

EIA000878 East Birmingham North Solihull- Programme Update

About your EIA

Reference Number:	EIA000878
Subject of EIA:	East Birmingham North Solihull- Programme Update
Description:	<p>In July 2021 Cabinet approved a business case for the initial three-year phase of the East Birmingham Inclusive Growth Programme (the Programme). The Programme was established to begin implementation of the vision set out in the East Birmingham Inclusive Growth Strategy (EBIGS), approved by Cabinet in February 2021. The focus for this initial phase of work was to develop the capacity of the Council and its partners to deliver at scale, with the intention being to establish East Birmingham as place-based inclusive growth accelerator for the City. The Programme has made significant progress with partnerships and collaborations to jointly develop operational practice and investment to achieve inclusive growth. In parallel the Programme has delivered a wide range of pilot and pathfinder projects which have delivered both immediate benefits to the East Birmingham community and valuable learning and experience which will inform future activities. This EIA supports a Cabinet Report which updates Cabinet with respect to the progress made since the approval of the East Birmingham Programme business case and sets out proposals for the next phase of work, including funding, capacity and the financial management and governance arrangements for the Birmingham element of the East Birmingham and North Solihull Growth Zone (GZ) Business Rate Retention area. East Birmingham is defined as the 20 Wards broadly occupying the quadrant of the city between the M6 corridor in the north and the A45 in the south. For many years East Birmingham has struggled with entrenched deprivation and inequality and as a result residents have consistently fared poorly in terms of health, employment and educational attainment. The physical environment contributes to these challenges, with key factors including a lack of good quality green space, struggling local centres and poor transport and digital connectivity. In developing a whole-place approach toward regeneration in East Birmingham, it is likely to have positive impacts on people of all protected characteristics. Through targeted interventions, it is likely that the impacts of the East Birmingham Programme are likely to be felt unevenly across these characteristics, it is not anticipated that any of these impacts will be negative. As this programme represents a multi-decade, holistic regeneration of a large portion of our city, it is impossible to anticipate all future impact, the programme will therefore embrace a process of regular equalities impact self-assessment and improvement, harnessing the learnings of past works to inform future activity. The Proposal is to proceed with a second phase of activity focussed on East Birmingham, co-ordinating the delivery of the Growth Zone, Investment Zone and existing Enterprise Zone programme to maximise inclusive growth outcomes. This report recommends: To adopt the approach set out in the EBNS Investment Plan including the key principles and priorities which will guide future delivery in EBNS. To approve the EBNS Management Plan. To establish new governance to provide strategic oversight and co-ordination for the EBNS area. This will include an EBNS Board led by senior Councillors and Officers from BCC and SMBC. Other Boards and forums will be established as required for the purposes of engagement, collaboration and co-ordination. To commence work on an East Birmingham Delivery Plan which will add detail to the EBNS Investment Plan and support future decision making. The EBNS Delivery Plan will set out how the GZ sites will be enabled as part of a wider EBNS programme with close co-ordination with the Investment</p>

	Zone programme. To develop a Business Rate uplift model providing a projection of future BR income to inform investment decisions and tracking site delivery within the GZ. To develop a spatial plan for East Birmingham for public consultation to inform placemaking activities including the development of key sites and infrastructure.
In support of:	["Amended/refreshed strategy ","Amended function"]
Reviewing Frequency:	Every two years
First review date:	01/12/2026

Directorate, Division & Service Area

Directorates:	["Place, Prosperity and Sustainability"]
Division:	Planning and Development
Service Area:	Development

Budget Savings

Related to budget savings?:	
Budget proposal reference number:	

Officers

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Data Sources

Data sources:	["Birmingham City Observatory data and insight","Quantitative data (please specify in the box below)","Relevant research","Relevant reports/strategies","Evaluation of pathfinder projects from Phase 1 of East Birmingham Programme"]
Data sources Details:	

Initial Assessment

Impact Age:	Yes
Impact Disability:	Yes

Impact Sex:	Yes
Impact Gender Reassignment:	Maybe
Impact Marriage and Civil Partnerships:	Maybe
Impact Pregnancy and Maternity:	Maybe
Impact Race:	Yes
Impact Religion or Beliefs:	Yes
Impact Sexual Orientation:	Maybe
Impact Care Experience:	

