



Department for
Communities and
Local Government

**Equality Impact
Assessment (EqIA)**

**Midlands Engine
Strategy**

March 2017

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The Midlands Engine Strategy

Introduction

1. Section 149 of the Equality Act 2010 imposes a legal duty, known as the Public Sector Duty (Equality Duty), on all public bodies, to consider the impact on equalities in all policy and decision making.
2. The Equality Duty requires a public authority, in the exercise of its functions, to:
 - a. Consider the need to eliminate unlawful (direct or indirect) discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
 - b. Advance equality of opportunity between people who share a protected characteristic and those who do not share it; and
 - c. Foster good relations between people with a protected characteristic and those who do not share it.
3. The Public Sector Equality Duty came into force across Great Britain on 5 April 2011. It means that public bodies have to consider all individuals when carrying out their day- to-day work – in shaping policy, in delivering services and in relation to their own employees. The Equality Duty is not a duty to achieve a particular result, namely to eliminate unlawful discrimination or to promote equality of opportunity and good relations between persons of different protected groups. It is a duty to have due regard to the need to achieve these goals.
4. The decision-maker must consciously take this need into account, and in deciding how much weight to accord to the need, have due regard to it. Due regard is the regard that is appropriate in all the circumstances. The choice on how much weight to attach to the countervailing factors is a matter for the decision-maker. If adverse impacts upon the three matters identified in section 149(1) (listed at paragraph 2 above) are identified, the decision-maker should consider whether to adopt measures to mitigate or remove that impact, but is not required to do so provided they have had due regard to the need in question.
5. This document sets out an analysis of the potential equalities impacts of the Midlands Engine Strategy.
6. Equality Impact Assessments (EqIAs) are an important framework for demonstrating due regard through considering evidence and analysis to help identify the likely positive and negative impacts that policy proposals may

have on certain protected groups and to estimate whether such impacts disproportionately affect such groups.

7. Any queries about this initial Equality Analysis should be addressed to:

Disruptive Businesses Directorate
1 Victoria Street
London
SW1H 0ET

Scope

8. This analysis looks at the current distribution of people with some of the protected characteristics in the Midlands. It considers the potential equalities impacts of the Midlands Engine Strategy.
9. We are aware of the current gaps in the evidence base and have outlined the potential impacts, both positive and negative, of the Midlands Engine Strategy on the protected groups as identified under the Equality Act 2010 (and listed below).
10. It is not feasible to conduct equalities analysis at an individual project level – the Strategy contains several cross-cutting measures, delivered in partnership with local bodies - so we have drawn upon available regional-level data from the Office for National Statistics (ONS), where available.

Description of the policy

11. In February 2015, the Government published a Long Term Economic Plan for the Midlands. In its Manifesto in 2015, the Government committed to making the Midlands an Engine for Growth.
12. The Midlands Engine is the vehicle by which Government and the Midlands will work together to achieve greater economic growth and productivity across the Midlands and to ensure there is a high quality of life for all.
13. The first public step was launching a prospectus in December 2015, which was launched by Sajid Javid, the Midlands Engine Ministerial Champion, recognising the importance of the Midlands as the manufacturing heartland of the economy.
14. The nine Midlands' Local Enterprise Partnerships have taken up the challenge, reaching out to partners and establishing a Supervisory Board, now chaired by the internationally respected businessman Sir John Peace. As such the Midlands Engine brings together business, academic and civic leaders to drive economic growth and increase productivity, aligned with the

Government's recently published Industrial Strategy Green Paper.

15. The Government is proud to stand alongside and support the work of the partnership – through its successes we all benefit. The Midlands Engine Strategy document sets out how we intend to do that through investment in infrastructure, skills, business environment, innovation and increasing trade and investment by promoting the Midlands nationally and internationally.

The evidence base

16. This section analyses the possible effect of the Midlands Engine Strategy on particular groups, with protected characteristics under the Equality Act 2010. The analysis within this report focuses on the Midlands Engine region, taken as the West Midlands and the East Midlands regions combined.

