

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Southampton Economic and Green Growth Strategy 2020-2030
<b>Brief Service Profile (including number of customers)</b>	
Southampton is a city of opportunity, a regional hub of economic activity and a global gateway. Southampton’s wider travel to work area covers a significant proportion of Hampshire and represents an economic value of £7.7 billion.	
However, despite being an economic centre for the region, Southampton has high levels of deprivation, inequality and disadvantage. The Economic and Green growth Strategy 2020-20300 aims to build our economy for and with our communities so that everyone benefits from improved opportunities and outcomes.	
<p>Key facts:</p> <ul style="list-style-type: none"> <li>• Population: 259,833</li> <li>• Just over 7,000 businesses in the city</li> <li>• 80.4% of the working age population is economically active</li> <li>• 5.4% of the economically active population are unemployed</li> <li>• Southampton has an economy worth £6.6BN</li> <li>• Ranked 3rd in PWC Good Growth for Cities report 2019</li> <li>• 113K workers employed in the city</li> <li>• Southampton has a GVA (b) of £30,400 per head of population, which is higher than the England average of £29,300</li> </ul>	

## **Summary of Impact and Issues**

With a vibrant economy and significant investment coming into the city, Southampton saw a period of positive growth up to 2020. The Coronavirus (Covid-19) pandemic has had wide reaching economic and social impacts across the city, UK and world.

This strategy sets out the key themes that Southampton will focus on achieving for its economy over the next 10 years. As a city, we will focus on our four key themes for economic and green growth:

- People, employment and skills
- Supporting and growing local businesses
- Sustainable place shaping
- Growing an international city

### **Greener**

- We are already experiencing the effects of climate change and we must act now to reduce our impact on the environment.
- In 2019 Southampton City Council declared a climate emergency and made a commitment that carbon emissions associated with its activities will be net zero by 2030 (as set out in our Green City Action Plan 2030).
- This strategy sets out how we will become an example of green growth, building an environmentally friendly and carbon neutral economy.

### **Fairer:**

- Despite being an economic centre for the region, Southampton has high levels of deprivation.
- IMD 2019 ranked Southampton 55th (where 1 is the most deprived) out of 317 local authorities.
- People who commute into Southampton earn £63 more per week on average than residents.
- Male life expectancy is 6.7 years less in the most deprived parts of the city compared to the least deprived areas, with more than one generation of families being unemployed in some areas.
- This strategy is an opportunity to grow our economy – and boost our economic recovery efforts - with direct benefits to all our communities, especially those who are most disadvantaged and require additional support to secure a job.

### **Healthier:**

- COVID-19 has had a significant impact on our communities and our economy. This strategy is an opportunity to rebuild our economy in a healthier way, supporting our communities to understand the links between health and employment.
- There were pre-existing health inequalities in the city with higher rates of obesity, heart disease and mental health challenges experienced most in the areas of greatest deprivation.
- People's economic circumstances are key to their health. People's health or disability can also be a significant barrier to entering the employment market.
- A healthy workforce brings economic benefits to both individual businesses and to the wider economy.
- We aim for a thriving economy based on fair employment and good quality work, for all which will contribute to improving health outcomes and to reducing health inequalities in the city.

### Potential Positive Impacts

This strategy aims to build our economy for and with our communities so that everyone benefits from improved opportunities and outcomes. This strategy builds on Southampton's ongoing economic growth and Green City agendas and sets out our plan to restore and renew our economy as a greener, fairer and healthier city.

People are at the heart of our strategy, and we want to work with our residents to deliver a community-based approach to economic growth. Building on this basis we will support businesses to grow, increasing job opportunities for our communities.

We will ensure a sustainable physical environment and infrastructures to support that growth, and through this look outwards to embrace opportunities to grow our status as an international city.

