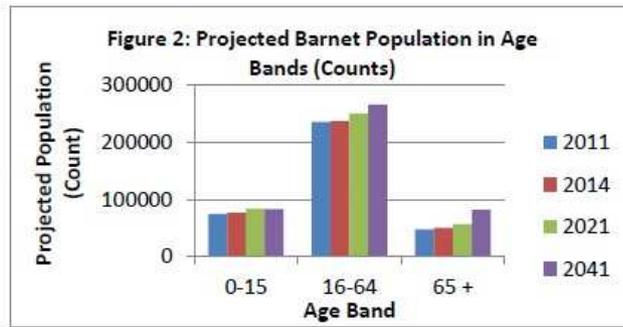


Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Entrepreneurial Barnet 2015-2020	
Is it a new or revised function, policy, procedure or service? New Strategy	
Department and Section: Commissioning Group	
Date assessment completed: 24/11/2014	
2. Names and roles of people completing this assessment:	
Lead officer	Cath Shaw
Other groups	Luke Ward (Commissioning and Policy Advisor), Lesley Holland (Equalities Officer), Hannah Chillingworth (Policy Officer)
3. Employee Profile of the Project	<p>Will the proposal affect employees? NO</p> <p>If no please explain why. Entrepreneurial Barnet does not relate to the configuration of council services or staff matters.</p> <p>If yes, please seek assistance from HR to complete the employee EIA.</p>

How are the following equality strands affected? <i>Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data</i>			
Equality Strand	Affected?	Explain how affected	Indicate what action has been taken / or is planned to mitigate impact?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The GLA estimated there to be 364,481 residents in Barnet in 2014. Of these residents, 76,928 (21.1%) are children (aged 0-15), 236,862 (65%) are of working age (16-64 years), and 50,691 (13.9%) are over 65 years (GLA Projections 2013). Over the next few years, it is projected that the Borough will experience an increase in all three of these age groups, though the largest proportionate increase will be in the 65+ age band. This is demonstrated in Graph 1.	<p>Entrepreneurial Barnet will target the older working population in order to help secure meaningful paid jobs and keep them in employment.</p> <p>Entrepreneurial Barnet focuses on ensuring sufficient, accessible starter jobs and training opportunities providing viable skills to support young people into sustainable employment.</p>



Graph 1. Source GLA 2013 projections.

A report commissioned from Middlesex University by Barnet Council (2014) notes that there is now an increasing proportion of the older population in work or seeking work. Indeed, the ONS report on older workers in the Labour Force (2012) states that the number of people of state pension age and above in employment has gone from 753,000 in 1993, to 1.4 million in 2011. The majority of older people in employment are concentrated in London. Roughly 66% of older employees are employed part-time, and 80% have been with the same employer for more than 5 years. Just over half of older employees are employed in small organisations with fewer than 25 employees.

Sissons (2011) notes that in the past decade there has been a hollowing out of the labour market; that is, there has been an increase in high-skill, high-wage professional and managerial jobs, an increase in low-wage service occupations, but a decrease in middle wage occupations. Middle wage jobs typically include administration and production. McIntosh (2013) writes that this 'job polarisation' can be attributed to the increasing tendency to replace jobs with technology. By hypothesis, this could have the effect of reducing the accessibility of jobs for the older population as they have not necessarily been trained in the skills required for managerial positions and are competing against the younger generation who have studied or completed courses for such jobs after leaving school. Similarly, due to the lack of middle wage jobs, there is higher competition for low wage jobs. The older population are competing against university

Entrepreneurial Barnet will support providers in delivering careers information, education, guidance, and advice that aligns with the most current labour market demands and trends. It will also provide accessible information regarding the Labour Market and information on Borough regeneration opportunities to providers who can in turn inform the development of the curriculum (pg. 26, Entrepreneurial Barnet).

Through Entrepreneurial Barnet, the Council aims to increase the amount of apprenticeships available in the local labour market (pg. 23 Entrepreneurial Barnet). Through partnership with Middlesex University and Barnet and Southgate College, Entrepreneurial Barnet aims to encourage young entrepreneurs by ensuring that younger residents have access to opportunities to become well qualified and enter a job relevant to their chosen career pathway (pg. 24, Entrepreneurial Barnet).