17. There is, however, a limit to the impact this analysis will have on the subsequent Midlands Engine Strategy delivery. This is because Government will work alongside local partners, with many interventions delivered by partners locally. Government, therefore, does not at this time have sufficient information on how the local bodies will decide to allocate their resources or deliver projects. To mitigate against any potentially undesirable resource outcomes, Government will remind local partners that they must adhere to the Public Sector Equality Duty when apportioning their funds.

18. The following characteristics are protected characteristics under the Public Sector Equality Duty (PSED):

- age;
- disability;
- gender reassignment;
- marriage and civil partnership (section 149 (1) (a) only);
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

19. The data against which the analysis is conducted are data on some of the above characteristics, where available. The data for the proposed Midlands Engine Strategy area is constructed using regional information retrieved from the Office for National Statistics. The methodology used to compile the population and protected characteristic data is set out in more detail under Annex A.

20. Currently, using existing data sources, we are able to look at the current distribution across the Midlands of people who share some of the following

protected characteristics:

- age;
- disability;
- gender;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief; and
- sexual orientation.

21. To determine whether any of the above protected characteristics are favoured or disfavoured by the Midlands Engine Strategy, this analysis compares the Midlands average of characteristics with the England and Great Britain averages.

22. Should additional data on protected characteristics by the Midlands Engine area become available, we will review this assessment.

Current distribution of protected characteristic age in the Midlands Engine area

23. This section analyses whether any age group is particularly favoured or disfavoured through decisions. To make the data manageable, the age groups have been structured as follows:

- 0-14 years
- 15-24 years
- 25-44 years
- 45-64 years
- 65+ years

24. The Midlands has a higher proportion of the age groups 45-64 and aged 65+ than the national average so it could be feasible that these age groups may be disproportionately affected. Some further analysis around age group may be necessary to confirm this.

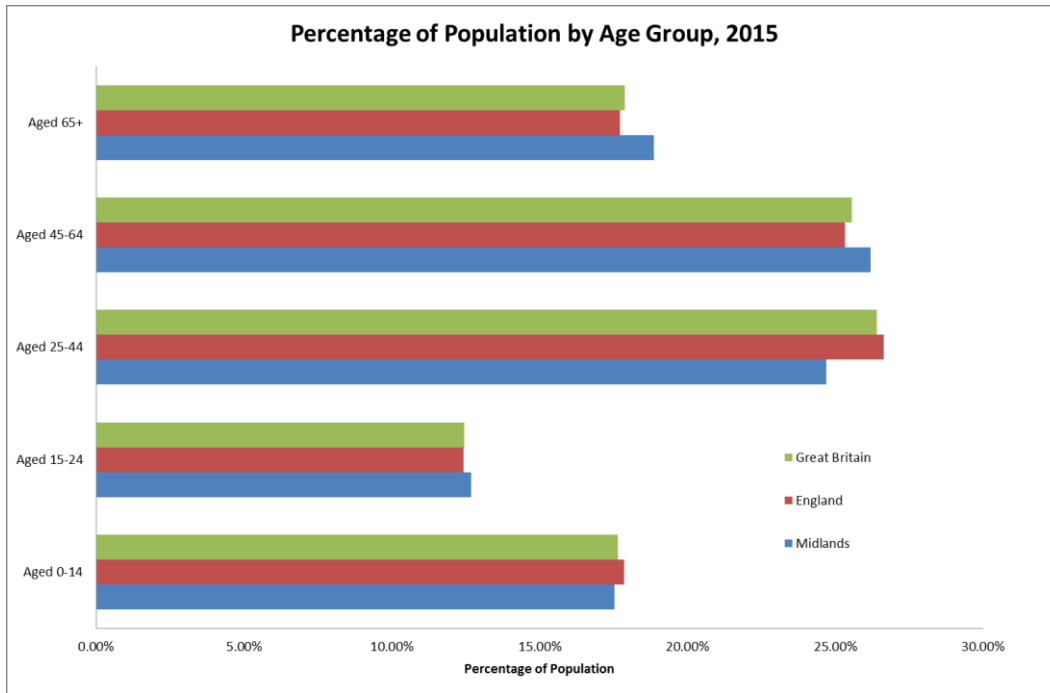


Figure 1: Bar chart of the proportion of age groups in the Midlands Engine area.

