

Health and Equity Impact Assessment Tool

Equity and Diversity are fundamental to our overall vision of improving the quality of life of everyone who lives and works in the West Midlands and is embedded within our values and strategic aims and objectives.

This tool combines the Equality Impact Assessment (EqIA) and Health Equity assessment (HEAT) tools and has been developed to support our vision set out in the Equity and Inclusion scheme. It has been designed to facilitate the promotion of equity, diversity and inclusion throughout our work and encourage a holistic approach, helping us to realise the potential within our commitment to equitable outcomes.

Health equity is considered within the tool as health inequalities are unjust differences in health and wellbeing between different groups of people (communities) which are systematic and avoidable and by considering alongside equality in this evolution of the equality impact assessment, we will ensure that the proposed and existing policy can benefit a wide range of people and will not disbenefit anyone. Ultimately it enables us to take further strides to achieving our vision.

The tool guides the user with a series of questions and prompts to systematically assess implications for improving our work by promoting equity, diversity and inclusion, whilst at the same time supporting us to meet the legislative requirements of the Equality Act 2010.

It is intended for use in the development and/or renewal of policy, strategy and programmes and will help to mitigate against any potential negative impacts. It considers impact upon:

- The protected characteristics outlined in the Equality Act 2010 (Age, sex, race, religion or belief, disability, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership)
- Socio-economic differences by individual socio-economic position
- Area variations by deprivation level
- Vulnerable and inclusion health groups

There are 4 stages within the tool

1. Prepare
2. Assess
3. Refine and Apply
4. Review

The Tool:

Directorate	ESHC
People responsible for conducting and overlooking assessment	UKSPF Programme Team
Name or title of policy, strategy, programme or project being assessed	UK Shared Prosperity Fund
Date completed	20 February 2024
Date review due	31 March 2025
Person responsible for arranging review and monitoring	Lisa Hamilton

Prepare – agree the scope of work and assemble the information you need	
About your work	
Describe the main aims, objectives, activities, and outcomes of your work. Who is expected to benefit? How do you expect your work to reduce health and wider inequalities?	UKSPF is the governments flagship levelling up programme operating over 3 pillars; Community and Place, Local Business, and People and Skills. Investing in domestic priorities and targeting funding where it is needed most: building pride in place, supporting high quality skills training, supporting pay, employment and productivity growth and increasing life chances.
Does your work affect the public or employees directly or indirectly? In what ways?	Indirectly through the allocation of grant funding to local authorities
Data and evidence	
What data, indicators and evidence are available on the equity, diversity and health equity issues in the key target groups? (Consider inequalities and discrimination in relation to the target groups. Consider national, regional and local data (e.g., census and local demographic data, national and regional reports, health profiles and local data such as JSNA, contract performance data and qualitative data from local research). Please use this section for a brief outline of the issues and include detailed data and information breakdown as Appendix A	WMCA do not currently collect demographic data from local authorities for UKSPF across the Communities & Place and Local Business Pillars, in year 3 demographic data will be collected for people and skills delivery. Objectives of the UK Shared Prosperity Fund are aligned to the Levelling Up White Paper missions, regional plan for growth and WMCA Skills Strategy as well as local plans and priorities. The UKSPF logic model is provided at Appendix 1.
Have you consulted interested parties? (including employees, community representatives or/and residents from the target groups?) Detail who will be affected by the policy, outcomes of consultation. If you haven't conducted consultation, is there need for consultation and who are you planning to consult?	The UKSPF Local Partnership Group is a diverse range of local and regional stakeholders who provide insight and expertise to support the achievement of fund outcomes, identifying need and opportunity. The WMCA Local partnership group is supported by a variety of stakeholders including Local Authorities, Voluntary Sector Councils, Chambers of commerce, Police, WMCA Race Equalities Taskforce, Further and Higher Education Institutions, WMCA Faith Strategic Partnership Group, Cultural Leadership Board, DWP and National Lottery Community Fund.
Is further research needed? (Consider if there is need for consultations, working groups, surveys, data etc) If yes, how will it be undertaken and by when?	A business evaluation has been commissioned to understand 'what works' across the Local business pillar and the impact of the Business Growth West Midlands Hub and Spoke Regional Business Model.