Initial Assessment Summary

Initial Assessment Summary:	The initial assessment showed a strong indication that there would be no significant negative impacts on people however, given the scale and variety in potential positive impact across a range of protected characteristics, it has been decided that a full assessment may be beneficial to better articulate these impacts. This also allows for an explanation of the programmes approach towards proactive, learnings-based continual improvement, and how our activities may adapt, should negative impacts emerge.
Is a full EIA Required?:	Yes

Protected Characteristic – Age

Impact Age:	Yes
Age Group Impacted:	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Age Impact Details:	<p>Over the lifetime of the East Birmingham Programme, it is anticipated that there will be targeted interventions, activities or impacts specifically related to Age. The East Birmingham Geography has a large young population, with 24.4% aged 0-14, 40.6% aged under 25 years, 68.5% under the age of 45, and only 3.5% aged 80 and over. Four of top 5 worst wards for Income Deprivation Affecting Older People Index (IDAOPI) in the city are in East Birmingham. A priority of the East Birmingham Programme (EBP) is building authentic models of public participation, to ensure local citizens and groups are sufficiently empowered to affect change in their community. As such, a large part of the activity of the EBP to date has focussed on collaborative working with other public sector agencies and local community groups to build out this capacity and help shape future programmes to address this concern. As part of our Phase 1 activity, the Programme Team have worked with Schools and Higher Education/Further Education provider to enhanced support across a number of areas. This includes a Retrofit skills programme delivered by South and City College which will support the work of the National Centre for the Decarbonisation of Heat once it is completed. The next phase of activity is likely to include support to schools around Intra-school transition support-supporting pupils in the transitions from Pre-school to reception, and the transition out of formal schooling support. This has become an area of concern for EB as currently many pupils are lacking the functional skills necessary to make a success of these transition, and this has been exacerbated by the pandemic. This activity is likely to begin within the first three years of Phase 2 of the programme. Another core part of the activity of the EBP has been the development of pilot activities and project to support target specific engrained inequalities or to prove the viability of an intervention for wider implementation. Phase 1 activity has included</p>

	<p>Partnerships for People and Place which supports 14-16 year olds with Careers support; working with employment and skills providers to maximise efficiency of their programmes and collaborate to tackle engrained causes of inequality. The WorkWell Project offers low-intensity interventions targeted at people in work who are struggling due to a health condition or disability, or recently unemployed people facing a barrier to return to work due to a health condition or disability. This intervention is likely to impact across all working age groups. EBP activity has also included a suite of Business Support programmes looking to build more resilient entrepreneurial ecosystems across East Birmingham. Although these interventions focus more on socio-economic concerns, as well as Sex, Race and Ethnicity Characteristics, these will still have a direct impact upon SME business owners of all ages across the geography. The final key area of phase one activity has been project delivered building upon prior knowledge or activity: In regard to age, this includes the Making Sense of Media project in collaboration with Ofcom which aims to address the growing pressure on schools to support pupils and parents to tackle online misinformation and bullying. It also aims to support children and families to understand how to safely produce online content. The ICAN project supports local residents to access employment opportunities within the NHS. The programme provides pre-training support to support residents in their readiness to access the NHS. Much of this support has focussed on addressing non-technical barriers to employment such as basic language upskilling. Through UK Shared Prosperity Funding, the EBP has also provided an employment readiness support programme for people further from the labour market through tailored assistance around confidence, CV support, Work experience.</p>
<p>Age Impact Mitigation:</p>	<p>Given both the holistic regeneration approach of the East Birmingham team, and the 25-year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham Programme (EBP) will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to Age, all appropriate responses and mitigations shall be undertaken. In delivering the EBP, there is the obvious risk of impact via exclusion- that residents from outside of the Geography will not be able to access this support. East Birmingham has been identified as an area of pronounced need, with the overwhelming number of its wards being in the highest 10% nationally for multiple deprivation, as such there is an obvious need for more enhanced support. Much of the activity of the EBP consists of targeted pilot interventions designed to test the viability and efficacy of various activity in realising socio-economic change. Should these interventions prove successful in EB, it is anticipated that these interventions may be replicated in other areas of Birmingham. Finally, EB is the area in which the Business Rates are being retained to fund much of the activity of the team, it would be unethical to spend this funding outside of this area especially given the levels of deprivation present.</p>