		<p>leavers, and the younger, unskilled population are unable to access job opportunities that are being taken by those with higher education.</p> <p>A paper for the UK Commission for Employment and Skills (2014) writes that the nature of skills required for the job market is changing, with increasing demand for computing and technical skills, communication, project management, and influence, to name a few. These are skills that can be gained through higher education, internships, and experience. The older population will potentially be disadvantaged here as it is likely that these are not skills that were being taught at the time when they entered the job market. It is equally important that young people seeking first time employment are being taught sustainable skills and have access to training that will still be applicable in the Labour Market several years down the line.</p> <p>The consultation responses regarding Entrepreneurial Barnet (2014) suggest that there is a need for more apprenticeship placements and connecting business with universities.</p>	
<p>2. Disability</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>The 2011 census shows that in Barnet, 6% of the population had a disability or longstanding illness that limits their day-to-day activities in some way.</p> <p>The consultation responses (2014) indicated that there is a concern that small businesses are not disability-friendly.</p> <p>The Labour Force Survey (Quarter 2 2012) states that disabled people are significantly less likely to be in employment than non-disabled people, noting that there is a 30.1% gap in employment rates between these two groups. However, it is important to note that in spite of the economic climate, this gap has closed over the 14 years preceding the survey, and remained stable between 2010 and 2012.</p> <p>The same report by Middlesex University (2014) states that due to the Benefit reforms</p>	<p>Entrepreneurial Barnet will ensure that focus is placed on Barnet's disabled population to provide support to those with disabilities into training and employment opportunities. Support will be provided to those who need it to prepare for sustainable employment, especially those with mental health problems or learning disabilities (pg. 28, Entrepreneurial Barnet). Support will also be provided to those with mental health problems to help</p>

		<p>involving a reassessment, a significant proportion of claimants of Incapacity Benefit and Severe Disability Allowance will be declared fit to work and will therefore migrate to JSA or Employment Support Allowance.</p> <p>The report by Middlesex University (2014) also notes that in 2009/10, 10.6% of those with learning disabilities were in employment, which was above the national average of 6.4%.</p>	<p>them get back into work, whilst improving the identification and treatment of mental health in employment services and providing support for those in employment who are concerned about mental health (pg. 27, Entrepreneurial Barnet). The Council will work together with Job Centre Plus and Barnet and Southgate College alongside other partners to raise awareness of apprenticeships and training opportunities to local employers.</p>
<p>3. Gender reassignment</p>	<p><i>No direct evidence to suggest affected.</i></p>	<p>According to Stonewall, 42% of transgender people not living in their preferred gender role stated that they are prevented from doing so because they fear it may threaten their employment status (Engendered Penalties, 2007).</p>	<p>There is no local data for this particular equality strand; however there is no anticipated negative effect. Entrepreneurial Barnet is gender neutral and therefore should not adversely affect the transgender population. However, according to Stonewall, there are some members of the transgender population who fear that their status may adversely affect their ability to keep a job. The Council recognises this and emphasises the fact that Entrepreneurial Barnet is gender neutral therefore whether one is male, female, or transgender will not have any impact on how one benefits. Furthermore, Entrepreneurial Barnet aims to increase opportunities for self-</p>

			<p>employment, so in this respect, the proposals have a positive outlook for any transgender residents who fear that their status may affect their employability.</p>
<p>4. Pregnancy and maternity</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>According to Labour Market Statistics (2013), there are over 2 million women in the UK who give up employment to care for the family. This represents a large amount of women who do not return to work after starting a family.</p> <p>At the Barnet Business Expo (2014) it was highlighted during the roundtable discussion that the Council should be aware of gaps in needs in town centres, particularly with respect to toilets and baby changing facilities.</p>	<p>The Council recognises that each woman is entitled to make a decision about their employment whilst encouraging all residents to contribute to the economic development of the Borough.</p> <p>Entrepreneurial Barnet is designed to ensure that everybody in the Borough has the opportunity to gain from growth so rather than being at a disadvantage, women on maternity leave are encouraged to return to work, should they wish to do so.</p> <p>Entrepreneurial Barnet aims to foster small businesses and increase opportunities for self-employment, therefore increasing the opportunities for flexible working and working from home. In this respect, there should be a positive effect for women who stay at home to care for the family as there will be more options with regard to working.</p> <p>The work that will be delivered through Entrepreneurial Barnet in relation to new and existing town centres will reflect the changing</p>

