

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.

Name or Brief Description of Proposal	Solent Local Enterprise Partnership Integration into the Solent Unitary Authorities
Brief Service Profile (including number of customers)	
<p>One Council</p> <p>This proposal has been developed by the Place directorate and developed in conjunction with Portsmouth City Council (PCC) and the Isle of Wight Council (IWC) as our key sub-regional partners. These were presented to Cllr Bogle’s (Economic Development) CMB on 24 November 2023, with the Leader and Chief Executive at a Shadow Joint Upper Tier Local Authority (UTLA) Board on the 22 January 2024. A further briefing paper will be provided to the OSMC on the 14 March, prior to a Cabinet paper due on the 19 March 2024.</p> <p>Governance and decision-making</p> <p>The key drivers for the proposed governance model, centre on the need to empower local leaders and in turn with the integration of Solent LEP functions into local democratic institutions.</p> <p>The formal decision-making process by the Board will centre building a consensus amongst the three Leaders, each with delegations, provided by their respective Cabinets. In turn recommendation 1.3 of this Cabinet report, if approved, will provide delegate authority to SCC’s Chief Executive and Head of Economic Development and Regeneration, following consultation with the Leader to agree the final details of the transfer of LEP functions to the UTLAs, including future all governance arrangements.</p> <p>Southampton City Council’s (SCC) Legal Services have advised with respect to decision making regarding the new Joint UTLA Board, a key decision is needed to approve the formation of the new external Board sub-regional partners Board to manage the integration process and associated Terms of Reference. Future decisions and approvals will in part be delegated to the Chief Executive, in</p>	

consultation with the Leader and Cabinet Member for Economic Development. Where decisions are needed that are outside of these delegations, then the decision will be formally made by each respective member Council's Cabinet.

As such this ESIA considers the headline equality associated with the formation of the issues of the proposed Shared UTLA sub-regional Board in managing the responsibilities devolved to UTLAs by Government.

Terms of Reference - Shared UTLA Board

Purpose

The Levelling Up White Paper set out three key policy objectives, to extending devolution across England, empowering local leaders, and integrating Local Enterprise Partnership (Solent LEP) functions into local democratic institutions.

The Board will be led by local democratic leaders, to direct the future growth of the sub-region in terms of economic development, investment in new infrastructure and in our human capital, with a clear focus on driving sustainable growth.

- 1) The Board will ensure that there is a strong, independent, and diverse local business voice in local democratic institutions.
- 2) The Board will drive strategic economic planning and ensure that the area's economic priorities and sectoral strengths are fully considered and articulated.

Membership

- Chair – the Leader of Southampton City Council (SCC)
- The Leaders of IWC and PCC.
- The Chief Executives of SCC, IWC and PCC.

Summary of Impact and Issues

The delegated authority provided to the Chief Executive, following consultation with the Leader, will cover the following areas: sub-regional partnerships and initiatives, sub-regional strategic economic planning, economic development, business support and strategic skills.

The partners are committed to **delivering sustainable, inclusive growth** in the Solent sub-region, by:

- Setting objectives and determining key decisions on behalf of the three unitary authorities in relation to the delivery of LEP functions.
- Ensuring that the partners work together in partnership, in a coordinated, impactful, and effective manner to deliver the Solent 2050 strategy.
- Work to ensure that more responsibilities, functions, and powers are devolved to the Solent sub-region.
- Considering how the benefits of inclusive growth can be distributed more evenly and to more disadvantaged communities.
- Consider how the Net Zero transition to a green and sustainable future will provide new opportunities to growth in the Solent sub-region.

Broadly these objectives and the new responsibilities relate to the economic development and sustainable growth agendas. The partners will now play a

critical role within the sub-region, convening local partnerships between businesses, academia, and other local partners to determine our key economic priorities.

The partners are committed to promoting sustainable economic growth to champion our region and ensure our communities can prosper, and ensure the sub-region has an ambitious strategy: Solent 2050. Building on strong foundations, proven resilience and unique strengths, the Solent 2050 Strategy will shape the future of our region for the next generation, enabling the Solent to reach its full potential.

Potential Positive Impacts

The Levelling Up White Paper set out three key policy objectives, to extending devolution across England, empowering local leaders, and integrating Local Enterprise Partnership (Solent LEP) functions into local democratic institutions.

The provision of greater democratic oversight should provide a greater degree of local accountability and transparency in delivering these new responsibilities.

Southampton City Council's role and that of our sub-regional partners, PCC and IWC will be to ensure due regard for the Public Sector Equality Duty (Section 149 of the Equality Act) and with-in the proposed external Joint UTLA Board.

A core remit of the Joint UTLA Board will be to consider how the benefits of inclusive growth can be distributed more evenly and to more disadvantaged communities.

Responsible Service Manager	Matthew Hill
Date	28.02.2024
Approved by Senior Manager	Nawaz Khan
Date	28.02.2024

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Future development, infrastructure investment and skills provision focussed on a too limited band of age groups.	Through the promotion of mixed-use development, with adherence to active planning & social value policies focussed on inclusive growth.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Disability	Skills support, business support provision and careers advice.	Openness to diversity widens access to the best talent. Inclusion allows engagement with talent effectively. Equality enables delivery of fair outcomes. Together, this leads to enhanced innovation, creativity, productivity, reputation, engagement, productivity, and business outcomes.
Gender Reassignment	Not applicable	
Marriage and Civil Partnership	Not applicable	
Pregnancy and Maternity	Not applicable	
Race	Skills support, business support provision and careers advice.	Openness to diversity widens access to the best talent. Inclusion allows engagement with talent effectively. Equality enables delivery of fair outcomes. Together, this leads to enhanced innovation, creativity, productivity, reputation, engagement, productivity, and business outcomes.
Religion or Belief	Skills support, business support provision and careers advice.	Openness to diversity widens access to the best talent. Inclusion allows engagement with talent effectively. Equality enables delivery of fair outcomes. Together, this leads to enhanced innovation, creativity, productivity, reputation, engagement, productivity, and business outcomes.
Sex	Not applicable	
Sexual Orientation	Not applicable	
Community Safety	Good urban design should account for improvements in the safety of those using public spaces.	Good urban design & adherence to planning active policies.
Poverty	Southampton faces issues of poverty & deprivation. These	Investment in the city to create new economic &

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>issues are well known. As an example, some wards have higher levels of deprivation & individuals & families can remain in a cycle of deprivation.</p>	<p>training opportunities through active Employment & Skills Plans (construction), as well as active adult community learning and employment initiatives.</p>
<p>Health & Wellbeing</p>	<p>The deterioration of the urban environment, the quality of our public spaces & homes impacts on our health & wellbeing. A lack of investment in new public realm and green spaces.</p>	<p>Good urban design accounts for health & wellbeing issues to enhance people's experience of the environment, public & green spaces. Good urban design is an intrinsic facet of the master planning process.</p>
<p>Other Significant Impacts</p>	<p>A detrimental impact on our environment and contribute towards climate change.</p>	<p>The Solent 2025 strategy will seek to set out the need for necessary infrastructure and facilities to support the growth of our sub-region whilst protecting & enhancing the environment.</p> <p>The strategy will:</p> <ul style="list-style-type: none"> Recognise individual neighbourhoods and communities with-in the sub-region including those most disadvantaged. Encourage sustainable growth & investment in the city. Recognise our wider climate and environmental objectives.