

Screening Equality Impact Assessment – to identify potential differential impacts on protected groups of any new or changing activities and establish whether a full Equality Impact Assessment is needed.

Service	Economic Development Rural Economy	Officer responsible for the screening/scoping		Rural Economy Officer – Chris Stanton	
Name of the activity to be assessed	New Rural Economic Strategy	Date of Assessment	21 March 2017	Is this a proposed new or existing activity?	New
1. Briefly describe the aims, objectives and purpose of the activity?		The Rural Economic Strategy addresses 5 Priority areas: 1. Affordable Housing and Sustainable Communities 2. Infrastructure for Enterprise 3. Farming, Landscape Management and Countryside Vision 4. Green Space Health and Wellbeing 5. Energy Policy, Generation, Storage and Supply			
2. Are there any associated or specific objectives of the activity? Please explain.		Arising from these Priorities are 10 specific Actions that mainly involve dialogue and activity with local rural businesses and community organisations e.g. Parish Councils in partnership with GBC colleagues e.g. Countryside Manager, Planners			
3. Who is intended to benefit from this activity and in what way?		Local communities and businesses, including individual residents, visitors, owner-managers, employees, contractors and the public at large.			
4. What outcomes are wanted from this activity?		A strong rural economy through successful delivery of the Action Plan, demonstrated by improved and pro-active relationships with all community partner individuals and organisations, supported by high-quality infrastructure, quality of life and a thriving agricultural sector that preserves the best employment and environmental protections as the UK withdraws from EU membership			
5. What factors/forces could contribute/detract from the outcomes?		The Brexit negotiation process is due to begin next month and last up to two years – the agreements arising from the negotiations have the potential to be both positive and negative			
6. Who are the main stakeholders in relation to the activity?	Parish Councils, community groups, local authorities and rural partnerships, businesses, landowners, HE/FE partners, service providers (e.g. Openreach)	7. Who implements the activity, and who is responsible for the activity?		The Rural Economy Officer leads on delivery of the strategic Action Plan, in partnership with stakeholders	
8. Are there concerns that the activity could have a differential impact on racial groups?	Y		Brexit negotiations may lead to unexpected and/or unintended consequences		

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<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>There is no local evidence but some parts of the UK have experienced Brexit-related problems that might impact foreign employees disproportionately, especially seasonal workers in agriculture and horticulture, staff in healthcare organisations and many businesses in the tourist economy e.g. restaurant and hotel staff</p>	
<p>9. Are there concerns that the activity <u>could</u> have a differential impact on grounds of gender?</p>		<p>N</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>No known barriers exist at present preventing full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all, irrespective of gender.</p>	
<p>10. Are there concerns that the activity <u>could</u> have a differential impact on those who have a disability?</p>		<p>N</p>

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<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>Surrey Coalition of Disabled People is very active in promoting equality of opportunity. No known barriers exist at present preventing this group from full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all.</p>	
<p>11. Are there concerns that the activity <u>could</u> have a differential impact on grounds of sexual orientation?</p>	<p>N</p>	
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>No known barriers exist at present preventing this group from full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all.</p>	
<p>12. Are there concerns that the activity <u>could</u> have a differential impact on grounds of age? Please consider young people and children as well as older people.</p>	<p>N</p>	
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>Countryside access is better than ever and the Strategy will enhance and improve the infrastructure enabling people of all ages to reach country locations. The Strategy's support for education (e.g. Forest Schools) will make the countryside more accessible; local projects to make walks more accessible to pushchair or wheelchair users will be encouraged</p>	
<p>13. Are there concerns that the activity <u>could</u> have a differential impact on grounds of religious belief?</p>	<p>N</p>	
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>No known barriers exist at present preventing this group from full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all.</p>	

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<p>14. Are there concerns that the activity <u>could</u> have a differential impact on those who have caring responsibilities?</p>	<p>Y</p>	<p>(Potentially, due to road congestion and/or healthcare organisations employing migrant workers)</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>Recent media reports have highlighted the effect of reduced public funding of adult social care; also Government negotiations on Brexit may already be influencing recruitment of foreign workers. Together these will have a potential impact on the extent and quality of care provision in rural areas, affecting especially older residents with reduced or no personal mobility. Rural public transport provision is a related factor that is also deeply affected by funding cuts.</p>	
<p>15. Are there concerns that the activity could have a differential impact on grounds of marital status or civil partnership?</p>	<p>N</p>	
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>No known barriers exist at present preventing this group from full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all.</p>	
<p>16. Are there concerns that the activity <u>could</u> have a differential impact due a woman’s pregnancy or maternity?</p>	<p>N</p>	
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>No known barriers exist at present preventing this group from full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all.</p>	
<p>17. Are there concerns that the activity <u>could</u> have a differential impact due to gender reassignment?</p>	<p>N</p>	
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>No known barriers exist at present preventing this group from full access to the countryside and/or rural businesses – this Strategy will continue to support full access for all.</p>	