<b>Responsible Service Manager</b>	Paul Barton Interim Head of Planning and Economic Development
<b>Date</b>	26/02/2021
<b>Approved by Senior Manager</b>	Paul Barton Interim Head of Planning and Economic Development
<b>Date</b>	26/02/2021

### Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	<p>The strategy aims to provide all working age residents with pathways into sustainable quality job opportunities.</p> <p>Southampton has 259,843 residents</p> <p>Children between the ages 0 to 4 make up 5.8% of the population. Young people aged between 15 and 24 make up 19.7% of the population.</p> <p>20.1% of children in Southampton aged under 16 are in low income families, compared to the national average of 17.0%</p> <p>20% of all dependent children in Southampton aged under 20 are in low income families, compared to the national average of 17%</p>	<p>The strategy sets out how we intend to bring local people to quality jobs. This includes ensuring the education and skills offer locally is helping young people better compete and succeed in the future of work and securing funding to expand adult learning provision to areas and groups most in need.</p> <p>The Action Plan will deliver interventions which may be targeted to specific age groups based on need.</p> <p>The strategy includes a clear focus on making Southampton a Child Friendly City, increasing opportunities for our children and young people.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Disability</b>	<p>Health and disability can be a barrier to employment.</p> <p>Nationally, between 2013 and 2019, the disability employment gap has reduced; with the latest data showing roughly half of disabled people were in employment (53.2%) compared with just over four out of five non-disabled people (81.8%) (Labour Force Survey, LFS).</p> <p>Working disabled people are more likely to work part-time than non-disabled people, with 34.1% of disabled people working part-time in comparison with 23.1% of non-disabled people (APS, 2019).</p> <p>The employment rate for disabled people with severe or specific learning difficulties have the lowest rate of any impairment (17.6%, APS, 2019).</p>	<p>The strategy sets out how we intend to bring local people to quality jobs and reduce inequalities. This includes ensuring securing funding to expand adult learning provision to areas and groups most in need, and ensuring appropriate support is in place to assist disabled people into employment.</p> <p>The strategy will ensure proactive adoption of local and national employer-led schemes, pro-actively targeting sectors experiencing the poorest health and ensure appropriate support is in place to assist disabled people into employment</p>
<b>Gender Reassignment</b>	No impacts identified	N/A
<b>Marriage and Civil Partnership</b>	No impacts identified	N/A
<b>Pregnancy and Maternity</b>	No impacts identified	N/A
<b>Race</b>	<p>Southampton has 259,843 residents, and 22% of the population are non-White British.</p> <p>Southampton is a diverse city with 150 languages spoken in our schools and 12 % of the population do not speak English as their main language.</p> <p>In 2019, the median hourly pay for those in the White ethnic group was £12.40 per hour compared with those in ethnic minority at £12.11 per hour – a pay gap of 2.3%.</p>	<p>The strategy sets out how we intend to bring local people to quality jobs, including expanding adult learning provision to areas and groups most in need, including those to which English is a second language.</p> <p>The strategy sets out ambitions to reduce inequalities including leveraging HR capability from key employers across the city to ensure fair access to employment</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		opportunities for local communities, particularly from under-represented groups.
<b>Religion or Belief</b>	No impacts identified	N/A
<b>Sex</b>	No impacts identified	N/A
<b>Sexual Orientation</b>	No impacts identified	N/A
<b>Community Safety</b>	<p>Deprivation is linked to crime rates, with crime included as one of the indices of multiple deprivation (IMD).</p> <p>Crime deprivation worsened by 13 places between 2015 and 2019. Southampton has 59 LSOAs within the 10% most deprived in England (42 in 2015) and zero LSOAs in the 10% least deprived (zero in 2015).</p>	The strategy aims to increase community wealth, bring more quality jobs to the city and enable residents to obtain and maintain quality jobs. The strategy will therefore have a positive impact on community safety.
<b>Poverty</b>	<p>IMD 2019 ranked Southampton 55th (where 1 is the most deprived) out of 317 local authorities.</p> <p>People who commute into Southampton earn £43 more per week on average than residents</p> <p>Life expectancy is 6.7 years less in the most deprived parts of the city compared to the least deprived areas, with intergenerational worklessness being high in some areas.</p>	This strategy is an opportunity to grow our economy with direct benefits to all our communities, especially those who are most disadvantaged and will therefore have a positive impact on poverty.
<b>Health &amp; Wellbeing</b>	<p>People's economic circumstances are key to their health; people's health or disability can also be a significant barrier to entering the employment market</p> <p>A healthy workforce brings economic benefits to both individual businesses and to the wider economy.</p> <p>We aim for a thriving economy based on fair employment and good quality work for all will</p>	This strategy is an opportunity to rebuild our economy in a healthier way, supporting our communities to understand the links between health and employment.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	contribute to improving health outcomes and to reducing health inequalities in the city.	
<b>Other Significant Impacts</b>	No other impacts identified	N/A