			composition of the population and the different ways and expectations that visitors have in how they get about and live their lives, particularly with respect to the elderly, those with mobility issues, and those with small children.																		
5. Race / Ethnicity	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>The GLA 2013 projections suggest that in 2014, the White ethnic group constitutes 62% of the Barnet population, and is set to decline to 58% by 2021. The rest of the population is comprised as follows; Other Asian (9%), Indian (7.6%), Other (6.9%), Black African (5.7%), Black Other (3.1%), Chinese (2.4%), Pakistani (1.5%), Black Caribbean (1.3%), and Bangladeshi (0.7%). With the exception of White and Indian, all these groups are set to see a proportionate increase. The “Other Asian” group is set to experience the largest proportionate increase between 2014 and 2021.</p> <p>According to the ONS market status by ethnic group statistics, the unemployment rate for the 16+ population by ethnic group was as follows in the period October-December 2013.</p> <table border="1" data-bbox="531 1373 1114 1863"> <thead> <tr> <th data-bbox="531 1373 906 1563">Ethnic Group</th> <th data-bbox="906 1373 1114 1563">Unemployment Rate October-December 2013</th> </tr> </thead> <tbody> <tr> <td data-bbox="531 1563 906 1597">White</td> <td data-bbox="906 1563 1114 1597">6.4</td> </tr> <tr> <td data-bbox="531 1597 906 1630">Mixed</td> <td data-bbox="906 1597 1114 1630">14.1</td> </tr> <tr> <td data-bbox="531 1630 906 1664">Indian</td> <td data-bbox="906 1630 1114 1664">7.6</td> </tr> <tr> <td data-bbox="531 1664 906 1697">Pakistani</td> <td data-bbox="906 1664 1114 1697">17</td> </tr> <tr> <td data-bbox="531 1697 906 1731">Bangladeshi</td> <td data-bbox="906 1697 1114 1731">18.6</td> </tr> <tr> <td data-bbox="531 1731 906 1765">Chinese</td> <td data-bbox="906 1731 1114 1765">6.7</td> </tr> <tr> <td data-bbox="531 1765 906 1798">Black/African/Caribbean</td> <td data-bbox="906 1765 1114 1798">15.9</td> </tr> <tr> <td data-bbox="531 1798 906 1863">Other</td> <td data-bbox="906 1798 1114 1863">10.9</td> </tr> </tbody> </table> <p><i>Source ONS market status by ethnic group</i></p> <p>The groups with the highest levels of unemployment are Pakistani, Bangladeshi, and Black/African/Caribbean.</p>	Ethnic Group	Unemployment Rate October-December 2013	White	6.4	Mixed	14.1	Indian	7.6	Pakistani	17	Bangladeshi	18.6	Chinese	6.7	Black/African/Caribbean	15.9	Other	10.9	<p>Entrepreneurial Barnet recognises that BAME groups tend to have higher unemployment rates than other ethnic groups so will place additional focus on engaging with this group (pg. 36 Entrepreneurial Barnet).</p> <p>Entrepreneurial Barnet will seek to communicate well with all ethnic groups by having a dedicated customer contact centre and introducing online accounts for businesses so that all transaction can be done in one place (pg. 12 Entrepreneurial Barnet). To further simplify the system and increase accessibility, a more streamlined process for license renewal will be introduced (pg. 11, Entrepreneurial Barnet).</p> <p>Entrepreneurial Barnet is Borough-wide and provides access to all. It should benefit everyone equally but the Council recognises that there are certain ethnic groups that do not</p>
Ethnic Group	Unemployment Rate October-December 2013																				
White	6.4																				
Mixed	14.1																				
Indian	7.6																				
Pakistani	17																				
Bangladeshi	18.6																				
Chinese	6.7																				
Black/African/Caribbean	15.9																				
Other	10.9																				

