. A number of working relationships are also being made with local schools (around projects) and it is hoped that further engagement with the students can happen in due course.

	<p>A similar approach is to be applied to older people (65+), especially those living in sheltered accommodation, care homes and residential complexes. Due to the pandemic, it was simply not possible to speak with residents directly, as face-to-face contact was not possible. Going forward, it is hoped that these conversations will take place, especially if there is an effective vaccine for vulnerable people of this age group. Additionally, preparations are also being made to engage with residents in these settings and a number of projects are also in the very early stages of development.</p>
<p>Disability</p>	<p>The text for the EA prior to project launch was as follows:</p> <p><i>"When we refer to disability, this can mean physical disability and non-physical (mental-health conditions). There are a number of points in the strategy that affect this group, as follows:</i></p> <p><i>The strategy promotes a number of measures to support local centres throughout East Birmingham, creating vibrant, pleasant and purposeful destinations. A key aim is to improve public transport and deter people from using private cars – making the centres greener, cleaner and generally more pleasant to visit. There may be instances where disabled people have no alternative but to use a private car, for instance they have specialist care needs or need to carry equipment. Here provision of disabled parking spaces at local centres, will cater for this need.</i></p> <p><i>The EBIGS aims to improve local centres through a range of measures, in terms of physical environment, socially and with business viability. Any improvements need to be made with the needs of disabled people in mind. Many of the issues that can arise are also shared by other protected groups such as age and pregnancy & maternity. These include: shared spaces, certain paving and street furniture being difficult for people with poor eyesight or wheelchair users to navigate or even large objects that can obscure the view. The strategy aims to work with urban planners and designers to counteract these less positive impacts. Indeed, overall these policies will be extremely positive for local centres going forward."</i></p> <p>During the consultation, a key focus was given to engaging with people who have different disabilities - (including Dexterity, Hearing, Learning Understanding or Concentrating, Memory, Mental Health, Mobility, Social or Behavioural, Vision and other. People who identified as having each of these disabilities were consulted with. However, groups working with people with disabilities were also consulted, including Disability Resource Centre.</p> <p>Going forward, a further engagement with organisations representing specific disability groups will be held. Preparations are also being made to establish an East Birmingham Strategy Working Group, comprising people with different disabilities, alongside other groups. The Working Group will help evaluate the strategy and projects going forward, to</p>

	<p>ensure they are supporting disabled people (amongst other groups) and help steer all materials and communications relating to EBIGS.</p>
<p>Sex</p>	<p>The text for the EA prior to project launch was as follows:</p> <p><i>"As a strategy to help improve the life of everyone in East Birmingham, regardless of characteristics; the EBIGS addresses both men and women equally. However, from our research there are difficult to reach groups, for whom it is essential they are consulted.</i></p> <p><i>The consultation for the strategy aims to reach 'hard to reach groups', through charities and organisations who work with and represent them. This could be community and faith groups and in the case of older men, many projects such as 'Men In Sheds' and 'University of the Third Age'. In terms of gender, women who do not speak English are often not consulted, as they have difficulty accessing consultation events and materials. Additionally, this can also be true for older men age 50+ especially around health and social issues. By reaching these groups, we will gain a greater insight into current issues and future aspirations in East Birmingham."</i></p> <p>As part of the consultation, organisations working with these specific groups were consulted. Groups working with women in-particular included: Diverse Community Garden at Ward End, Women Empowering Women and Saheli Hub (primarily working with Asian women). Both the Diverse Community Garden and Saheli Hub, whilst working primarily with women, also work with men. Many of the organisations who were met with as part of this consultation, work with both men and women of all ages around various projects.</p> <p>A further consideration raised, is the needs of women with specific consideration of different cultural backgrounds. Increased provision of male and female specific sports and leisure facilities has been raised, especially within Inner East Birmingham. While complete gender equality should be maintained, the strategy should also make provision for cultural sensitivities in relation to the gender of a person.</p> <p>The planned Working Group [m1] should comprise an equal number of male and female members and where possible include transgender members, from different sections of the community and across different age groups.</p>
<p>Gender Reassignment</p>	<p>While no specific alterations to the strategy were identified through consultation, it would be helpful in future to engage with organisations representing groups within this characteristic.</p>