Protected Characteristic – Disability

<p>Impact Disability:</p>	<p>Yes</p>
<p>Disability Impact Details:</p>	<p>Over the lifetime of the East Birmingham Programme (EBP), it is anticipated that there will be targeted interventions, activities or impacts specifically related to Disability. Life expectancy is still higher in females than males with the East locality having the lowest life expectancy compared to the rest of Birmingham, which is still lower than the England average. This is largely driven by a very high infant mortality in both Hodge Hill and Yardley where it makes up more than a third of excess years of life lost in both constituencies. 7 of bottom 10 wards for Percentage of people aged 65+ with 'bad' or 'very bad' health (self-perceived) are in East Birmingham. A priority of the EBP is building authentic models of public participation, to ensure local citizens and groups are sufficiently empowered to affect change in their community. As such, a large part of the activity of the EB Programme to date has focussed on cross-sector collaborative working to build out this capacity and help shape future programmes to address this concern. The EBP is working in partnership with the NHS Birmingham and Solihull ICB across a number of workstreams. This may support the development of healthcare facilities as part of future phases of Meadway site which in turn would support the increased healthcare provision in East Birmingham. The EBP is collaborating with a number of local organisations to deliver a suite of Green Space improvements across East Birmingham. These have the potential positively impact people with disabilities both through direct improvements to accessibility to Green spaces across the geography, but also indirectly through the clear improved health outcomes associated with</p>

	<p>regular accessing high-quality green spaces. Through the Pocket Park programme, the Heart of Birmingham Vocational College gave disabled people the opportunity to volunteer in improving green spaces in EB. Building upon the work begun with the delivery of this Pocket Park, Phase 2 of the EBP will expand the collaboration with HBVC and Norton Hall, to include green skills and employment pathways for Children with Disabilities. Further disability-focussed Collaboration is also likely through development of Ward End Park House which may include accessibility improvements to facilities. A major development site within EB which is hoped to be unlocked through the work of the EBP is the Sports Quarter on the site of the former Birmingham Wheels. Along with the world-class professional sports facilities created, it is also hoped that this area will be able to become an important centre for health and wellbeing in the region. Another core part of the activity of the EBP has been the development of pilot activities and project to support target specific engrained inequalities or to prove the viability of an intervention for wider implementation. The WorkWell Project offers low-intensity interventions targeted at people in work who are struggling due to a health condition or disability, or recently unemployed people facing a barrier to return to work due to a health condition or disability. This intervention is likely to impact across all working age groups. Phase 1 has also included a small collaboration with Mencap, supporting the creation of a pool of workers to support in-work disability mentoring. This will supplement and enhance existing DWP provision. The EBP has supported the work of the Disability Resource Centre (DRC) through the Ready 2 Level Programme and is exploring options for Community Asset Transfer. The final key area of phase 1 activity has been project delivered building upon prior knowledge or activity: Through UKSPF, the EBP has also provided an employment readiness support programme for people further from the labour market through tailored assistance around confidence, CV support, Work experience. DRC and Better pathways were both appointed as deliver partners as they have specific specialisms in disability support.</p>
Disability Impact Mitigation:	<p>Growth Zone and Investment Zone funding will support the delivery of new infrastructure to drive inclusive economic growth and regeneration across East Birmingham. This includes improved transport services and new open spaces and public realm. All developments will need to comply with the Equality Act (2010) to ensure that people with disabilities are not discriminated against by being unable to access these services or spaces due to their design or delivery. In delivering the EBP, there is the obvious risk of impact via exclusion- that residents from outside of the Geography will not be able to access this support. East Birmingham has been identified as an area of pronounced need, with the overwhelming number of its wards being in the highest 10% nationally for multiple deprivation, as such there is an obvious need for more enhanced support. Much of the activity of the EBP consists of targeted pilot interventions designed to test the viability and efficacy of various activity in realising socio-economic change. Should these interventions prove successful in EB, it is anticipated that these interventions may be replicated in other areas of Birmingham. Finally, EB is the area in which the Business Rates are being retained to fund much of the activity of the team, it would be unethical to spend this funding outside of this area especially given the levels of deprivation present.</p>

