

Chesterfield Borough Council

Equality Impact Assessment - Full Assessment Form

Title of the policy, project, service, function, strategy or decision the EIA is being produced for:

Decision - Membership of the combined authorities and ratification, as an existing non-constituent member, of the Sheffield City Region Devolution deal

Considers:

- Ratification, as an existing non-constituent member, of the Sheffield City Region devolution deal
- Application for constituent membership of Sheffield City Region combined authority
- Application for constituent or non-constituent membership of the proposed North Midlands combined authority

AIMS AND OBJECTIVES

What is the aim of the policy, project, service, function, strategy or decision?

To consider options for the council's membership of existing and proposed combined authorities, the devolution deals on offer and potentially on offer to each and the subsequent benefits for the communities of Chesterfield Borough.

Chesterfield Borough Council is currently a member of two Local Enterprise Partnerships (LEPs) – Sheffield City Region (SCR) and Derby, Derbyshire, Nottingham, Nottinghamshire (D2N2). The Government is looking to devolve more powers and funding to local areas and new local government structures called combined authorities (often matching LEP areas) are being set up to receive those powers. Chesterfield is currently a non-constituent member of SCR combined authority. D2N2 has developed proposals for a North Midlands combined authority. It has now come to a decision point for Chesterfield as to our preferred option of where to become a full constituent member; it is not possible to become a full member of two combined authorities. The option to become a full member of a combined authority without the need for county council consent is now available to Chesterfield following the changes made by the Cities and Local Government Devolution Act 2016. Furthermore, it is very likely that only full constituent members of a combined authority will be able to benefit fully from devolution deals agreed with those combined authorities. In either case, the combined authority in question would be chaired by an elected mayor which would have powers across the full constituent member area.

For SCR a second draft devolution deal was agreed in October 2015 with a consultation process running from December 2015 to January 2016. Chesterfield Borough Council is not a signatory to the October 2015 SCR devolution deal and formal ratification by this council is not required by government in order for the deal to be finalised. However, each of the non-constituent members has been asked to ratify the deal anyway, in order to indicate their support. Bassetlaw, Bolsover, Derbyshire Dales and North East Derbyshire councils have all done so. The decision report will also cover this issue.

Whilst a devolution deal has not yet been definitively reached for the North Midlands, a proposed deal document was published in January 2016. A slightly updated version was provided to local authority leaders in February 2016 and this version has been used to inform the EIA, since it represents the most likely set of proposals if a deal is to be agreed with central government.

Who is the policy, project, service, function, strategy or decision going to benefit and how?

Combined authorities were enabled by the Local Democracy, Economic Development and Construction Act 2009 and initially put forward in order to undertake functions related to economic development, regeneration or transport. Whilst recent legislation expands the potential role of these authorities, they remain a model primarily in place to drive economic growth and this is the proposed focus of activities for both the existing Sheffield City Region combined authority and proposed North Midlands combined authority. To facilitate this, the authorities are set up to receive devolved powers from central government. The majority of services currently provided in Chesterfield by Derbyshire County Council and Chesterfield Borough Council will continue to be run by these councils for the benefit of Chesterfield. This includes services which have a significant impact on protected characteristics including social care, education, public health, environmental health, Housing tenant's services, private sector housing, homelessness and leisure related activities.

The economic growth delivered by full membership of SCR combined authority or the proposed North Midlands combined authority is expected to be beneficial for the whole Chesterfield Borough community overall. This is because, in either case, additional funding will be available and decisions regarding existing funding and the use of existing powers will be made locally rather than in central government. The potential additional benefits (over and above existing arrangements) are considered to be best judged by looking at the combination of the proposals for forming or extending combined authorities and the deals and potential deal available. In either case, far more limited benefits would be available from combined authority membership without access to devolved funding and powers through being a member of that combined authority. The extent of the impact is therefore affected by the SCR devolution deal and proposed North Midlands devolution deal, summaries of each of which are set out below.

It should also be noted that the implementation of devolution deals, in either case, is likely to be a staged approach rather than happening all at once. This view is based on evidence to date of existing deals as well as discussions that have taken place, in both areas, with central government officials. This staged approach is partly due to the fact that powers and funding would be devolved from a variety of different central government departments and agencies, each of which is likely to require further discussion regarding the detail of how the devolution in question is implemented.

SCR devolution deal

Sheffield City Region has a clear plan to grow its economy. It includes the creation of 70,000 jobs in the City Region over the next 10 years. There will be a focus on three key areas:

1. Investing in infrastructure – that means better places to live, learn, work and do business in with improved roads and transport
2. Better skills, employment and education

3. Growing businesses whether home grown or attracting new ones

The major benefit to Chesterfield of the SCR devolution deal will be the support to key regeneration projects, improving the skills of local people and helping local businesses to grow and be more competitive through:

- Control of a new gain share deal, like that agreed with Greater Manchester and other areas, within an envelope of £30 million a year for 30 years – giving Sheffield the power to boost local growth and invest in local manufacturing and innovation
- Responsibility for chairing an area-based review of 16+ skills provision and devolved 19+ adult skills funding from 2018/19
- Joint responsibility with government to co-design employment support for the harder-to-help claimants, many of whom are currently referred to the Work Programme and Work Choice
- More effective joint working with UKTI to boost trade and investment, and responsibility to work with government to develop and implement a devolved approach to the delivery of national business support programmes from 2017

The devolution agreement sets out the proposed agreement between Government and the leaders of the Sheffield City Region to devolve a range of powers and responsibilities to the Sheffield City Region Combined Authority and a new directly elected mayor. Key themes include adult skills, skills for 16 – 18 year olds, employment, housing, planning, transport, trade and investment, innovation, business growth and support and fiscal issues.