Current distribution of protected characteristic *gender* in Midlands Engine area

25. This section analyses whether males or females are being particularly favoured or disfavoured through the Midlands Engine Strategy. The column chart below illustrates the percentage of the local and national population that are female compared to male.

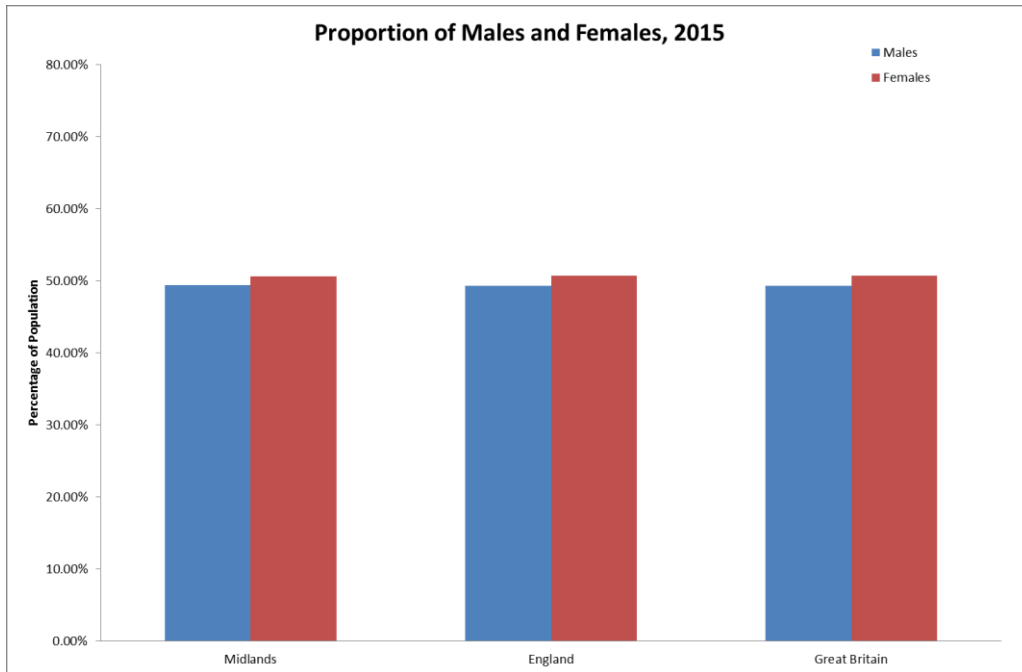


Figure 2: Bar chart of the proportion of males to females in the Midlands Engine area.

26. For the protected characteristic of gender, the data shows that there is very little variation. The Midlands is made up of 49.4% male which compares to a national average of 49.3% whereas for females it is 50.6% compared to the national average of 50.7%. Therefore, there seems to be no systematic bias towards this protected characteristic and so no disproportionate impacts as a result of the Midlands Engine Strategy.

Current distribution of *disability* in the Midlands Engine area

27. The chart below shows the percentage of the population with day-to-day activities limited, which has been used to determine disability.