Protected Characteristic – Sex

Impact Sex:	Yes
Sex Groups Impacted:	["Male", "Female", "Non-binary"]
Sex Impact Details:	<p>Over the lifetime of the East Birmingham Programme (EBP), it is anticipated that there will be targeted interventions, activities or impacts specifically related to Sex. A priority of the East Birmingham Programme (EBP) is building authentic models of public participation, to ensure local citizens and groups are sufficiently empowered to affect change in their community. As such, a large part of the activity of the EB Programme to date has focussed on cross-sector collaborative working to build out this capacity and help shape future programmes to address this concern. The ongoing Coalition for Impact Programme exists to build out this community capacity through targeted support for community groups across East Birmingham. This programme has supported several organisations who provide specialist support for Women: Dream Chasers CIC; Go-Women Alliance; and Salehi Hub provide support to all residents, though they remain primarily focused on supporting women predominantly focussing on South</p>

	<p>Asian and East African Women as these have historically not engaged with a variety of activities and services. Another core part of the activity of the EBP has been the development of pilot activities and project to support target specific engrained inequalities or to prove the viability of an intervention for wider implementation. Go-Women Alliance have also been funded to create a stronger, more resilient female economy specifically around Alum Rock, Ward End, Bromford and Hodge Hill. This will support producers/traders who are working from home, giving them online comprehensive entrepreneurial support through access to training covering finance, taxes, digital marketing etc. This will be structured as a cooperative and is designed to address high levels of formal female unemployment in these areas. The EBP is also supporting the development of the Inclusive innovation Network in the West Midlands. This project supports women and/or BAME-led SMEs into accessing the innovation ecosystem. Only 1 in 7 applications nationally for Innovate UK funding came from women. If women started and scaled new businesses at the same rate as men up to £250BN of new value could be added to the UK economy. If all groups invented at the same rate as white men from high-income families, the rate of innovation would quadruple. If women started and scaled new businesses at the same rate as men up to £250BN of new value could be added to the UK economy. This project is designed to uncover systemic barriers to participation as well as generate best-practise case studies which will inform future programmes. The Saheli Hub are a funded provider for the Workwell project. As above, the Saheli Hub provide health and wellbeing support to all residents, though they remain primarily focused on supporting women. The EBP will also continue to work with Dolphin Centre, a Women's Centre in East Birmingham around employment support.</p>
Sex Impact Mitigation:	<p>Given both the holistic regeneration approach of the East Birmingham team, and the 25-year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham Programme (EBP) will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to Age, all appropriate responses and mitigations shall be undertaken. In delivering the EBP, there is the obvious risk of impact via exclusion- that residents from outside of the Geography will not be able to access this support. East Birmingham has been identified as an area of pronounced need, with the overwhelming number of its wards being in the highest 10% nationally for multiple deprivation, as such there is an obvious need for more enhanced support. Much of the activity of the EBP consists of targeted pilot interventions designed to test the viability and efficacy of various activity in realising socio-economic change. Should these interventions prove successful in EB, it is anticipated that these interventions may be replicated in other areas of Birmingham. Finally, EB is the area in which the Business Rates are being retained to fund much of the activity of the team, it would be unethical to spend this funding outside of this area especially given the levels of deprivation present. In delivering interventions which specifically seek to increase female participation, there is also the chance to negatively impact males through exclusion of access to these programmes. To mitigate this, the EBP will ensure that all exclusive programmes are supported by a robust rationale that outline how they function to address an inequality in participation which has developed out of the status quo. Furthermore, for interventions such as the Inclusive Innovation Accelerator- where targeted interventions are delivered which offer gendered support in order to address differential participation in existing programmes- we will ensure that these existing programmes remain open to all groups.</p>

Protected Characteristic – Gender Reassignment

Impact Gender Reassignment:	No
Gender Reassignment Impact Details:	<p>Over the lifetime of the East Birmingham Programme, it is not anticipated that there will be any targeted interventions, activities or impacts specifically related to Gender Reassignment. That is not to say that people who have experienced gender reassignment would not benefit or be impacted by the programme. There are 9,124 transgender people in Birmingham and it is highly likely that some of these will be in East Birmingham. People who have undergone gender reassignment experience inequalities, transphobic discrimination, abuse and poorer social determinants across a wide spectrum of their lives, including their personal relationships, housing, education, work, physical activities and sport, access to public spaces, access to healthcare and mental health. Although many of these challenges are outside of the remit, it is likely</p>