	<p>The People and Skills pillar is supporting a well-being pilot using the ONS 4 wellbeing questions to measure the impact of wrap-around support on individuals' mental health and wellbeing.</p> <p>Communities and place will be evaluated as part of the funders (DLUHC) evaluation, largely through case studies.</p>
<p>Which measures does, or could the programme or policy include to help promote equality of opportunity for and or foster good relations between people who share a protected characteristic?</p>	<p>As part of UKSFP requirements, government set out a clear framework of interventions, outputs and outcomes that project and programme activity must deliver against for all 3 themes. A full list of these interventions, outputs and outcomes can be found here: Interventions, Objectives, Outcomes and Outputs – England (publishing.service.gov.uk)</p> <p>All activity delivered through UKSPF across our region clearly aligns to and delivers against these interventions, noting that LA's have been given the flexibility to design and manage how they deliver these interventions locally to adapt to local characteristics and need.</p> <p>This flexible approach means our local areas were able to identify and delivery activity that represent the right solutions to improve local pride in place, increase life chances, help spread and create opportunity, and a sense of community and belonging. The balance of projects being delivered reflect local needs and opportunities.</p>

Assess – examine the evidence and intelligence			
Do you think that the policy in the way it is planned and delivered will have a negative, positive or no impact on any of the equality target groups (please detail in the table)			
	Distribution of Inequalities Which populations face the biggest health and wider inequalities for your topic, according to the data and evidence above?	Causes of Inequalities What does the data and evidence tell you are the potential drivers for these inequalities?	Positive/Negative/Neutral Impact <ul style="list-style-type: none"> • Positive impact: where the impact on a particular group of people is more positive than for other groups • Negative impact: where the impact on a particular group of people is more negative than for other groups • Neutral impact: Neither a positive nor a negative impact on any group or groups of people, compared to others
Age	Identified at LA level based on local priorities and need	LAs are identifying specific programmes in their local areas to support certain age groups, for example young unemployed or 50+ who are economically inactive	Potential positive impacts below will apply to specific age groups.
Socio Economic status or geographical deprivation	Identified at LA level based on local priorities and need	<ul style="list-style-type: none"> • Although employment has returned to pre-pandemic levels, parts of the region have low levels of employment and high levels of unemployment. Despite a tight labour market, part of the region continue to display stubborn levels of long-term unemployment. • The social economy in the WMCA area is diverse, but that diversity does not lead to asset wealth, or the rewards of growth being shared equitably. A literature review led by Locality (2020), indicated that diverse-led organisations are more likely to be micro enterprises (turnover of less than £10k per year), with lower levels of paid staff and barriers to accessing grants, funding and finance. Addressing this will help to address the region’s lower uptake of social investment. 	<ul style="list-style-type: none"> • As well as deploying UKSPF funds for the improvement of high streets and town centres, community and neighbourhood infrastructure, and local green spaces, we anticipate using funding within the ‘communities and place’ investment priority to build capacity and support local civil society and community groups. • As a result of LEP integration and institutional change, public and private partners across the region are repositioning business support in the West Midlands in accordance with the West Midlands Business Support Review. The Supporting Local Business investment priority will be a central plank of the cohesive, sustainable system advocated by the Review, including an integrated customer journey and core support offer to firms across the West Midlands, but with flexibility to respond to hyper-local needs and opportunities. There will also be a range of commissioned premium products targeting shared priorities.

- West Midlands Police has the highest crime severity score of all forces in England and Wales and a much higher rate of domestic abuse-related incidents per 1,000 population than other forces, leading to harm, disruption and homelessness for those women and children. This undermines the stability of communities and pride in place, and prevents victims from contributing to, or benefiting from social capital.
- [Research by Local Trust](#) has indicated that 20 wards in the WMCA area contain 'left behind places' with a lack of places to meet, lower levels of engagement and activity, and poor connectivity (in all respects) to the wider economy.
- The West Midlands' local context and needs include:
 - Productivity (GVA per hour worked) is 11% lower than the national rate, with slower growth over last five years, particularly in Walsall, Dudley and Wolverhampton.
 - Below average 5-year business survival rate in Coventry, Sandwell, Walsall, and Wolverhampton; lower job density across all areas except Solihull, and decreasing job density in Coventry, Dudley, Sandwell and Walsall.

- Within the 'people and skills' investment priority, we intend to predominantly focus on employment support interventions, recognising the challenges faced in each local area and the need to preserve and develop critical local infrastructure. We will also focus on supporting digital inclusion and developing the digital skills required to access employment and progress at work. We have chosen not to prioritise wider skills interventions within our UKSPF. Instead, we will use alternative skills funding available to the region (Adult Education Budget, National Skills Fund, Multiply), to reduce the demands on UKSPF whilst increasing our overall capacity to deliver skills and training that meet the needs of local residents and businesses.