		<p>Using the GLA projections given above, 1.5% of the Barnet population identify as Pakistani, 0.7% as Bangladeshi, and 10.1% were Black/African/Caribbean. Together this constitutes 12.3% of the population who are potentially less likely to be in employment.</p> <p>The Residents' Perception Survey 2014 shows that residents from 'Other' ethnic groups tend to feel that 'the Council doesn't do enough for people like me'. 6.9% of the Barnet population identify with 'Other' ethnic group (2013 GLA projections), and the ONS statistics show that this group is significantly more likely to be unemployed than those of White, Indian, or Chinese origins.</p>	<p>perform as well in terms of economic activity. Therefore to ensure equal access for these disadvantaged groups, accessibility into the job market and opportunities for training and gaining skills will be promoted.</p>
<p>6. Religion or belief</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>At the time of the 2011 census the most common religious belief in the Borough was Christianity (41.2%), followed by Judaism (15.2%), Islam (10.3%), No religion (8.4%), Hinduism (6.2%), Buddhism (1.3%), Other (1.1%), and Sikhism (0.4%).</p> <p>The ONS report on religion (2013) states that the Jewish population have the highest level of employment, and that Muslims have the lowest level of employment. Muslims also have a significantly lower level of economic activity than other religions at 55%; the main reasons for this inactivity being because they were looking after the home and family (31%), or because they were students (30%).</p>	<p>Entrepreneurial Barnet is inclusive and aims to benefit all residents of the Borough. However, statistics have shown that the Muslim population are more likely to be unemployed than other religions. The Muslim population also has a high rate of economic inactivity, and one of the reasons for this is cited as being a student.</p> <p>Through partnership with Middlesex University and Barnet and Southgate College, Entrepreneurial Barnet aims to encourage young entrepreneurs by ensuring that younger residents have access to opportunities to become well qualified and enter a job relevant to their chosen career pathway (pg. 24, Entrepreneurial Barnet). This will therefore positively impact upon the Muslim student</p>

			<p>population, who will be provided with support, advice, and opportunities to support them into sustainable employment.</p> <p>Representatives of all religions will be engaged with and pro-active marketing will be undertaken to ensure that there are appropriate, measured opportunities for those from all religious backgrounds. See (5) for notes on ethnicity which may be relevant.</p>																		
<p>7. Gender / sex</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>According to the 2013 GLA projections, 48.8% of the population in 2014 are male, and 51.2% are female.</p> <p>The table below documents information taken from the 2013 annual population survey employment indicators (ONS) with regard to gender and employment rate.</p> <table border="1" data-bbox="501 1178 1107 1664"> <thead> <tr> <th>Time period</th> <th>Male Employment Rate in Barnet</th> <th>Female Employment Rate in Barnet</th> </tr> </thead> <tbody> <tr> <td>March 2013</td> <td>78.1</td> <td>62.9</td> </tr> <tr> <td>June 2013</td> <td>77.6</td> <td>66.0</td> </tr> <tr> <td>September 2013</td> <td>76.1</td> <td>66.7</td> </tr> <tr> <td>December 2013</td> <td>80.2</td> <td>66.0</td> </tr> <tr> <td>March 2014</td> <td>80.0</td> <td>66.0</td> </tr> </tbody> </table> <p><i>Source 2013 APS, ONS</i></p> <p>As evidenced in the table, female employment rate has been consistently significantly lower than male employment rate.</p> <p>The ONS report on women in the labour market shows that employment rates for women are at one of their lowest in London.</p>	Time period	Male Employment Rate in Barnet	Female Employment Rate in Barnet	March 2013	78.1	62.9	June 2013	77.6	66.0	September 2013	76.1	66.7	December 2013	80.2	66.0	March 2014	80.0	66.0	<p>Entrepreneurial Barnet is gender neutral therefore should equally benefit both genders, however, it is recognised that there are fewer women in employment than men, and of the women in employment, a much larger proportion are employed part-time compared to men.</p> <p>Entrepreneurial Barnet is Borough-wide and therefore all training and employment opportunities will be equally available to both men and women. It aims to minimise barriers to economic success and create more employment opportunities.</p>
Time period	Male Employment Rate in Barnet	Female Employment Rate in Barnet																			
March 2013	78.1	62.9																			
June 2013	77.6	66.0																			
September 2013	76.1	66.7																			
December 2013	80.2	66.0																			
March 2014	80.0	66.0																			