	<p>that transgender people may still be positively impacted by the work of the programme through interventions related to housing, spatial planning and skills. Given both the holistic regeneration approach of the East Birmingham team, and the 25 year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham programme will remain proactive in re-assessing its impact. Should negative impacts emerge which specifically affect people who have experienced gender reassignment, or opportunities emerge to positively impact existing inequalities, novel interventions may be developed to target these.</p>
Gender Reassignment Impact Mitigation:	

Protected Characteristic – Marriage and Civil Partnership

Impact Marriage and Civil Partnership:	No
Marriage and Civil Partnership Groups Impacted:	
Marriage and Civil Partnership Impact Details:	<p>Over the lifetime of the East Birmingham Programme, it is not anticipated that there will be any targeted interventions, activities or impacts specifically related to Marriage and Civil Partnership. Marriage and civil partnerships remain a core part of the lives of many households within East Birmingham. This area contains many of the wards with the highest concentration of people who are married or in a registered civil partnership are Alum Rock (9,679, 1st across the city), Sparkbrook and Balsall Heath East (9,159, 3rd across the city). It also contains many wards with the highest concentration of people who are separated, but still legally married or still legally in a civil partnership, such as Sparkbrook and Balsall Heath East (653, 2nd across city) and Alum Rock (646, 3rd across city). There is a chance for marriage and civil partnership to be impacted by the East Birmingham programme through its development of the spatial plan for East Birmingham, and indirectly through its influencing of any housing provision in the area- though this is not directly within the remit of the Programme Team activity. Given the extensive overcrowding within large areas of East Birmingham their remains a desire to see the construction of larger family units within East Birmingham which would have a positive impact on people in marriages and civil partnerships who are more likely to cohabit. Given both the holistic regeneration approach of the East Birmingham team, and the 25 year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham programme will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to marriage and civil partnership, all appropriate responses and mitigations shall be undertaken.</p>
Marriage and Civil Partnership Impact Mitigation:	

Protected Characteristic – Pregnancy and Maternity

Impact Pregnancy and Maternity:	No
Pregnancy and Maternity Impact Details:	No

Protected Characteristic – Ethnicity and Race

Impact Ethnicity and Race:	Yes
Ethnicity and Race Groups Impacted:	
Ethnicity and Race Impact Details:	<p>Over the lifetime of the East Birmingham Programme, it is anticipated that there will be targeted interventions, activities or impacts specifically related to Ethnicity and Race. The Ethnic and Racial profile of East Birmingham is substantially different from the rest of Birmingham. 44.1% of EB residents are Asian/Asian British compared to 31% across the city; 34.6% of the population of EB are White, compared to 48.6% across the city. Black, African and Caribbean, Black British residents represent are 11.3% against city average of 11%. A priority of the EBP is building authentic models of public participation, to ensure local citizens and groups are sufficiently empowered to affect change in their community. As such, a large part of the activity of the EB Programme to date has focussed on cross-sector collaborative working to build out this capacity and help shape future programmes to address this concern. The ongoing Coalition for Impact Programme exists to build out this community capacity through targeted support for community groups across East Birmingham. This programme has supported several organisations who provide targeted (though not exclusive) support for ethnic-minority groups: Dream Chasers CIC; Go-Women Alliance; and Salehi Hub provide support to all residents, though they remain primarily focused on supporting women predominantly focussing on South Asian and East African Women as these have historically not engaged with a variety of activities and services. This programme exists explicitly to bring these communities around the table of regeneration. Another core part of the activity of the EBP has been the development of pilot activities and project to support target specific engrained inequalities or to prove the viability of an intervention for wider implementation. The EBP is also supporting the development of the Inclusive innovation Network in the West Midlands. This project supports women and/or BAME-led SMEs into accessing the innovation ecosystem. The EBP understands that if all groups invented at the same rate as white men from high-income families, the rate of innovation would quadruple. This project is designed to uncover systemic barriers to participation as well as generate best-practise case studies which will inform future programmes. Go-Women Alliance have also been funded to create a stronger, more resilient female economy specifically around Alum Rock, Ward End, Bromford and Hodge Hill. This will support producers/traders who are working from home, giving them online comprehensive entrepreneurial support through access to training covering finance, taxes, digital marketing etc. This will be structured as a cooperative and is designed to address high levels of formal female unemployment in these areas. This work is likely to indirectly have racial and ethnic impacts as these Wards are the centre of the cities Pakistani and Bangladeshi communities. The ICAN project supports local residents to access employment opportunities within the NHS. The programme provides pre-training support to support residents in their readiness to access the NHS. Much of this support has focussed on addressing non-technical barriers to employment such as basic language upskilling. As a general principle, the support of the EBP is highly likely to be most targeted in the most deprived areas of EB. These areas also tend to be the areas with the highest BAME population. As a result, programmes designed to deliver strong socio-economic impacts are likely to indirectly disproportionately beneficial to BAME communities.</p>
Ethnicity and Race Impact Mitigation:	<p>Given both the holistic regeneration approach of the East Birmingham team, and the 25-year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham Programme (EBP) will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to Age, all appropriate responses and mitigations shall be undertaken. In delivering the EBP, there is the obvious risk of impact via exclusion- that residents from outside of the Geography will not be able to access this support. East Birmingham has been identified as an area of pronounced need, with the overwhelming number of its wards</p>