Marriage and Civil Partnership	During the consultation, no specific points were raised in relations to this protected characteristic.
Pregnancy and Maternity	<p>The text for the EA prior to project launch was as follows:</p> <p><i>"It is impossible to measure how many people are pregnant or have newly-born children in East Birmingham at any one time. This number will be a combination of local residents (who are pregnant) and also visitors to the area. Heartlands Hospital has a maternity unit, ensuring that a number of pregnant people use this service every day – both people who live in the area, and in some cases, travel from other areas.</i></p> <p><i>The strategy supports the view that public transport should be accessible for people with prams and pushchairs (as new transport has to be by law). Parking spaces for pregnant people and those with babies/young children has been considered so that car use is an option for this group – alongside improved green spaces, making walking and outdoor activities more pleasant. Improved public transport will allow easier access for this group, while they will also have the option to use the private car in situations where using public transport is not viable."</i></p> <p>Both pregnancy and maternity were raised during the consultation. While the issue was rarely raised specifically the protected characteristic was raised when discussing a number of points, including local centres, public transport, alongside parks and green spaces, where a number of people raised the need for good quality green space and pathways for people with prams and pushchairs.</p> <p>While no specific groups were approached specifically to discuss this characteristic, pregnancy and maternity is a key consideration, amongst others, for a number of groups and organisations met with. This includes: University Hospitals Birmingham, who operate a substantial maternity unit at the Heartlands Hospital, alongside other local hospitals accessible to residents of East Birmingham. Many of the groups consulted with focus on services for this protected characteristic such as new parent groups and foodbanks supplying baby food and essential supplies – as well as organisations working with women such as Norton Grange/Women's Enterprise Hub and Saheli Hub.</p>
Race	<p>The text for the EA prior to project launch was as follows:</p> <p><i>"East Birmingham is a very diverse area in terms of ethnicity and religion. Generally, the population in the western area of East Birmingham (closer to the city centre) is more ethnically diverse and become less-so eastwards. The EBIGS considers people from all ethnicities equally. Not strictly based on ethnicity but an important consideration is English being a second language, or in many situations, English is not spoken or understood.</i></p>

	<p><i>With 15.58% of households not speaking English as a main language, ensuring that people can access the strategy and related consultation materials is essential. The strategy has been produced in 'Plain English' using the most-simple language possible, which will make it easier for it to be translated into different languages, either by an interpreter in person or in written form. Where possible, consultation materials will be produced in different languages – potentially being translated into the second and third most spoken language in East Birmingham. Consideration has also been made to host consultation events at venues accessed by people who do not speak English, so that interpretation is available and the conversation is taking place in a known and trusted location."</i></p> <p>The consultation did show that in terms of online communications (notably the Be Heard Survey) there was a disproportionately high participation of people from a White-British background. This has been partly addressed in the other forms of engagement such as meetings with a very diverse range of groups and organisations across many ethnic groups including: Allies Network (Somaliland and African Communities), Asian Business Chamber of Commerce Birmingham, Bangladeshi Woman's Employment Resource Centre, Diaspora of Romania, Polish Expats Association and Saheli Hub (working with Asian people).</p> <p>In addition to this key consideration has been given to meeting with groups and organisations across all geographic areas of East Birmingham, representing their local community. As different areas have populations comprising different ethnic groups, the local organisations often represent the local population. It should also be noted that many of these organisations represent very diverse populations, such as Bloomsbury Estate Management Board/Tenant Management Organisation, where the residents of the 650 properties the organisation manages speak over 130 languages. Across East Birmingham many of the management boards and team members of the groups and organisations are from a diverse range of backgrounds.</p> <p>Going forward the revised strategy will encourage projects in different geographical areas across East Birmingham, aiming to benefit all communities.</p>
<p>Religious Beliefs</p>	<p>The text for the EA prior to project launch was as follows:</p> <p><i>"As with race, East Birmingham is a very diverse area in terms of ethnicity and religion. Generally, the population in the west of East Birmingham, closer to the City Centre, tends to be more ethnically diverse, and become less-so eastwards. The strategy aims to address the needs of people from all religions equally.</i></p>

East Birmingham is fortunate to have a wide array of community services run by religious organisations, of many different religions, or by specialist organisations more generally, that provide excellent services to the local community. Many of these organisations do this work voluntarily and through donations from their members. The EBIGS positively encourages, and acknowledges the excellent work that these organisations are doing – indeed many have stepped-in when other services have been withdrawn. In some circumstances, people can feel excluded from accessing the service if it is being run by a religious organisation, rather than a secular charity. The strategy aims to help address this issue by building stronger community links and map-out where services can be shared between different organisations, irrespective of their core client group."

