

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Economic Development Service

Description of what is being impact assessed

What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

To deliver services that will help to maintain the vibrancy of the economy , including the Town Centres and High Streets. To protect and increase the number of jobs in the borough and enable growth and attract investment. To engage with the business community and ensure that a two way dialogue can happen effectively with the views from the business community being valued. To manage the Business incubation centres to support business transition into commercial premises and to ensure that all residents can have the best chance to access employment opportunities through provision of the right skills and training opportunities. To Deliver the Economic Recovery Plan to enable the economy to move forward from the pandemic and maximise the opportunities going forward.

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.

To maintain contact databases and records of all interactions with businesses

Dacorum Economic Dashboard

Dacorum Recovery Plan

Dacorum Economic Profile report

Who have you consulted with to assess possible impact on protected groups? *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

Dacorum Economic Recovery Board – which includes partners from across the range of organisations working with businesses and to support economic growth and skills provision

Hemel Hempstead Ambassadors

Hemel Hempstead Business Improvement District and other partnerships for the areas of Tring Berkhamsted and the Old Town

Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- The PCs of *Marriage and Civil Partnership* and *Pregnancy and Maternity* should be added if their inclusion is relevant for impact assessment.
- Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			
Age	All groups are able to access the services through direct contact or through working with our partners	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability (physical, intellectual, mental) <i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	All groups are able to access the services through direct contact or through working with our partners	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	All groups are able to access the services through direct contact or through working with our partners	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Race and ethnicity	All groups are able to access the services through direct contact or through working with our partners	□	⊗	□
Religion or belief	All groups are able to access the services through direct contact or through working with our partners	□	⊗	□
Sex	All groups are able to access the services through direct contact or through working with our partners	□	⊗	□
Sexual orientation	All groups are able to access the services through direct contact or through working with our partners	□	⊗	□
Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.	All groups are able to access the services through direct contact or through working with our partners	□	⊗	□

Negative impacts / outcomes action plan

Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete
None that the service is aware of	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

If negative impacts / outcomes remain, please provide an explanation below.

Completed by (all involved in CIA)

Chris Taylor

Date

10 November 2021

Signed off by *(AD from different Directorate if being presented to CMT / Cabinet)*

Date

Entered onto CIA database - date

To be reviewed by (officer name)

Review date