

The logo for The Lancashire Partnership features a horizontal bar with a purple-to-pink gradient and a diagonal shadow effect. The text "The Lancashire Partnership" is centered over the bar, with "The Lancashire" in a dark purple font and "Partnership" in a white font.

**The Lancashire
Partnership**

Narrowing the Gaps

**The Impact Assessment Toolkit for the Lancashire Local
Area Agreement**

Part 1: Initial screening – to be carried out by Theme or Indicator Lead

- **Indicator(s): NI 166:** Median earnings of employees in the area

1. Context

1a) Lead Officer for the indicator and their contact details	Barrie Moreton Lancashire County Developments Ltd PO Box 78 Preston PR1 8XJ barrie.moreton@lancashire.gov.uk 01772 335560
1 b) What are the aims/objectives of the indicator?	To increase the earnings of individuals within the locality. This is measured through calculating the Gross Value Added (GVA) performance. GVA is an indicator of wealth creation, measuring the contribution to the economy of each producer, industry or sector and is generally regarded as the best measure of the sum of economic activity within an area. It is used in the estimation of Gross Domestic Product (GDP), which in turn is a key indicator of the state of the whole economy. This is a by-product of other Economic Development indicators and so relies on their performance for its outcomes.
1 c) Who are the main people or groups of people who will benefit from this indicator?	Individuals, families, the local economy / businesses, in fact all sections of society within Lancashire.
Date	03/12/09

2. Information

<p>2 a) Data, surveys, research, other information What information has been used to support work on this indicator? (e.g. demographic data from Lancashire Profile to demonstrate knowledge of the makeup of communities being served, Place Survey information, information gathered from other research/surveys/etc)</p>	National Governmental statistics, including the Office for National Statistics, the Lancashire Profile, and economic data including Treasury / Bank of England figures.
<p>2 b) Community groups How have different groups of people helped to inform the work on this indicator? (e.g. have focus groups been used? which community groups representing particular people have fed into the work? etc. A Directory of some of the equality groups in Lancashire can be found at Appendix D on page 22 of this toolkit).</p>	Not applicable, other Economic Development indicators such as NI 152 Working age people on out of work benefits and NI 153 Working age people claiming out of work benefits in the worst performing neighbourhoods steer this indicator.
<p>2 c) Outcomes/Differences What outcomes/differences have been made to the work programme for the indicator as a result of gathering information from the above sources?</p>	As above

3. Narrowing the gaps

Question	Answer (please limit answers to 150 words)
3 a) What opportunity is there to narrow the gaps in terms of outcomes for particular groups of people within this indicator? (See Appendix A for a list of groups). If so which groups?	As per 2b
3 b) Are there any potential negative impacts on particular groups of people or individuals in terms of the work on this indicator? (See Appendix A for a list of groups) If so, what and which groups? And how will this be remedied/reduced?	As per 2b

4. Community Cohesion

Question	Answer (please limit answers to 150 words)
4 a) Are there opportunities to promote good community relations within this indicator? If so, what? (e.g. breaking down barriers and building bridges between communities, promoting a positive sense of 'place' ,communities feel that they will benefit from regeneration and change in the area, cleaner, greener, safer campaigns and empowering communities in decision making)	As per 2b
4 b) Will work on this indicator have an adverse effect on any section of the community? If so what? And how will this be remedied? (e.g. single group support, activity that creates community tension, rural/urban issues, intergenerational)	As per 2b

<p>4 c) Is there a need to provide communications to any particular group(s) within the community? If so what? (e.g. rebut myths and misinformation and tackle the sources of these, be active communicators and maintain good relationships with community leaders, promoting messages in schools and with young people and partnership working)</p>	<p>Not Applicable</p>
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Issues identified through the impact assessment:

No equality and diversity or community cohesion issues specifically identified, due to the fact these are covered through related indicators that affect performance of this one.

Priorities: (Maximum of 5)

(There are many ways to prioritise. A good rule of thumb is to recognise that approximately 20% of activities will produce 80% of the value of your work programme so concentrate on the 20%. Separate urgent from important and focus on the most important issues. Determine the future impact of actions and concentrate on those that will have the biggest positive impact in the timescale).

- None – (See other Economic Development indicators)

Part 2: Development of actions to address priorities – to be carried out by LAA Thematic Partnerships

Indicator(s):

Priority	Action required	Expected outcomes	Responsible officer & timeframe	Organisations involved	Review time*	Comments at review and prospects for future improvements**

The collation of the above action plan for each of the LAA Indicators will form the Lancashire LAA Equality and Diversity Action Plan to be used as evidence as to how we are meeting our obligations in terms of equality legislation and to demonstrate how we are narrowing the gaps in terms of the quality of life for different groups of people across the LAA for the CAA process.

*Review time should coincide with performance management timescales.

**Comments should include those from the LAA Equality Reference Group.

APPENDIX A: Groups of people that LAA indicators may impact upon.

Groups of people	
1	Children and/or young people
2	Older people
3	People with caring responsibilities
4	People with a hearing impairment
5	People with a learning disability
6	People with mental health issues
7	People with a physical disability
8	People with a visual impairment
9	People with other health issues (HIV positive; multiple sclerosis; cancer; diabetes; epilepsy)
10	People of different faiths; religions or beliefs
11	Men
12	Women
13	People from Black and Minority Ethnic communities
14	Gypsies Roma and Travellers
15	People from other minority race communities (e.g. European migrants etc)
16	Asylum seekers and refugees
17	Socially excluded people and communities
18	Lesbian, Gay and Bi-sexual people (LGB)
19	Trans communities (Transgender; Trans-sexual; Transvestite; and People having gone or going through Gender reassignment)
20	People living in rural communities
21	Any other group identified as vulnerable or marginalised (e.g. Children Looked After; Care Leavers; Offenders etc)