In developing our UKSPF Investment Plan, we have engaged extensively with a wide range of stakeholders – from the public sector, private sector and civil society – across the WMCA area and continue to engage with stakeholders as we develop detailed project and implementation plans, and review these throughout the duration of the programme.

Engagement has taken place through:

- A series of one-to-one meetings with officers and leaders from the 7 Local Authorities that comprise the WMCA area.
- Engagement with existing networks and groups – for example LA skills officers' group, LA Employment and Skills Boards, Colleges West Midlands, WMCA/Universities check-in meetings, West Midlands Combined Universities, Regional Business Council, WMCA Economic Impact Group, VCS Chairs Group, WMCA Faith Strategic Partnerships Group, WMCA Cultural Officers Group
- Engagement with WMCA taskforces and commissions – including homelessness task force, race equalities task force, Young Combined Authority

		<ul style="list-style-type: none"> ○ Declining high growth firms: 10% (over 5 years) and lower business demand for innovation. ○ Job density is –1, slightly below the national average, though this varies across the area from +22% in Solihull to –13% in Sandwell. ○ Manufacturing remains important to the economy with the highest GVA of all sectors, though total employees has fallen (-10%). <ul style="list-style-type: none"> ● The region also faces long-standing challenges in relation to ‘people and skills’, including: <ul style="list-style-type: none"> ○ lower GVA per head compared to national figures (£25.5k in the region compared to £30k nationally). ○ Relatively low employment and high unemployment, particularly in some parts of the region. ○ Growing in-work poverty, driven by low wage levels (average full-time wages in the WM 7 Met area are £2k lower than the national average. ○ Low skill levels in the population, with fewer people qualified to Level 4+ (37% vs 43% UK) and more people with no qualifications (9.6% vs 6.6% UK) compared to other areas; 85% of residents are qualified to Level 1(vs 88% UK), 72% to Level 2 (vs 78% UK) and 55% to Level 3 (vs 62% UK). 	<ul style="list-style-type: none"> ● Presentations for and meetings with individual organisations and sub regional groups/networks, on request – for example Office of the Police and Crime Commissioner ● A series of interactive webinars – open to all stakeholders, with recordings made available for those unable to attend ● Dedicated webpage and email address providing a single source of information and contact for queries. <p>The WMCA UKSPF high level Investment Plan was been developed in collaboration with our 7 Local Authority partners, recognising their key strategic and delivery role at a local level, aligned to local need. Through our detailed project planning process, a proportion of WMCA UKSPF funding has been awarded to support projects at a local level delivered by our Local Authorities.</p>
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Sex	Identified at LA level based on local priorities and need	LAs are identifying specific projects and activities in their local areas to support certain priority groups including women and children.	Likely that the positive impacts above will apply here.
Disability	Identified at LA level based on local priorities and need	LAs are identifying specific projects and activities in their local areas to support certain priority groups including those with disabilities whom are economically inactive.	Likely that the positive impacts above will apply here.
Race	Identified at LA level based on local priorities and need	LAs are identifying specific programmes in their local areas to support certain groups including racialised communities.	Likely that the positive impacts above will apply here.
Religion/belief	Identified at LA level based on local priorities and need	Neutral	Neutral
Sexual Orientation	Identified at LA level based on local priorities and need	Neutral	Neutral

Marriage and civil partnership	Identified at LA level based on local priorities and need	Neutral	Neutral
Gender reassignment	Identified at LA level based on local priorities and need	Neutral	Neutral
Inclusion health and vulnerable groups (for example people experiencing homelessness, prison leavers, young people leaving care)	Identified at LA level based on local priorities and need	LAs are identifying specific programmes in their local areas to support certain groups including those who are vulnerable or with health issues.	Likely that the positive impacts above will apply here.
If adverse/negative impact is noted to any of the listed equality target groups, can it be justified i.e. on the grounds of promoting equality of opportunity for any other group/s?	N/A		

Action plan: What specific action can your programme or policy take to maximise the potential for positive impacts and or to mitigate the negative impacts identified above				
Issues to be addressed	<p>Actions required</p> <ul style="list-style-type: none"> • Could you consider targeting action on populations who face the biggest inequalities? • Could you design the work with communities who face the biggest inequalities to maximise the chance of it working for them? 	Responsible Officer	Timescales	How would you measure impact/outcomes in practice?
Monitoring of performance and delivery	Given the limitations of SPF and the need to align with national frameworks, monitoring of delivery activity is crucial. A central SPF Programme Team has been established who are responsible for maintaining full programme level oversight. Templates have been developed for LAs and other delivery partners to complete that enable us to monitor delivery of	Clare Hatton	Live	This is captured through the M&E performance monitoring data

