




Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or
www.somerset.gov.uk/impactassessment

Organisation prepared for (mark as appropriate)	 Somerset Council	 NHS Somerset	 NHS Somerset NHS Foundation Trust
Version	v.1	Date Completed	29.04.2024
Description of what is being impact assessed			
Impact on protected groups as a result of Somerset Council implementing the delivery of the Gravity Enterprise Zone and investing up to £150m to accelerate the development.			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics , Somerset Intelligence Partnership , Somerset's Joint Strategic Needs Analysis (JSNA) , Staff and/or area profiles , should be detailed here			
Annual Population Survey ONS annual survey of hours and earnings IMD			

ONS Claimant count

Ward data

Somerset Trends

Staff / internal knowledge

Previous consultation exercises

Census

Business register and employment survey

Lessons learnt from Hinkley Point C project specifically around community and business engagement, community tensions and site specific matters

Data and information gathered in preparation of the Local Development Order (specifically socio-economic impacts)

This Equalities Impact Assessment represent an initial assessment of the potential impacts arising from the delivery of the Gravity Enterprise Zone and in particular the proposed battery cell manufacturing facility and is based on data and information available at the point of drafting. It is envisaged that a 6-monthly review will be conducted, and EIA report updated as and when necessary.

Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?

Angela Farmer – Equalities and Risk Manager

Tom Rutland – Public Health Promotion Manager - Equalities

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> The Enterprise Zone delivery will create thousands of new jobs on site and many in the supply chain providing opportunities for different age groups. It is expected that the majority of the jobs will be filled locally but some in-migration to support the project is expected. The proposed infrastructure and active travel investment will create accessible transport solutions to get people to and from site that will benefit various age groups. 	□	□	✓
Disability	<ul style="list-style-type: none"> The development will provide a range of modern accessible buildings connected by a range of accessible travel modes. 	□	□	✓

	<ul style="list-style-type: none"> Any proposed development will have to satisfy Building Regulations governing appropriate access for disabled persons. It is expected that opportunities created through the development will be available to disabled people. 			
Gender reassignment	<ul style="list-style-type: none"> No issues have been identified. 	☐	✓	☐
Marriage and civil partnership	<ul style="list-style-type: none"> No issues have been identified. 	☐	✓	☐
Pregnancy and maternity	<ul style="list-style-type: none"> A nursery is within the uses allowed on site under the LDO which if delivered would support parents and carers taking employment on site. 	☐	☐	✓
Race and ethnicity	<ul style="list-style-type: none"> Lessons learnt from Hinkley Point C indicate that potential community tensions can take place if there is an influx of workers from outside of the area. It is expected that some in-migration in the early stages of the delivery of the gigafactory will take place due to 	✓	☐	☐

	<p>the complexity of the project and need for expert workers to be located in Somerset to help set up the project.</p> <ul style="list-style-type: none"> • There is a potential for language and cultural issues to arise. 			
Religion or belief	<ul style="list-style-type: none"> • No issues have been identified however depending on the make up of the workforce it is possible that there could be a variety of religions and beliefs represented on site. 	☐	✓	☐
Sex	<ul style="list-style-type: none"> • No issues have been identified. • Agratas keen to support groups underrepresented in STEM skills (e.g. women, single parents) 	☐	✓	☐
Sexual orientation	<ul style="list-style-type: none"> • No issues have been identified. 	☐	✓	☐
Armed Forces (including serving personnel, families and veterans)	<ul style="list-style-type: none"> • The EZ has the potential to deliver many jobs locally and create various opportunities for local residents including veterans and their families. 	☐	☐	✓
Other, e.g. carers, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> • The development will provide many high-skilled and well-paid job for local residents addressing historically low wage economy and helping to reduce inequalities across Somerset. 	☐	☐	✓

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| | <ul style="list-style-type: none">• The Locality Investment Plan proposes delivery of specific programmes and interventions aimed at providing assistance to local residents to gain the necessary skills required by the occupiers.• Through the proposed investment and training and skills the Enterprise Zone will help address low skills levels and deprivation across Somerset communities.• Active travel and transport improvements will ensure access to the site is provided so opportunities are presented across Somerset.• Through the investment and the supply chain and business engagement many opportunities will be created outside of the EZ boundary and benefits will be realised across the county.• A significant influx of workers from elsewhere could have a negative impact on the locality, specifically around housing availability and pressure on services. The LDO allows for up to 750 dwellings to be delivered on site – those will only be available to people primarily employed on site. As those dwellings would be liable for Community Impact Levy – if delivered, they would provide financial contributions towards essential services like schools, health provision and community infrastructure. | | | |
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Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Employment and Skills plan to be developed by the occupiers and their contractors.	31/07/2024	Paul Hickson	Through Local Labour framework Agreement and CITB monitoring.	<input type="checkbox"/>
Monitoring of workforce to be implemented to track potential numbers of workers out of the area.	31/03/2029	Paul Hickson	Workforce taskforce and update meetings with developers/occupiers.	<input type="checkbox"/>
Monitoring of local issues and tensions and addressing any issues raised jointly with occupiers/developers. Local Community Forum will be used as a vehicle to monitor and raise any local issues which will be escalated to the Gravity Enterprise Zone Executive Sub-Committee.	ongoing	TBC	Regular community and local Member sessions through the Community Forum and local liaison officer.	<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:

Kinga Grabarczyk

Date	29.04.2024
Signed off by:	Paul Hickson
Date	13.05.2024
Equality Lead sign off name:	Angela Farmer
Equality Lead sign off date:	20.05.2024
To be reviewed by: (officer name)	Kinga Grabarczyk
Review date:	25.10.2024 (proposed review - every 6 months)