

Equality Impact Assessment (EIA) Template

Policy / service / decision

Herts IQ Enterprise Zone Future funding Allocation Proposals

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.

Herts IQ current financial principles clarify that in order to ensure sufficient provision is made to fund the Junction 8 improvements, 75% of surplus income – i.e. after operational costs and current commitments have been met – will be ring-fenced specifically to fund infrastructure investment, with 25% of surplus income being available to fund other investment items approved by the Herts IQ Board.

It is considered by partners that if Herts IQ continues upon its current trajectory and approach to investment, then there is a real risk that the high-quality growth which the Enterprise Zone was incorporated to promote will either not be delivered or will be delivered by market forces over which we have limited control and little influence.

Within this context, at the Herts IQ Board meeting on 26th June 2024 it was approved, in principle, to use 100% of surplus funds, amounting to a forecast £6.0m, over the period to the end of financial year 2026/27 to stimulate and accelerate growth through spending and investment to support business growth, carbon reduction and regeneration schemes, whilst proposals for major infrastructure are developed.

In order to meet the existing Herts IQ 75:25 obligation to use 75% of reserves to fund infrastructure investment, with the remaining 25% available for other investments, in subsequent years Herts IQ would repay the sum ‘owed’ to the infrastructure fund in a manner that allows Herts IQ to meet the profiled funding requirement of its capital commitment to transport infrastructure, with this ‘repayment’ concluded by the end of financial year 2031/32

The report seeks formal approval for the Council’s representative of the Herts IQ Board to formally endorse the future funding allocation proposals.

Evidence
What involvement and consultation has been done in relation to this policy? <i>(E.g. what input have relevant groups and stakeholders had to the decisions you have made)? If none please also explain why.</i>
The proposed approach has been agreed in principle by Herts IQ Board consisting of DBC, HCC, SADCC, as shareholders as well as other key stakeholders, Rothamsted Research and Building Research Establishment (BRE). The Leader (including as Portfolio Holder) and Acting Strategic Director Place represent DBC on the Herts IQ Board.
What data/information have you used to assess how this policy/service/decision might impact on protected groups? <i>(Include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, EIAs 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.</i>
The proposed approach took account of delivery timescales for infrastructure projects as well as <i>Herts IQ:Future Scenarios</i> , a study commissioned by Herts IQ and undertaken by external consultants to identify how growth may be stimulated and accelerated with the enterprise Zone.
Who have you consulted with to assess possible impact on protected groups? <i>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.</i>
Applications for project funding will be assessed by the Herts IQ Board
Who is affected by the policy/funding activity/event, Short-term or long-term?
Projects will have the opportunity to access accelerated funding opportunities. Funding for infrastructure projects will still be available at the anticipated period of funding requirement.
Analysis of impact on protected groups (and others)
The Public Sector Equality Duty requires Dacorum Borough Council 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 protected characteristics 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).
- Where the impact is none, neutral or positive, please ensure you also provide detail as to why this is the case, it is not enough to simply put ‘none’.

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>	Please explain and give examples of any evidence/data used	Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome	Action to address negative impact (e.g. adjustment to the policy)
Age	The proposals realign budget availability for projects to support employment growth opportunities for all		□	⊗	□	
Disability (physical, intellectual, mental) <i>Refer to EIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	As above		□	⊗	□	

Gender reassignment	As above		□	⊗	□	
Race and ethnicity	As above		□	⊗	□	
Religion or belief	As above		□	⊗	□	
Sex	As above		□	⊗	□	
Sexual orientation	As above		□	⊗	□	
Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low	As above		□	⊗	□	

income, loneliness, rurality etc.						
---	--	--	--	--	--	--

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 and detail the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event.

Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Completion date	Person responsible	Review date	Comments/additional actions	Action complete
	Select date		Select date		<input type="checkbox"/>
	Select date		Select date		<input type="checkbox"/>
	Select date		Select date		<input type="checkbox"/>
	Select date		Select date		<input type="checkbox"/>
	Select date		Select date		<input type="checkbox"/>



	Select date		Select date		<input type="checkbox"/>
	Select date		Select date		<input type="checkbox"/>
	Select date		Select date		<input type="checkbox"/>


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

(Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?)

Explanation/Justification

Completed by (all involved in EIA)	Diane Southam Acting Strategic Director, Place
Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	
Signed off by	Diane Southam Acting Strategic Director, Place
Date	27 February 2025



Date entered onto EIA database	
To be reviewed by (CLT member name)	 Natasha Beresford Interim Strategic Director Housing and Property Services
Review date	27/2/2025