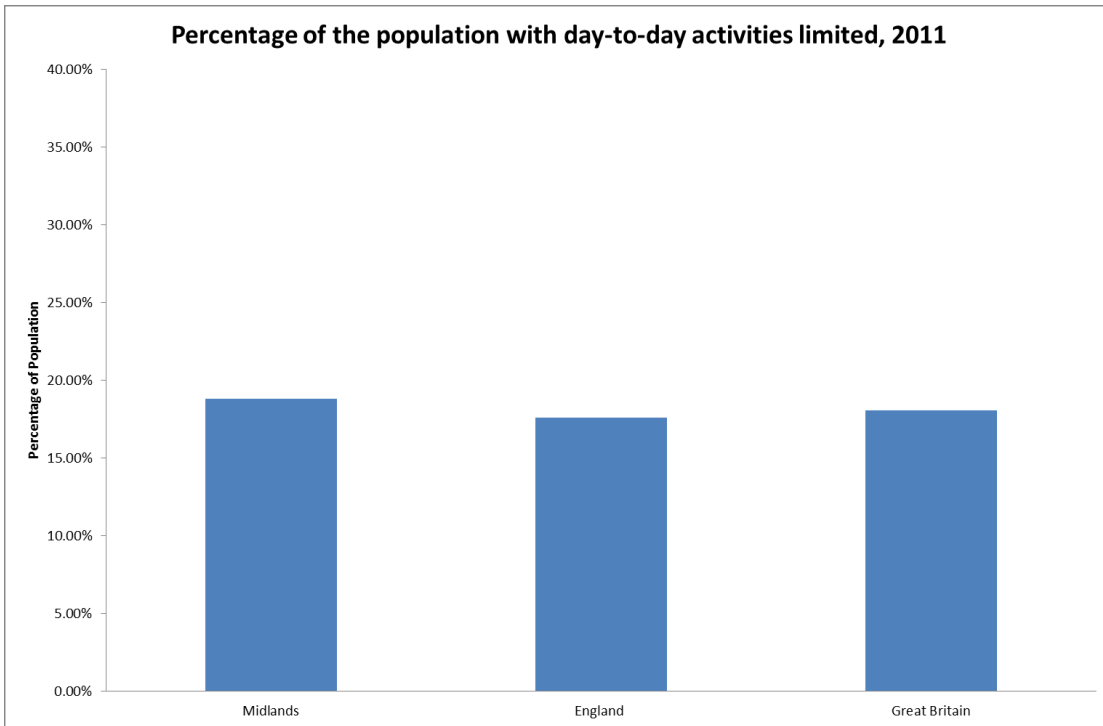


Figure 3: Bar chart of the percentage of population with day to day activities limited in the Midlands Engine area.

28. For the protected characteristic of disability the data shows very little variation. The Midlands has 18.8% of the population with day-to-day activities limited, compared to the national averages of 17.6% for England and 18% for Great Britain. There seems to be no systematic bias towards this protected characteristic.

Current distribution of *marriage and civil partnership* in the Midlands Engine area

29. The chart below shows the percentage of the population that are married or in a civil partnership.

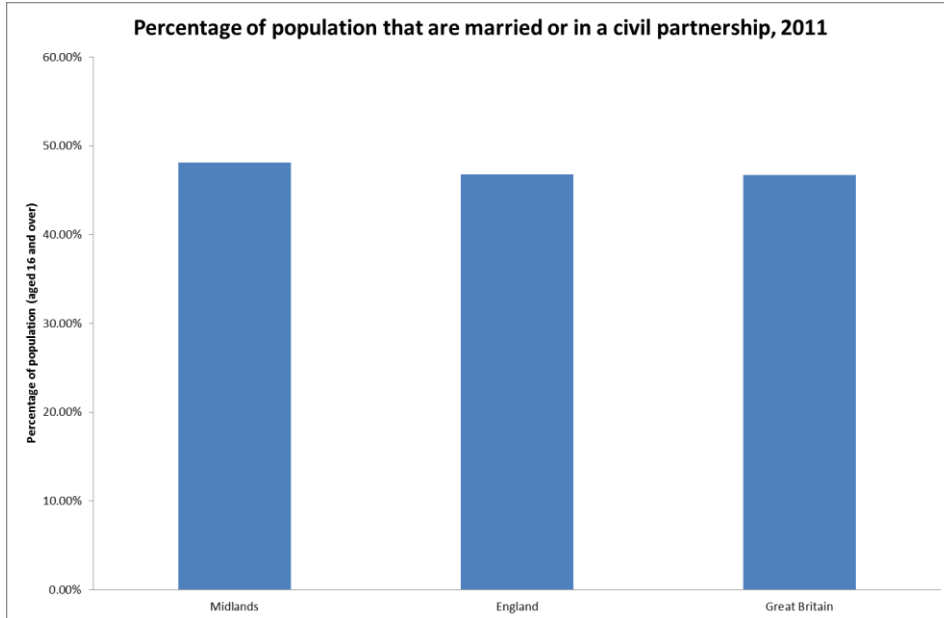


Figure 4: Bar chart of the percentage of population that are married or in a civil partnership in the Midlands Engine area.