	outputs and outcomes and progress against our overarching Investment Plan approved by government.			
High level outcomes make it challenging to see the impacts at a local level	As part of operationalising UKSPF we have mandated that case studies be completed. Each of our LA provide monthly case studies across our programmes as part of M&E activity	Clare Hatton	Live	The local case studies provide additional data and insights outside of funder monitoring requirements to enable us to have an improved understanding of the activities progressing at a local level and the impacts these are having on residents.
Evaluation and monitoring: How will you quantitatively or qualitatively monitor and evaluate the effect of your work on different population groups at risk of inequalities? What output or process measures could you consider?	See sections above detailing the Business Programme Commissioned Evaluation, Funder led case study evaluations for communities, Demographic data collection and evaluation for Skills and Mental Health and Wellbeing outcomes pilot			
Review Date: Recommended between 6 and 12 months from initial completion	1 April 2025			

Appendix 1 UKSPF Logic Model

Problems to Address	WMCA Aims	WMCA Objectives	HLD No. If Applicable	Project Theme	Project Objective	Resources / Inputs	Regional Impacts	National Impacts
Low levels of employment and high levels of unemployment across parts of the WM region	Aim 1. To promote inclusive economic growth in every corner of the region and stimulate the creation of good jobs	Obj. 1.1. We will develop economic strategy for the region to drive inclusive growth, and deliver interventions with partners to boost innovation, secure investment, and support industrial clusters	HLD 5: SPF Business Programmes	Employment	To reduce inequalities between communities, as part of the Government's wider "levelling up" agenda	£88,408,357	Increased employment opportunities for local residents aligned to business need	By 2030, the gap in Healthy Life expectancy (HLE) between local areas where it is the highest and lowest will have narrowed, and by 2035 HLE will rise by 5 years
New businesses being vulnerable to economic shock, inc high regional insolvency rate, despite a strong business start up rate.	Aim 2. To ensure everyone has the opportunity to benefit as the region recovers from COVID-19, improves resilience and tackles long-standing challenges	Obj. 2.3. We will support social innovation to tackle complex and longstanding challenges facing our communities, where mutually agreed with partners	HLD 22: UKSPF	Business Support	WMCA staff resourced for programme coordination and compliance		Increased local availability of employment and skills provision	
The impact of Covid on business & tourism across the WM region						Align to other funding stream such as Adult Education Budget, CWG Legacy Capital and other external funded programmes	Improved local areas	By 2030, pay, employment and productivity will have risen in every area of the UK, with each containing a globally competitive city, with gap between the top performing and other areas
Regional disposal income remaining less than UK average	Aim 1. To promote inclusive economic growth in every corner of the region and stimulate the creation of good jobs	Obj. 1.1. We will develop economic strategy for the region to drive inclusive growth, and deliver interventions with partners to boost innovation, secure investment, and support industrial clusters	HLD 1: Inclusive Growth Strategy	Employment	To increase life chances and build pride in place across the UK,		Improved community and neighbourhood offers for local people	By 2030, well being will have improved in every area of the UK with the gap between top performing and other areas closing
Nearly 20% of the WM region is in the top 10% most deprived								
Regional Health Life Expectancy for the WM region being below national average								
The significant drop in apprenticeship opportunities for young SMEs		Obj. 1.3. We will invest in training and skills programmes that help our businesses		Skills	People and Skills - To empower places		Increased local volunteering opportunities and take up	

<p>The region has fewer people qualified to L4+ compared to UK average</p>		<p>grow and our citizens secure good jobs</p>			<p>to invest in local priorities -</p>		<p>New job opportunities & higher wages for resident aligned to regional clusters</p>	
<p>Access to green space in WMCA region is not equitable</p>		<p>Obj. 1.1. We will develop economic strategy for the region to drive inclusive growth, and deliver interventions with partners to boost innovation, secure investment, and support industrial clusters</p>		<p>Public Realm</p>	<p>Communities and Place - To empower places to invest in local priorities -</p>		<p>Improved / increase green spaces</p>	<p>By 2030, domestic public investment in Research & development outside the Greater South East will increase by atleast 40% and atleast on third over the Spending Review Period with that additional government funding seeking to leverage at least twice as much as private sector investment over the long term to stimulate innovation and productivity growth</p>
<p>Productivity (GVA per hr worked) is 11% lower than national rate</p>				<p>Employment</p>	<p>Local Business - To empower places to invest in local priorities -</p>	<p>Increased support to social impact projects</p>	<p>Increased £1m+ turnover firms in the WM region</p>	
						<p>Improved regional business survival rates and growth</p>		