		The report also shows that in April-June 2013, 42% of women in employment were working part-time, compared to 12% of men. Furthermore, the report shows that men are more likely than women to be employed in high skilled jobs.	
8. Sexual orientation	<i>No direct evidence to suggest affected.</i>	The national statistic for lesbian, gay, or bisexual people is 6%. Stonewall's Serves You Right Survey found that 20% of gay people have experienced bullying from a colleague due to their sexual orientation. Stonewall goes on to say that discrimination can lead to social exclusion, which means that gay people are likely to experience greater economic deprivation.	There is no local data for this equality strand. Entrepreneurial Barnet is Borough-wide and inclusive therefore should benefit all, but the Council recognises that nationally there are cases where one may not feel comfortable revealing their sexual orientation in the workplace. Entrepreneurial Barnet encourages inclusion from all irrespective of sexual orientation and also provides more choice and flexibility in working, for example, by encouraging the growth of self-employment opportunities and small businesses.
9. Marital Status	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	No specific impact identified. See (4) for information relating to bringing up families.	
10. Carers	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Just over 9% of the Barnet population provide unpaid care, with 1.8% providing more than 50 hours of unpaid care per week. A report by the ONS on unpaid care provision and economic activity (2011) suggests that women are more likely than men to be providing unpaid care. It notes that the percentage of men providing unpaid care in England that are unemployed is 8.9%, whereas for women it is 11.1%. 12.5% of men providing unpaid care work part-time, and 16.1% of women. 9.3% of men and 12.1% of women work full-time whilst providing unpaid care.	Entrepreneurial Barnet is inclusive and so carers should not miss out on the benefits. However, statistics show that those providing care are more likely to work part-time than full-time, and a significant proportion are unemployed. More women than men are unemployed whilst providing unpaid care. The proposals will

			<p>provide increased economic opportunities in terms of employment offers and opportunities to gain skills and experience, as well as encouraging the growth of small businesses and self-employment opportunities. This support is available to all residents of the Borough and increases choice and flexibility in relation to employment. Entrepreneurial Barnet aims to support families and residents that need it (pg. 9, Entrepreneurial Barnet) so carers will be able to access this extra support should they wish to.</p> <p>Although young carers are not directly affected by the proposals as they are too young to be economically active, they are not overlooked. Entrepreneurial Barnet aims to encourage young entrepreneurs through links with Barnet and Southgate College and Middlesex University by ensuring that younger residents have access to opportunities to become well qualified and enter a job relevant to their chosen career pathway (pg. 24, Entrepreneurial Barnet).</p>
<p>11. People with mental health issues</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>According to the JSNA, only 24% of adults with a long term mental health problem are in work. This represents less than a quarter of those with mental health problems in the Borough.</p>	<p>Extra focus will be placed on those with mental health problems in order to support them into sustainable</p>

			employment and ensure that they have the same access to the benefits of the proposals as everyone else (pg. 27, Entrepreneurial Barnet).
12. Some families and lone parents	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>In Barnet, there are 28,889 lone parent households with dependents, representing 8.2% of the population (2011 census). Of these, 45.9% of lone parents are not in employment. This compares to just 7.4% of the economically active population who are not in employment (2011 census).</p> <p>The consultation responses (2014) show that access to markets for single mothers ought to be encouraged.</p>	<p>It is recognised that lone parents are less likely to benefit from economic growth, and that these parents are particularly disadvantaged in London due to the high cost of childcare provision (pg. 37, Entrepreneurial Barnet). Focus will therefore be placed on reaching this group to ensure that they also have access to opportunities to succeed. The Council recognises that lone parents may wish to give up a career in order to raise their families but encourages all residents of the Borough to contribute to the economic wellbeing of Barnet therefore will ensure that extra support is offered to this group.</p> <p>Entrepreneurial Barnet offers more choice and flexibility in employment opportunities which will benefit this group, for example, through providing support to encourage self-employment; this offers an opportunity to work from home.</p>
13. People with a low income	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	In 2013, there were 5140 Income Support Benefit Claimants and 7565 Employment and Support Allowance Claimants in the Borough (DWP benefit claimants- Data	A general point across the Entrepreneurial Barnet is to help the population of Barnet

