



## Equality Impact Assessment Form (EIA)

An Equality Impact Assessment (EIA) is an evidence-based approach designed to help organisations ensure that their policies, practices, events and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers both strategic and operational activities.

The term 'policy', as used throughout this document, covers the range of functions, activities and decisions for which Sheffield City Region is responsible, including for example, strategic decision-making, arranging strategy & funding panels and meetings.

The EIA will help to ensure that:

- We understand the potential effects of the policy by assessing the impacts on different groups, both external and internal.
- Any adverse impacts are identified, and actions are planned to remove or mitigate them as far as is practicable.
- Decisions are transparent and based on evidence with clear reasoning.

# Section 1 – Initial Screening

a	<b>Name proposal.</b> <i>If a policy, list any associated policies</i>	South Yorkshire Devolution Deal
b	<b>Type of proposal:</b>	Existing/Revision
c	<b>Name of department:</b>	Choose an item. Cross cutting
d	<b>Lead Officer:</b>	Fiona Boden
e	<b>Date of EIA:</b>	30/03/20
f	<b>Names of those involved in the EIA (Should include at least two people):</b>	Steve Davenport

## g. Summary of the aims and objectives of the proposal – if this is an existing policy please state the current aims and objectives.

The Sheffield City Region (SCR) Mayoral Combined Authority (MCA) has agreed to proceed with the implementation of the South Yorkshire Devolution Deal. Focused on unlocking more powers and resources to benefit people, businesses and communities across the region, the key elements of this Deal include:

- Control of a new, **flexible single pot of funding** for economic growth, which incorporates an **additional £30 million annual allocation** over the next 30 years
- Full devolution of **the Adult Education Budget (c£35m p.a.)** for college and training providers
- **Devolved transport powers and funding** – including powers to rebrand the bus network
- A collaboratively managed **key route network**
- An improved approach and greater accountability to SCR of national **inward investment and trade support**
- Better use of **publicly owned assets**, with the mayor chairing the Joint Assets Board
- **Increased planning capacity and powers** to deliver the housing and economic growth needed in the right locations across South Yorkshire

The process to establish the legislation necessary to make the Deal a reality, requires the successful completion of a number of steps. Most recently having agreed its Governance Review and Scheme document in January, the MCA has just completed a six-week public consultation on its proposals to implement the Deal.

An initial summary of the results of this consultation has been produced and will be considered by the MCA, who will take a decision on whether to submit this information to the Secretary of State.

## h. What are the proposed changes (if an existing policy/funding activity/event)?

An impact assessment of the Devolution Deal was undertaken in 2017, when the proposals also included the expansion of the MCA's geography to include Bassetlaw and Chesterfield as constituent councils. At this point in time, the assessment concluded that *"the proposals in the Scheme will have **no detrimental impact** in terms of the 9 protected characteristics of the Equality Act."*

Whilst the Devolution Deal itself remains unchanged in the intervening period; the MCA is no longer also pursuing the expansion of its geography.

Therefore, this screening has been undertaken to reflect this revised geographic focus, that the South Yorkshire Deal is now being progressed and that the public consultation has recently been undertaken.

#### **i. Why is this being proposed (eg, policy, deliverables, changes to systems/processes)?**

By implementing the South Yorkshire Devolution Deal, the region will have access to a significant increase in funding and powers. This will provide the region with a broader range of tools and resources to deliver its emerging Strategic Economic Plan, delivering a step change in terms of sustainable and inclusive growth.

Given the breadth of powers and resources on offer the implementation of the Deal will have organisational wide impacts both in terms of the deliverables that need to be produced and the systems and processes by which we operate. These include:

- Changes to decision making processes to be set out in the Assurance Framework and MCA's Constitution;
- To establish a robust approach to monitoring and evaluation, to understand the impact of the investments made, to be able to make the case for further devolution and to meet the requirements surrounding the national gateway process for the gainshare funds;
- Changes in thematic areas to reflect the broader range of powers held by the MCA, namely:
  - Housing and regeneration – functions to be exercised concurrently with Homes England to improve the supply and quality of housing;
  - Spatial planning – the power to establish mayoral development corporations and create a non-statutory spatial framework for South Yorkshire;
  - Skills – conferring local authority and central government training and skills functions to the MCA, to be exercised concurrently with constituent local authorities and the Secretary of State; and
  - Transport – the central government power to provide grants to highways authorities, power to reach agreements with other bodies about the management of the strategic highway network, and bus operating powers.

