

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Employment and Skills Supplementary Planning Document (SPD)

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

The Draft Employment and Skills SPD is a new tool that will enable the Council to ring-fence specific opportunities arising from a development to benefit the Borough's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities by helping businesses to improve, grow and take on more staff; help businesses to find suitable and (especially) local staff and suppliers; and improve the skills of local people to enable them to take advantage of the resulting employment opportunities.

The Public Services (Social Value) Act (2012), which came into force in England and Wales in January 2013, requires the commissioners of public services to consider how they can secure wider social, economic and environmental benefits from their activities. Initially this focussed on social value in relation to the procurement of goods, works and services, but many local authorities are now extending their scope to include gain from planning developments.

The draft SPD will require residential development of 30 or more homes and non-residential building(s) of 1000m² or more to prepare a Social Value Strategy. The Strategy must demonstrate a commitment to achieve a social value target (expressed in number of weeks) and to deliver as many of the following outcomes as is practically achievable:

- Targeted recruitment and training requirements, ensuring that apprenticeships and other work opportunities help to alleviate unemployment;
- Work placement opportunities designed to support education and learning;
- Targeted vacancy filling or maximising the use of employment support partners;
- Supporting the integration of the local supply chain, helping to develop a wider business base both for the delivery

of services and materials;

- Provision of opportunities for social enterprises, which have explicit social, economic or environmental aims;
- Participation in the promotion of education initiatives, supporting the transition between school and work;
- Participation in forums created to promote sector development, sharing good practice to stimulate improvement;
- Participation in forums created to promote community development, maximising the benefits of a strong voluntary and community sector.

The SPD will help support the delivery of the Dacorum Economic Recovery Plan.

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.

Dacorum Economic Recovery Plan
Economic Profile of Dacorum
Dacorum Economic Dashboard
Office for National Statistics (ONS) June 2021
NOMIS Official Labour Market Statistics (ONS) December 2020

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.*

Alex Robinson – Assistant Director for Planning
Keeley Mitchell – Trainee Strategic Planning and Regeneration Officer

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).

Protected group	Summary of impact <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>	Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Age	Social Value Strategies will be expected to demonstrate opportunities aimed at young people to help alleviate unemployment and build skills, such as targeted recruitment, apprenticeships and work placement opportunities. Developers will also be encouraged to set out how they would engage with local schools and support them to promote the skills and qualifications needed for employment amongst young people aged 11 to 16 and to support the transition between school and work.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability (physical, intellectual, mental) <i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	The Social Value Strategy should consider the provision of opportunities for social enterprises, which have explicit social, economic or environmental aims.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Gender reassignment	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.	The activities of the Social Value Strategies will improve the economic wellbeing of individual residents in the Borough who may currently be impacted through having a low income, holding lower qualifications or being economically inactive.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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
n/a	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.	
n/a	
Completed by (all involved in CIA)	Claire Covington
Date	12/12/2022
Signed off by (AD from different Directorate if being presented to CMT / Cabinet)	Alex Robinson - Assistant Director for Planning
Date	28 December 2022
Entered onto CIA database - date	
To be reviewed by (officer name)	
Review date	