		Dashboard).	boost their income and ensure equal access to skills and opportunities.
14. Unemployed people	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	According to the 2011 census, 66% of the Borough were economically active. Of this, 92.6% were in employment. In March 2013, there was a 70.4% employment rate across the Borough. (Annual population survey employment indicators by Borough, ONS, 2013). Some of those not in employment will belong to the economically inactive category.	Entrepreneurial Barnet will bring in new jobs across the Borough which will bring more opportunities for the economically active population who are currently not in employment. The proposals align with the Job Centre Plus Partnership Agreement which includes tackling worklessness amongst the long-term unemployed (pg. 9, Entrepreneurial Barnet).
15. Young people not in employment education or training	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Barnet is performing well with respect to NEETs, with the fourth lowest number in England (Barnet website, latest news, 12/6/2014). However, the report by Middlesex University (2014) writes that economic growth is constrained by a lack of skills in the local labour market. These people are unable to participate in the economic growth of the Borough because they lack the skills or training to do so. The report notes that in particular there is a perceived lack of NVQ4 qualifications in the retail sector. This is an important point because retail is a potential key growth sector in Barnet (pg. 65, Middlesex report). By hypothesis, if employers perceive there to be a lack of higher qualifications in retail, it will become increasingly difficult for those without these preferred skills to attain a job in retail.	Entrepreneurial Barnet will target the younger population and ensure that there are accessible training opportunities available to set young people on a positive path to getting a sustainable job (pg. 37, Entrepreneurial Barnet). Effort will also be made to explain to school-leavers what the options are in terms of further education, training, or apprenticeships, so that they understand the implications this could have on their future careers. This will be done by supporting providers in delivering careers information which reflects the most current labour market demands (pg. 26, Entrepreneurial Barnet). This will involve training and workshops being

			aligned with post-16 provision so that every young person is equipped with the knowledge and skills they need to succeed in the job market. This will be ensured by the curriculum being developed to reflect the demands of the Labour Market and regeneration opportunities (pg. 26 and pg.23 respectively, Entrepreneurial Barnet).
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5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

ONS statistics will be monitored to inform the Council of employment levels so that it can be ascertained if the Entrepreneurial Barnet is meeting its outcomes by increasing those in employment. This can also be used to identify if there are any groups that are not benefiting or are being disadvantaged since the introduction of the proposals. Service reporting, for example, the number of apprenticeship schemes in place and the number of apprentices can be monitored in order to gauge effectiveness i.e. how many people are engaging in and benefiting from Entrepreneurial Barnet. GCSE results can be used to identify those who are underachieving and ascertain if there are any key groups that require extra support in their studies to aid them in pursuing further education or training and entering sustainable employment.

At least once a year an update report will be delivered to the Assets, Regeneration and Growth Committee.

6. Initial Assessment of Overall Impact		
Positive Impact	Negative Impact or Impact Not Known ¹	No Impact
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Scale of Impact		

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

Positive impact:	Negative Impact or Impact Not Known	
Minimal <input checked="" type="checkbox"/>	Minimal <input type="checkbox"/>	
Significant <input type="checkbox"/>	Significant <input type="checkbox"/>	

8. Outcome			
No change to decision	Adjustment needed to decision	Continue with decision <i>(despite adverse impact / missed opportunity)</i>	If significant negative impact - Stop / rethink
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Please give a full explanation for how the initial assessment and outcome was decided.
<p>The aim of this Entrepreneurial Barnet is to make Barnet the best place in London to be a small business. It has been designed to positively impact on all factors that can affect this outcome, including, but not exclusive to, the labour market, skills, infrastructure, housing, business support, and services and communication with residents from all backgrounds.</p> <p>There is data to suggest that some of the protected characteristics are less likely to benefit from economic growth than others, for instance in terms of overall employment levels or the level of educational attainment. These will be targeted through the delivery of various activities set out in the proposals, which is explicitly Borough-wide and has been developed to be accessible to all from inception.</p>

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