	<p>being in the highest 10% nationally for multiple deprivation, as such there is an obvious need for more enhanced support. Much of the activity of the EBP consists of targeted pilot interventions designed to test the viability and efficacy of various activity in realising socio-economic change. Should these interventions prove successful in EB, it is anticipated that these interventions may be replicated in other areas of Birmingham. Finally, EB is the area in which the Business Rates are being retained to fund much of the activity of the team, it would be unethical to spend this funding outside of this area especially given the levels of deprivation present. In delivering interventions which specifically seek to increase ethnic-minority participation, there is also the chance to negatively impact non-ethnic minority residents through exclusion of access to these programmes. To mitigate this, the EBP will ensure that all exclusive programmes are supported by a robust rationale that outline how they function to address an inequality in participation which has developed out of the status quo. Furthermore, for interventions such as the Inclusive Innovation Accelerator- where targeted interventions are delivered which offer ethnic-minority support in order to address differential participation in existing programmes- we will ensure that these existing programmes remain open to all groups.</p>
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Protected Characteristic – Religion

Impact Religion:	No
Religion Groups Impacted:	
Religion Impact Details:	<p>Over the lifetime of the East Birmingham Programme, it is not anticipated that there will be any targeted interventions, activities or impacts specifically related to Religion. East Birmingham has a significantly different religious profile compared to the rest of Birmingham, being 50.2% Muslim (City average-29.9%), 25% Christian (City average-34.%), 16.8% no religion (City average-24.1%), 0.8% Sikh (City average-2.9%), 0.8% Hindu (City average-1.9%). These groups are also not distributed evenly, with Muslims tending to be highly concentrated in the central wards of the EB area, particularly Alum Rock; Bordesley Green; Heartlands; Small Heath; Sparkbrook & Balsall Heath East; Ward End Wards, where Muslims represent 80.4% of the population. While negative differential impact is anticipated on religious groups, and no targeted interventions are anticipated, given that these wards also represent the areas of the most concentrated need, there is a heightened awareness of the need to proceed with specific projects with consideration and consultation of the relevant groups to ensure that this is the case. There are also intersectional considerations. It is understood that Muslim, Sikh and Hindu populations are also most likely not to be white. As such it is highly likely that these groups will be indirectly supported through targeted interventions designed to support ethnic-minority entrepreneurship. Given both the holistic regeneration approach of the East Birmingham team, and the 25 year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham Programme will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to Religion emerge, all appropriate responses and mitigations shall be undertaken.</p>
Religion Impact Mitigation:	

Protected Characteristic – Sexual Orientation

Impact Sexual Orientation:	No
Sexual Orientation	

Groups Impacted:	
Sexual Orientation Impact Details:	Over the lifetime of the East Birmingham Programme, it is not anticipated that there will be any targeted interventions, activities or impacts specifically related to Sexual Orientation. Given both the holistic regeneration approach of the East Birmingham team, and the 25 year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham Programme will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to Sexual Orientation, all appropriate responses and mitigations shall be undertaken.
Sexual Orientation Impact Mitigation:	

