



Oxfordshire County Council

Equalities Impact Assessment

Community wealth building budget and next steps

30.08.24

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Section 1: Summary details

Directorate and Service Area	Economy and Place
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Community wealth building budget and action plan
Is this a new or existing function or policy?	New actions and developing policy
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	Community wealth building is an approach to economic development that seeks to bring attention to local investment needs, particularly to build wealth in communities with significant economic inequalities. The approach is general in that it will benefit all residents in Oxfordshire, but proportionally the positive benefit will be felt in areas of higher deprivation. Evidence demonstrates that deprivation is often intersectional with other protected characteristics, meaning there will be indirect positive benefits to these groups of residents also. There are no negative impacts on any of the groups identified below.
Completed By	Emily Urquhart
Authorised By	Chloe Taylor (Head of Economy)
Date of Assessment	30.08.24

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Officers have been exploring policy approaches to tackling deprivation and financial inequality in Oxfordshire over the long term. Community Wealth Building (CWB) is an approach that seeks to ‘build wealth’ in local communities by reimagining how place-based organisations can maximise the local benefit of their economic activities. The 2024/25 budget allocated funding specifically for the development of a programme of CWB actions, and a CWB strategy. This paper highlights the progress of this programme, and the plans for how the entire budget will be spent.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The proposal is to spend £350,000 during the 2024/25 financial year to support the development of community wealth building at the council. This approach seeks to maximise the local benefit of economic activities (such as procurement, land management, employment etc). The target beneficiaries are residents who live in areas of high deprivation, as well as all Oxfordshire residents because the approach is general aimed at retaining wealth in local communities.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research</p>	<p>There is considerable evidence that community wealth building projects are effective in redirecting flows of wealth into local communities, and even that the areas have then seen improvements in the mental health of residents living there. The approach is not specifically targeted, but will bring increased benefit to residents with health/care needs, or who are facing financial hardships.</p>

<p>findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>n/a</p>

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. There is no specific impact on this group of people.	n/a	n/a	n/a
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Evidence shows that people with disabilities are also more likely to face economic hardship. CWB seeks to enable monetary investment in local places (in the form of inclusive jobs or procurement spend), and improve the resilience of community assets that can support residents with different needs.	n/a	n/a	n/a
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. There is no specific impact on this group of people.	n/a	n/a	n/a
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. There is no specific impact on this group of people.	n/a	n/a	n/a
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. During pregnancy and the early years of a child's life can be a particularly financially vulnerable time. CWB seeks to ensure that community	n/a	n/a	n/a

				assets and inclusive jobs are available to support everyone in a community, particularly those facing financial hardship. 8% of children in Oxfordshire live in absolute low-income families, CWB seeks to build wealth into communities that would support children and low-income families.			
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Evidence shows that there can be strong intersections between individuals from minoritised ethnic backgrounds also facing economic hardship. The Joseph Rowntree Foundation sites research from the Institute for Social and Economic Research which indicates that individuals from minoritised ethnic groups have a significantly higher deep poverty rate than white communities in Britain.</p> <p>CWB seeks to enable monetary investment in local places (in the form of inclusive jobs or procurement spend) and improve the resilience of community assets/networks that can support all residents. Some of the projects included in this programme have a specific focus on supporting residents from minoritised ethnicities to</p>	n/a	n/a	n/a

				access good and democratic employment.			
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. There is no specific impact on this group of people.	n/a	n/a	n/a
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. There is no specific impact on this group of people.	n/a	n/a	n/a
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CWB approaches will benefit all residents. There is no specific impact on this group of people.	n/a	n/a	n/a

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The research supporting this programme will specifically seek to understand how CWB can be effective in supporting rural communities, particularly to tackle rural poverty.	n/a	n/a	n/a
Armed Forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The actions in the CWB programme seeks to support inclusive economy principles which seeks to target employment support to communities that might be furthest from the labour market. OCC supports the Armed Forces Covenant which acknowledges that armed forces communities may need specific support with regards to employment among other aspects.	n/a	n/a	n/a
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The CWB programme will have a project specifically looking at how a care	n/a	n/a	n/a

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
				cooperatives model could support carers to develop their caring responsibilities into micro-businesses. CWB more generally aligns with the Oxfordshire Way providing a mechanism for investment in community resilience.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Community wealth building is an approach to economic development that seeks to bring attention to local investment needs, particularly to build wealth in communities with high levels of deprivation.	n/a	n/a	n/a

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The CWB programme will include the development of an options paper to enshrine OCC's commitment to fair wages.	n/a	n/a	n/a
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	CWB supports the council's ambitions to build community resilience in areas such as Adults, Children's social care and public health.	n/a	n/a	n/a
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is not a social value consideration in this contract, though the entire proposal is about ensuring wider social value from Council activities beyond the procurement requirement.	n/a	n/a	n/a

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	
Person Responsible for Review	
Authorised By	