#### **j. What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of.**

The impact assessment in 2017 concluded that “the proposals in the Scheme will have no detrimental impact in terms of the 9 protected characteristics of the Equality Act.” It made this conclusion following a systematic review of all of the powers set out in the Scheme in relation to the protected characteristics, which found that:

- For the vast majority of proposals there was no evidence to suggest any differential or direct impact according to protected or other characteristics of communities and people across South Yorkshire.

- For a number of proposals, some potential impacts were identified that would need to be considered in the design of individual detailed policies, although there was no evidence to suggest any differential or direct impact according to protected or other characteristics. These included:
  - **Gainshare funding:** such significant amounts of additional funding could enable the CA to either enhance or maintain some benefits targeted to individuals or groups such as older people or disabled people. This is particularly relevant when considering the public transport elements of the Scheme proposal.
  - **Precepts:** That if the introduction of a mayoral precept was being considered, it would need to take into account the ability of residents to make a financial contribution to any precept. It highlighted that disabled people, for example, are less likely to be in employment and therefore may be less able to meet the costs of any precept.
  - **Education and skills:** these powers would enable the MCA to support education initiatives within the CA area. This would have a differential, positive impact on young people. More speculatively, with these powers and additional funding, the CA may be able to support initiatives targeted at vulnerable or other groups e.g. disabled young people.
  - **Bus Act powers:** should these powers be utilised, they would have a disproportionate, positive impact on younger people, older people and disabled people who are more likely to use public transport and access concessions schemes. As with any transition of this nature, there are also potential risks i.e. that there may be a deterioration in service quality (however, that is very much not the intention of the SCR). These potential negative impacts could disproportionately affect younger people, older people and disabled people who are more likely to use public transport and access concessions schemes.

Through the consultation undertaken in February and March 2020 on these proposals we sought to collect minimal personal information from respondents, in accordance with the principles of the General Data Protection Regulation. However, this did include (on a voluntary basis) information on age and ethnic origin. These results are currently being analysed to determine if there are any additional potential impacts that need to be considered.

#### k. What are the arrangements for monitoring and reviewing the actual impact of the proposal?

Whilst this assessment has been undertaken to cover the breadth of potential impacts across the Deal as a whole, individual detailed assessments will be undertaken for each key policy area, as appropriate. This will provide the opportunity to ensure that all potential impacts are understood, and that appropriate actions and mitigation measures are put in place, as required. For example, in developing the approach to the devolution

of the Adult Education Budget to the region these impacts are already being considered in the initial design of the programme.

**I. Will this proposal affect people with protected characteristics and, if so, in which group?**

<b>Characteristic</b>	<b>Impact Level</b>	<b>State any evidence you have, and explain what you feel the impact may be</b>
Age	None	None at this point in time pending further analysis of the results of the consultation by IPSOS MORI.
Disability	None	There is no evidence to suggest any differential impact according to this protected characteristic.
Gender reassignment	None	There is no evidence to suggest any differential impact according to this protected characteristic.
Marriage/Civil Partnership	None	There is no evidence to suggest any differential impact according to this protected characteristic
Pregnancy/Maternity	None	There is no evidence to suggest any differential impact according to this protected characteristic
Race	None	None at this point in time pending further analysis of the results of the consultation by IPSOS MORI.
Religion/Belief	None	There is no evidence to suggest any differential impact according to this protected characteristic
Sex	None	There is no evidence to suggest any differential impact according to this protected characteristic

Sexual Orientation	None	There is no evidence to suggest any differential impact according to this protected characteristic
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<b>m. Is a full EIA required?</b>	No - there are no foreseen negative impacts - GO TO SECTION 4
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**EIA Summary – please provide a summary of the outcome here:**

Based on an analysis of the evidence, at this point in time, there are no adverse impacts on persons with protected characteristics from proceeding with the South Yorkshire Devolution Deal. Each individual policy area will be assessed at the appropriate time in the decision-making process to ensure the Authority has due regard to its Equality Act duties.

<b>Level of negative impact (please tick one):</b>	<input type="checkbox"/> High	<input type="checkbox"/> Medium	<input checked="" type="checkbox"/> Low
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**Lead Officer Name:** Fiona Boden

**Lead Office Signature:** Fiona Boden

**Date:** 31/03/20