Members of all religious communities have been invited to engage with EBIGS. The strategy does not promote any religious group, but members from different groups should be represented in any working groups and projects going forward. During the consultation, representatives from different religious group across East Birmingham were engaged. Generally, these religious groups were organisations who also led community projects within their local community including: churches (Stechford Baptist Church, St Paul's Crossover Project and Thomas Church and Community Project); Mosques and associated community projects engaged with included (Central Jamia Mosque / Ghamkol Sharif, Manarat Foundation, Masjid Attarbiya and Kowneyn Community Centre and Thaqwa Masjid & Birmingham Muslim Foundation).

Religious organisations from across a wide geographic area of East Birmingham were approached, as were a number of religious groups and organisations such as Near Neighbours, who work with a wide range of groups. While it not possible to engage with all religious groups, as they do not have formal places of worship or organisations within East Birmingham, it is felt that a broad cross-spectrum of organisations from across the area have been engaged with – and this will be continued in the weeks, months and years ahead.

As the consultation process has shown, a multitude of religious organisations across the East Birmingham area are doing very inspiring work within their local community, directly benefiting both their parishioners but also the wider community. This excellent work should not be understated – in many cases it has been vital and stepped-in where other services have not been able to. They have also supported other services in their efforts often working together in partnership. Many groups are also 'multi-faith' in their approach, working with and supporting people from different backgrounds and religious beliefs – aspiring to create increased community cohesion.

With this in mind; the strategy going forward also fully recognises the need for neutral non-religious 'Non-Affiliated Spaces' that the whole community can access. The point has been raised during the consultation process – with lack of Community Centres and Hubs being a direct concern. In many instances, people who are not religious or from a different

	religious faith can feel uncomfortable entering a religious building and accessing services directly administered by a religious organisation. As such, the strategy fully supports the idea of 'Local Community Hubs' where a range of services can be accessed at various locations across East Birmingham. At the same time, the strategy is designed to fully support the excellent work that all organisations are doing locally.
Sexual Orientation	It is difficult to gauge the percentage of people with different sexual orientations engaged with through the consultation. The Be Heard Survey did specifically ask a question around this (though the response was optional) and it is not an appropriate question to ask during meetings. Going forward, if it would be helpful to engage with organisations representing communities with various sexual orientations.

Socio Economic Impact

The socio-economic impacts of the Strategy are intended to include bringing the East Birmingham area up to at least the national average for deprivation by 2040. This will benefit the whole community. Equalities analysis will be undertaken for each of the component projects and activities which deliver the Strategy.

Actions arising from completing the screening exercise are as follows:

This screening exercise builds upon the previous work done in support of the draft East Birmingham Inclusive Growth Strategy (EQA400) as reported to Cabinet on 11th February 2020. The previous Equalities Assessment informed the consultation strategy which was designed to be as accessible as possible and to reach a truly representative sample of the population, including each of the Protected Groups. However, it should be noted that the COVID-19 pandemic, occurred during this planned consultation, and as such, plans had to be changed at short notice. Full details are included in the Consultation Summary which is appended to this Assessment.

The following actions include the previous recommendations developed during the production of the strategy, amended and expanded upon in light of the consultation activity undertaken during 2020. Some actions have already been implemented – for example where changes have been made to the EBIGS. The remainder of these recommendations will be taken into account during subsequent stages of the East Birmingham programme which is expected to include a range of projects and activities which will themselves be subject to further Equalities Assessment in due course.

The key recommended actions are as follows:

- Explore opportunities for grants and funding for businesses to employ more local people and work with larger anchor employers to make it easier for them to do this.
- Revise EBIGS to have greater emphasis on cross-sector support such as charities, co-operatives and social enterprises.
- Improve access for disabled people, less mobile and pregnant people/those that have new-born and young children, so they can access amenities and services more easily.
- Focus on the design of local centres and other places, so that they are easy to use and navigate by people with disabilities, less mobile and people with babies and young children. This could potentially be further enhanced by the creation of local service hubs, where a number of services would be provided all under one roof and locally within neighbourhoods.
- Work to strengthen relationships between different groups, especially where a group, such as religious belief group, is hosting a service that would be helpful to the wider community.
- Where possible future consultation materials should be made available in the most spoken (non-English) languages in East Birmingham.
- Further develop and improve online consultation materials and approaches to reach people who may be house-bound or cannot attend consultation events.