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<p>18. Could any differential impact identified in 8-17 amount to there being the potential for adverse impact in this activity?</p>		<p>N</p>	<p>Through its Action and Delivery Plans and through local monitoring the Strategy will assess any impact that may result from the UK-EU Brexit negotiations and take appropriate steps to support rural communities – individuals and organisations, both residential and commercial – in optimising the outcomes from leaving Europe</p>
<p>19. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one or more of the protected groups or any other reason?</p>	<p>Y</p>		<p>Guildford Business Forum's Rural Group will monitor delivery of the Strategy and watch for any external factors that may impact future rural economic strategy, especially as the Brexit negotiations show the likely shape of a UK-EU trading agreement and the implications for employment of EU migrant workers in particular</p>
<p>20. If the activity is of a strategic nature, could it help to reduce inequalities associated with socio-economic disadvantage?</p>	<p>Y</p>		
<p>Business improvement</p> <p>21. Is there any concern that there are unmet needs in relation to any of the above protected groups?</p>		<p>N</p>	
<p>22. Does 'differential impact' or 'unmet need' cut across one or more of the protected groups (e.g. elder BME groups)?</p>	<p>Y</p>		<p>One such impact might be where organisations employing numbers of EU workers face recruitment and/or service contract losses that in turn affect other vulnerable groups e.g. the rural ageing population</p>

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<p>23. If yes, should the full EIA be conducted jointly with another service area or contractor or partner or agency?</p>		<p>N</p>	<p>Not necessary at present – ongoing monitoring of the Strategy and delivery of its Action Plan may lead to a review and recommendation of a full EIA</p>																																																																					
<p>24. Is there a missed opportunity to improve this activity to meet the general duties placed on public bodies to eliminate unlawful discrimination, to advance equality of opportunity and to promote good relations between people who share protected characteristics and those who do not?</p>		<p>N</p>	<p>Ironically, the Brexit negotiations introduce a powerful new indicator of any negative outcomes – e.g. for recruitment of EU migrant workers – that our local strategic monitoring can then address for the longer term rural economic strategy (from 2018)</p>																																																																					
<p>25. Should the policy proceed to a full equality impact assessment? Please use the scoring process in the right hand column to guide you.</p>	<p>Y</p>	<p>N</p>	<table border="1"> <tr> <td colspan="11"> <p>0 – no possible relevance or adverse impact 1 – extremely low relevance and adverse impact 2 – relatively low relevance and adverse impact 3 – medium relevance and adverse impact 4 - relatively high relevance and adverse impact</p> </td> </tr> <tr> <td colspan="3"></td> <td>0-11 points</td> <td colspan="8">low adverse impact, no need for full EIA</td> </tr> <tr> <td colspan="3"></td> <td>12-20points</td> <td colspan="8">medium adverse impact, full EIA required</td> </tr> <tr> <td colspan="3"></td> <td>21-27 points</td> <td colspan="8">high adverse impact, full EIA required</td> </tr> <tr> <td>Age</td> <td>Disability</td> <td>Mat</td> <td>Gender</td> <td>Marriage</td> <td>Race</td> <td>Trans</td> <td>Sexuality</td> <td>Religion</td> <td>Total</td> <td>Impact</td> </tr> <tr> <td>2</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>2</td> <td>0</td> <td>0</td> <td>0</td> <td>5</td> <td>Low</td> </tr> </table>	<p>0 – no possible relevance or adverse impact 1 – extremely low relevance and adverse impact 2 – relatively low relevance and adverse impact 3 – medium relevance and adverse impact 4 - relatively high relevance and adverse impact</p>														0-11 points	low adverse impact, no need for full EIA											12-20points	medium adverse impact, full EIA required											21-27 points	high adverse impact, full EIA required								Age	Disability	Mat	Gender	Marriage	Race	Trans	Sexuality	Religion	Total	Impact	2	1	0	0	0	2	0	0	0	5	Low
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<p>26. If a full EIA is not required, are there any changes required to the proposal to improve it around the equality agenda?</p>		<p>N</p>	<p>Local monitoring by Guildford Business Forum Rural Group will keep this under review</p>																																																																					

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Signed (completing officer)	Chris Stanton	Date 22 March 2017
Signed (Head of Service)	Chris Burchell	Date 22 March 2017
Countersigned (member of Equality Action Group)	Lucy Richards	Date 22 March 2017