30. The Midlands (48.1%) has a slightly higher proportion of people that are either married or in a civil partnership compared to England (46.8%) and Great Britain (46.7%). There could be a slight bias in the Midlands to this characteristic, but more analysis is needed to fully determine the impact.

Current distribution of race in the Midlands Engine area

31. The chart below shows the percentage of ethnic groups in the population.

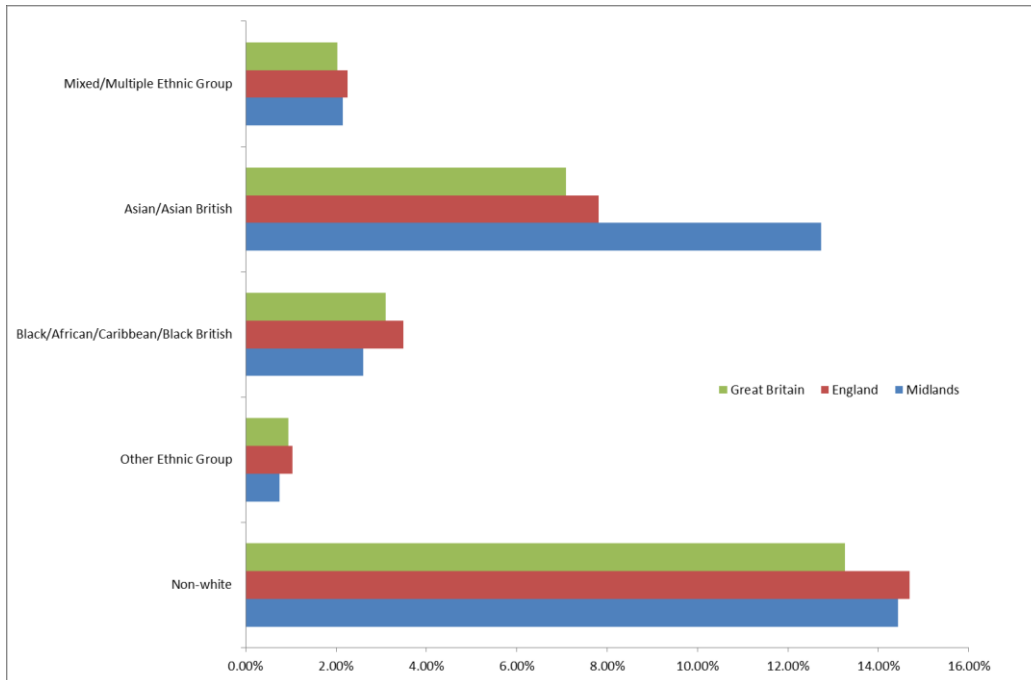


Figure 5: Bar chart of the percentage of non-whites compared to other ethnic groups in the Midlands Engine area.

32. The Midlands has a high representation of Asian/Asian British (12.7%) and Non-whites (14.4%) compared to the other ethnic groups. This suggests that there is a possibility of disproportionate effects across these ethnic groups arising as a result of the Strategy. Further analysis would be required to understand the importance and impact of this.

Current distribution of pregnancy and maternity in the Midlands Engine area

33. Analysis on this protected characteristic is limited by availability of data. ONS provides conception information (taken as a proxy for pregnancies) for England and Wales. Pregnancy and maternity data for Scotland would need to be provided and analysed by NHS National Services Scotland and the Scottish Government. We are therefore unable to provide analysis at a Great Britain level

34. As a proportion of the total number of conceptions in England and Wales in 2014, the Midlands’ share was 17.6%. As a proportion of the number of conceptions in England, the Midlands’ share was 18.5%.

Current distribution of *religion or belief* in the Midlands Engine area

35. Analysis on this protected characteristic is limited by availability of data. ONS provides information on religion for England and Wales. Information relating to religion or belief in Scotland is held within the Scotland Census 2011, the analysis and collation of which is a devolved matter for Scottish Government. We are therefore unable to provide analysis at a Great Britain level.
36. As a proportion of the population in the Midlands, 68.9% have a religion, 24.5% have no religion and 6.7% did not state their religion.