- A need for dedicated Neighbourhood Hubs. At the present time, many services are being run from different organisations locally. While they are doing a truly excellent work in the community, there is a need for this to be consolidated into a one-stop location.
- Need for Non-Affiliated Community Space. Many local community projects are administered by religiously affiliated organisations. While their work is extremely highly regarded and vitally important, often has a multi-faith aspect, there is a need for provision to be made from non-religious spaces.

Please indicate whether a full impact assessment is recommended

YES

Data collected to facilitate the assessment of this policy/proposal

The EBIGS is backed by an extensive evidence base to justify each proposed policy within the strategy. It has also been developed in accordance with national and local planning policies, guidance and evidence produced by the Government, the Council and its partners. It has also drawn upon the evidence base which informed the development of the Birmingham Development Plan (BDP) and further planning documents referred to in the strategy.

Comprehensive 'activity mapping' data has also been generated, showing an array of different organisations within East Birmingham, ranging from community projects, organisations and local facilities such as schools, medical practices and hospitals. These have been analysed at ward level, to provide a further picture of assets in East Birmingham – which was then used to help guide and support a number of principles in the strategy.

An extended Public Consultation was held, starting on Monday 17th February and ending on Sunday 18th October 2020. Due to the COVID-19 pandemic, the decision was made to extend this from its initially planned 12 weeks, as the original timeframe would not allow for a thorough consultation to take place and certainly would not provide adequate time to engage with the protected groups in-particular. It was expected that this would raise a number of suggestions that will be included in a new version of this strategy - incorporating findings from the public consultation.

This indeed has been the case – and the following data has been collected to facilitate this activity. At this stage in the Equalities Assessment, the council has striven to engage with the broadest possible cross-section of the community. Due to the pandemic situation, this has undoubtedly forced limitations upon the consultation, with the largest of these being the inability to host large public events. To counterbalance this limitation, a broader range of data has been collected via various approaches and these are listed below.

- Internal Consultation – Discussions with the officers from all 8 directorates within Birmingham City Council, Chief Executive and Assistant Chief Executive, Council Leader and Deputy Leader, 4 local MPs and all local councillors (with a focus on all 26 local councillors within East Birmingham).
- Launch Event – held at South and City College Bordesley Green Campus. This was located within East Birmingham and was attended by 98 people. The guests included: Representatives from a

diverse range of local community groups (40 attendees), Local Authority Officers from Birmingham City Council, Solihull MBC and West Midlands Combined Authority (28), Other Organisations including West Midlands Police, HS2, NHS, (11), Education Providers (10), Local Councillors (8), MP (1).

- Meetings with Local Organisations, Groups and Residents – Having met with 327 people (taking an average of 3 people at 109 Meetings – though a number of attendees at meetings were much larger than this). At each of these meetings direct feedback was taken, with notes and quotes from the many attendees. As a number of these meetings were also on-site, it was possible to see first-hand, points that were being made.
- Online Surveys – Two online surveys were produced, having a total of 353 respondents. The Be Heard survey was completed by 198 people. A Survey Monkey survey was also produced, being completed by a further 155 people. These surveys combined provided a wide range of quantitative and qualitative data, with a selection of questions asking for 'select an option' (so they could be numerically evaluated) and also a number of 'open answer' questions, where people could raise any points they wished.
- Focus Group Sessions – Two focus group sessions were hosted by a local organisation, working with the community directly in East Birmingham. A total of 20 people took part in the sessions. The sessions were attended by people from a wide range of ethnicities and ages. One session was designed for people under age 50 with the other session being for the 50+ age group.
- Online Webinar Sessions – 2 webinars with a total of 34 guests were hosted. A number of questions were raised in each session by guests. These videos (providing a detailed overview of EBIGS) have been posted publicly online, for any interested parties to view. Contact details and ways to get involved are also promoted.
- Project Working Group – This is being established and will comprise members who work, live and have a specific interest in East Birmingham. A specific focus of the group is for it to include a number of members with protected characteristics, as outlined in this Equalities Assessment.

Consultation Analysis

Overall, people who were engaged with were generally positive towards the East Birmingham Inclusive Growth Strategy. In many cases people were pleased to be asked their opinion and to hear that there was a renewed focus on East Birmingham – saying 'thank you for coming to speaking with us'.