Protected Characteristic – Care Experience

Impact Care Experience:	No
Care Experience Impact Details:	Over the lifetime of the East Birmingham Programme, it is not anticipated that there will be any targeted interventions, activities or impacts specifically related to Care Leavers. Care experienced people face significant challenges, including discrimination and lack of security, when they begin their adult lives. They can struggle with housing, health, education, relationships and employment and are overrepresented within the criminal justice system. As such, Care Leavers are likely to especially benefit from the East Birmingham Programmes activities related to training and skills provision, and support around school transition (both intraschool and into employment). They may also be positive impacted by the Programmes influencing of housing policy for the area. Ultimately, as much of the knowledge, experience and responsibility for this tackling these challenges sits outside of the East Birmingham Programmes remit, it is unlikely that any of these impacts are going to be significant. Given both the holistic regeneration approach of the East Birmingham team, and the 25 year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. This is especially true given the relative shortage of data available related to Care Leavers in East Birmingham, meaning assessing relative impact or the need to develop targeted interventions around this characteristic is unclear. The East Birmingham Programme will remain proactive in re-assessing its impact. Should negative impacts emerge specifically related to Care experienced People, all appropriate responses and mitigations shall be undertaken.
Care Experience Impact Mitigation:	

Other

Any other risks or impacts:	The East Birmingham Geography covers much of the most deprived areas of the city. 61.2% of the population in the East locality live in the most deprived decile, and 38.8% of children live in absolute poverty. Hodge Hill was ranked the most deprived constituency in Birmingham while Yardley was 5th most deprived constituency. The EB area has some clusters of overcrowding, particularly concentrated towards its western region, including Ward End, Bromford & Hodge Hill, and Alum Rock wards. People living in poor housing conditions are more likely to experience poor health. Unemployment levels differed between the two constituencies with about 23% of Hodge Hill's and 19% of Yardley's populations unemployed, both much higher levels of unemployment compared to Birmingham (13.4%) and England (6%) As such, the East
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	<p>Birmingham Programme exists fundamentally to realise positive socio-economic change in this area. Interventions relevant to this but not covered under any specific protected characteristic include the developing entrepreneurial, decarbonisation and innovation programmes for the area. Fast Followers seeks to address non-technical barriers to net-zero transition within the Tyseley Area of East Birmingham. This area contains the Tyseley Energy from Waste plant and therefore suffers from some of the worst air quality in the city. This area is also home to Tyseley Energy Part which contains some of the most intensive energy innovation in the city. It is hoped this project will facilitate the spread of this innovation to local businesses. The Get Ready to Supply programme for East Birmingham and North Solihull SMEs seeks to increase the success of businesses in this area in accessing public sector contracting and supply chain opportunities. In doing so, it is also hoped that public sector spend can be better retained within our geography, helping to support community wealth-building across the city. Through our Economic Justice Programme, we are supporting the movement against economic injustice in Birmingham. By 'movement' we mean people and organisations who share the same broad aims for change (reducing economic injustice) but who may have very different approaches. The East Birmingham Team works closely with Barrow Cadbury's who lead on the Economic Justice Brum.</p>
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Full Assessment Summary

<p>Full Assessment Summary:</p>	<p>There are no negative impacts identified. The evidence supports the method in the proposal and sets out legitimate, relevant and proportional actions. The proposal will proceed. Given both the holistic regeneration approach of the East Birmingham team, and the 25 year lifespan of the programme, it is inevitable that there will be impacts which emerge which we have failed to anticipate in this Assessment. The East Birmingham Programme will remain proactive in re-assessing its impact. Should negative impacts emerge against any Protected Characteristics, all appropriate responses and mitigations shall be undertaken.</p>
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Monitoring

<p>Monitoring Details:</p>	<p>The East Birmingham Programme (EBP) will remain proactive in re-assessing its impact. Should negative impacts emerge which specifically impact any Protected Characteristics, or opportunities emerge to positively impact underlying inequalities, novel interventions may be developed to target these. The East Birmingham Programme Team will monitor these impacts through an Equality Impact Action Plan. This will give a single space for all identified potential issues to be assembled from across the programme so that mitigations can be developed. Given the length of the programme, and the breadth of potential pilot activity, it is unrealistic to expect to operate a single monitoring framework. The EBP team will ensure that all projects and activities are supported by robust rationales and monitoring processes to ensure that impact against Protected Characteristics are given due consideration. Depending on the scale of the intervention, this may involve further community consultation, monitoring emerging data, or developing project-specific Equality Impact Assessments.</p>
<p>Monitoring Officer Email:</p>	<p>thomas.lewis@birmingham.gov.uk</p>

