

Equality Impact Assessment

Reference: EQIA258355408

Submitted: 08 October 2020 13:25 PM

Executive summary

Title of policy or decision: Harlow Investment Fund

Describe the main aims, objectives and purpose of the policy (or decision): The decision is to approve ECC's investment in the Harlow Investment Fund Limited Partnership and each associated company through the subscription or purchase of no more than 10% of the shares of the relevant company. The investment Fund will address extant market failure, investing public sector capital to create a portfolio of investments focused on marginal viability sites, where they are too complex or where the return profile is too limited for the private sector, but development of which will create the conditions catalysing private investment and regeneration as well as deliver a financial return.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help create great places to grow up, live and work

Which strategic priorities does this support? - Enable inclusive economic growth: Enable Essex to attract and grow large firms in high growth industries, Target economic development to areas of opportunity

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help to secure stronger, safer and more neighbourly communities, Facilitate growing communities and new homes

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The Localities Function in partnership with Data and Analytics has carried out extensive analysis to understand the characteristics of the people and place in Harlow with this work determining the interventions that we make in the place. The analysis has used nationally available data sets (e.g. ONS data) as well as internal service data (anonymised) to enable us to build a picture about the challenges and opportunities that exist in the locality.

Through this work we have identified specific issues around the inclusivity of the economy, resident skills and quality of residential accommodation, all of which are factors constraining growth and development of Harlow. Specifically relevant to this decision, this analysis has identified that residents who live and work in Harlow earn £338 less each month than those commuting in, only 28% of residents work in skilled or professional roles and one in ten 16-64 year olds have no formal qualifications. Complex land ownership and below average land-values in the town centre have also been identified as barriers to delivering effective regeneration.

This work will positively impact upon the Harlow community, providing new high-quality and affordable accommodation in the heart of the town centre, providing access to housing that residents are not able to access. The regeneration will also directly deliver new employment space and skills infrastructure positively impacting upon the employment and learning prospects and opportunities for the community. The work resulting from this decision will catalyse economic growth and regeneration of Harlow District with evidence that a high-quality town centre is critical to enabling this growth and development, particularly Gilston Garden Town and the PHE

relocation which is expected to provide up to 2,500 jobs for Harlow residents.

There is no evidence to suggest that this decision will have impacts positive or negative on groups with protected characteristics. The analysis we have conducted shows that the above mentioned challenges do not have a disproportionately higher impact on any of these groups and the interventions that we are making through this decision will be accessible to all aspects of the population of Harlow and Essex residents regardless of any protected characteristic.

Does or will the policy or decision affect:

Service users: No

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: Harlow

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqIA completed: 08/10/2020

Name of person completing the EqIA: Johnathon Cuthbertson

Email address of person completing the EqIA: Johnathon.Cuthbertson@essex.gov.uk

Your function: Place and Public Health

Your service area: Sustainable Growth

Your team: Localities

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: andrew.burgess2@essex.gov.uk