Current distribution of *sexual orientation* in the Midlands Engine area

37. In its *Annual Population Survey*, the ONS provides sexual identity information at a regional level.
38. In 2015, 94% of the Midlands population identified themselves as *heterosexual or straight*. This is similar to the England percentage (93%) and the same as the UK total. At all three geographies, the proportion of the population identifying as *gay or lesbian* is 1%. There is little variation, and so unlikely to be a disproportionate impact under this protected characteristic.

Key facts and findings

39. Overall, this analysis shows that on the basis of available data, some protected groups may be under or over-represented when compared to the national average. However, it must be emphasised that this does not in itself imply that these groups will be disproportionately affected by the Midlands Engine Strategy. It is not therefore possible to conclude that there is a disproportionate effect. What will be crucial is the continuing application of the Public Sector Equality Duty as the details of the Strategy are implemented.

Conclusion and responsibility

40. It is not until there are detailed implementation plans, which we expect to be developed by local partners – that an analysis of the likelihood of disparities between outcomes for particular protected groups arising as a result of the Midlands Engine Strategy will be possible. To mitigate the risk of any adverse impacts on protected groups arising, we will write to local partners reminding them that they must have due regard to the requirements of the Public Sector Equality Duty.
41. Given our conclusions above, in accordance with Section 149(1) of the Equality Act 2010, the analysis suggests it is not possible to conclude there is a disproportionate effect on any particular group under the protected characteristics. Our current view is that, at this stage, the Midlands Engine Strategy is neutral in respect of the requirements at section 149(1)(a) to (c) of the Act.
42. By taking proper account of the analysis contained in this document when taking the Midlands Engine Strategy decision, the Government will demonstrate that it has shown due regard to its duties under all the relevant sections of the Equality Act 2010.

Annex A – Methodology

In order to conduct the analysis above data on each of the protected characteristics and the total population at a Regional area level was required. 'West Midlands' plus 'East Midlands' was the geographical region used for this analysis. Data on the protected characteristics was obtained for this regional analysis from the Office for National Statistics.

Data sources for protected characteristics at devolution level

The following characteristics are protected characteristics under the Public Sector Equality Duty (PSED):

- age;
- disability;
- gender reassignment (data unavailable);
- marriage and civil partnership (section 149 (1) (a) only);
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation and;
- marriage and civil partnership

See Table 1 below for a list of the protected characteristics and data sources.

Table 1 Data sources and links

Characteristic	Data source	Link
Population	ONS – 2015 Mid-Year Population estimates by single year of age and sex for local authorities in the UK, mid-2015	https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland
Age	ONS – 2015 Mid-Year Population Estimates by single year of age and sex for local authorities in the UK, mid-2015	https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland
Disability	ONS - Long-term health problem or disability, Census 2011	https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/2011censuskeystatisticsandquickstatisticsforlocalauthoritiesintheunitedkingdompart1
Race	ONS - Usual resident population ethnic group, Census 2011	https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/2011censuskeystatisticsandquickstatisticsforlocalauthoritiesintheunitedkingdompart1
Religion or belief	ONS – Statistics available for England and Wales	Accessible via http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/2011censuskeystatisticsforenglandandwales/2012-12-11 , under Figure 2.
Gender	ONS - Population estimates by single year of age and sex for local authorities in the UK, mid-2015	https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland
Pregnancy and maternity	Statistics on conceptions (ONS use as a proxy for pregnancies) in England and Wales	http://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/conceptionandfertilityrates/datasets/conceptionstatisticsenglandandwalesreferencetables , Table 4 of 2014 dataset.
Sexual orientation	ONS – Sexual Identity by Region and Country, UK	https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentityuk , Table 1 of workbook,
Marriage and civil partnership	NOMIS - Marital and civil partnership status, Census 2011	https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/2011censuskeystatisticsandquickstatisticsforlocalauthoritiesintheunitedkingdompart1

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Equality Impact Assessment