Strong support for the principles of the Strategy has been encouraging - even where there were reservations about how successful the strategy will be, or comments saying; 'I've heard it all before". This is reflected in the very strong support of 98% of all 109 groups and organisations met with, alongside almost two-thirds (74%) of the Be Heard survey respondents who strongly agreed or agreed with the Strategy.

All methods of engagement were supported and helped reach the broadest range of the community in East Birmingham in what were unprecedented circumstances. The total number of people directly engaged with, especially individual members of the public, may have not been as great had we have followed our original engagement plan, but this simply was not possible in the circumstances. Not including emails and the website **in total we have engaged with at least 832 people.** This includes:

- **98** people (at Launch Event)
- **327** people (taking an average of 3 people at 109 meetings – some meetings were much larger than this)
- **353** people (via 2 online surveys)
- **20** people (in 2 focus group sessions)
- **34** people (in 2 Webinar sessions)

The **relationship between stakeholders met and the Council varies from very positive to quite negative or minimal** – but there is certainly a clear opportunity to improve relationships. This issue was raised in over 70% of meetings. Interestingly it was also raised by 8% of the people who took part in the Survey Monkey survey – highlighting this completely unprompted, as the most important way to what would help make a difference in their neighbourhood. Though this could be seen as negative, it also shows that people are willing to work alongside the Council across East Birmingham.

The **key issues raised during this community engagement were in line with the challenges identified in the Strategy**, though there **was a stronger emphasis on Quality of Environment and Fear of Crime.** Quality of the environment was raised in both online surveys and across all forms of engagement. Specifically, this issue was raised around '**Litter and Fly Tipping**'. Over two-thirds of all Survey Monkey respondents (67.5%) of people stated this issue alongside 13% of other responses specifically highlighted litter and fly-tipping as a major challenge in their local area.

Crime and Anti-Social Behaviour was also a specific issue raised during all engagement methods, especially online surveys. 68% of Survey Monkey respondents highlighted this as the main challenge in their area. Comments specifically referred to off road quad-biking, youth anti-social behaviour and most frequently, drug dealing. This was also highlighted in over 50% of meetings and also witnessed during an on-site meeting in an East Birmingham street.

It is interesting that the top three challenges identified in the two online surveys (Be Heard and Survey Monkey) are quite different. This is likely to be because the surveys were targeted at different audiences –

Be Heard focussed on those who had read the Strategy, and Survey Monkey on those who had not. The top three challenges identified by respondents to Be Heard were:

- **Skills and Education**
- **Economy**
- **Health**

Responses to Survey Monkey identified the following:

- **Crime and Anti-Social Behaviour**
- **Pollution, Litter and Environmental Challenges**
- **Lack of Community Spaces**

On a very positive note, nearly half (47%) of respondents to the Survey Monkey questionnaire stated **Community Spirit** as the things they liked most about their area with answers such as 'good neighbours' 'close to family and friends' and 'people coming together to get issues resolved' were all stated. This is a positive start for working with the community going forward.

In addition to the information and comments we collected the consultation itself provided a useful learning opportunity which will help us to engage more effectively in the future. This will be used to shape our proposals for the sustained community interface we are in the process of setting up to guide the implementation of the Strategy in years to come.

Adverse impact on any people with protected characteristics

EBIGS aims to benefit all groups within East Birmingham. This analysis forms part of the approach which will ensure that the protected groups are not disadvantaged, or the interests of one protected group are not promoted at the expense of another. Equality in its widest sense is sought as a key focus of the strategy and the consultation was designed to reach as wide an audience as possible, including representatives of the protected groups. During the community engagement opportunities have been identified to improve ongoing engagement and to support future equalities analysis and monitoring.

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

The Strategy itself is not expected to have any direct impacts - it is the work which will follow that will deliver the change and benefits. EA will be undertaken for all elements of this work and impacts will be handled as required.

How will the effect(s) of this policy/proposal on equality be monitored?

Monitoring will be undertaken as part of the overall East Birmingham Programme which will implement the Strategy. An Outline Business Case for the Programme is in preparation and will be brought to Cabinet for approval in 2021.

What data is required in the future?

This will be detailed in the Outline Business Case for the programme but will include a wide range of socio-economic indicators.

Are there any adverse impacts on any particular group(s)?

No

Summary and evidence of findings from your EIA

Please see above and the Consultation Summary for the East Birmingham Inclusive Growth Strategy.

QUALITY CONTROL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

No Comments

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?

Yes

Decision by Accountable Officer

Approve

Date approved / rejected by the Accountable Officer

12/01/2021