As part of this EIA we have been able to make a provisional assessment on transport and employment and skills impacts, but this analysis will need to continue as further information becomes available and policy and schemes are shaped. That assessment is set out in more detail in the sections that follow.

Consideration has also been given to the following elements of the SCR deal:

- Housing and planning. Measures proposed relating to planning, potential housing funding and a Joint Assets Board have been considered. In the case of the Joint Asset Board, further information is available with regard to the Board since it is now operational and agendas and notes from those meetings have been considered. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Trade and investment. Measures relating to inward investment, UKTI activity and exports have been considered. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Innovation. Measures relating to innovation, including building on the existing innovation district, have been considered. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Business growth and support. Measures relating to the devolution of national business support, broadband and enterprise zones have been considered. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Fiscal. Measures relating to additional funding, European funding, borrowing and business rate retention have been considered. Across this range of proposals and

based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.

Given that detailed proposals have yet to be developed for the areas above, there is a need to continue consideration of the potential equality impact of each measure as further information becomes available and detailed programmes, policies and schemes are developed.

To gain full advantage from the benefits of the deal, constituent membership of the SCR combined authority will be required.

Proposed North Midlands devolution deal

The proposed devolution deal is being negotiated with central government. It sets out the powers and resources that the proposed combined authority and elected mayor for the North Midlands would like to be devolved in order to boost economic growth, create jobs, build new homes and improve quality of life for people living in the area.

The proposed deal document sets out ten key benefits devolution would deliver for the residents and businesses of Derbyshire and Nottinghamshire:

1. 55,000 new private sector jobs
2. 77,000 extra homes
3. An Investment Fund over 30 years to provide infrastructure such as roads and bridges
4. Adult skills provision that better meets the needs of businesses
5. A joint transport fund to spend on key transport improvements
6. A better co-ordinated public transport system with 'Oyster' style smart ticketing
7. More responsive and co-ordinated business support for growth
8. The creation of substantially more apprenticeship opportunities
9. More people entering employment through better targeted local programmes
10. Journey times to London of less than 90 minutes by train

The devolution proposals request devolved powers and resources skills, apprenticeships, employment, housing and planning, transport, business support, innovation, trade and investment, smart infrastructure and fiscal issues.

As part of this EIA we have been able to make a provisional assessment on transport and employment and skills impacts, but this analysis will need to continue as further information becomes available and policy and schemes are shaped.

Consideration has also been given to the following elements of the proposed North Midlands deal:

- Housing and planning. Measures proposed relating to planning, potential housing funding, a Joint Assets Board, the One Public Estate and LEADER programmes have been considered. In the case of the One Public Estate programme, further information is available with regard to the proposals submitted to government on behalf of the North Midlands. In the case of LEADER, Chesterfield has not to date been eligible for this programme due to its predominantly urban characteristics. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.

- Business support, innovation, trade and investment. Measures relating to growth hub development, SME funding, inward investment, UKTI activity and exports, innovation, developing a free trade zone and enterprise zones have been considered. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Smart infrastructure. Measures relating to digital and energy infrastructure have been considered. This has included consideration of current broadband provision within Chesterfield, where it is not considered that there are protected groups where the deal proposals would have a disproportionate positive or negative impact. Programmes to support digital inclusion, where there are disproportionate positive impacts for older people, are already in place in Chesterfield separately from the deal proposals. Across this range of proposals and based on the information currently available then, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Fiscal. Measures relating to additional funding, European funding and borrowing have been considered. Across this range of proposals and based on the information currently available, it has not been possible at this stage to assess whether there are likely to be any positive or negative impacts on protected groups.
- Public service reform and policing. The North Midlands proposals include developing a plan for public service reform. The range of potential services includes those where reforms are considered likely to have impacts (positive or negative) on protected groups. However, since the terms of reference for this public service reform activity is not yet developed, it is too early to assess what those impacts may be.

Given that detailed proposals have yet to be developed for the areas above, there is a need to continue consideration of the potential equality impact of each measure as further information becomes available and detailed programmes, policies and schemes are developed

As well as potential benefits across the whole of the North Midlands area, consideration has been given as to whether there will be particular protected groups that may be positively or negatively impacted by the 'targeted geographies' set out in the deal proposals. However, the targeted geographies are 'city/metro areas, rural communities, former coalfield and industrial areas and market towns', which between them cover the whole of the proposed North Midlands area and therefore in the absence of any further information as to how these will be applied or weighted to give actual priority to any one type of place or area, it has not been possible to assess whether this will lead to any differential impact for any protected group.

To gain full advantage from the benefits of the proposed deal, constituent membership of the North Midlands combined authority will be required.

What outcomes do you want to achieve?

The economic growth potential as a result of either of the two combined authority options and the devolution deals will impact on our ability to maximise delivery on several of our key Council Plan 2015 – 2019 priorities and outcomes including:

To make Chesterfield a thriving borough

1. To make sure that local people benefit from growth in Chesterfield Borough

2. To continue delivering regeneration projects that will make Chesterfield Borough a better place
3. To develop our great town centre
4. To improve access to technology that meets the needs of our residents, businesses and visitors

To improve the quality of life for local people

1. To increase the supply and quality of housing in Chesterfield Borough to meet current and future needs

The development of the Council Plan priorities and outcomes considered a range of information including:

- Demographic profile of the Borough
- Key statistics including health profiles and employment statistics
- Indices of multiple deprivation
- Customer satisfaction data
- Performance data
- Financial data

What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

The latest indices of multiple deprivation data and the 2015 health profile for Chesterfield Borough suggest significant number of people within our community cannot access the proceeds of economic growth due to a variety of factors including poor health, caring responsibilities, poor educational and skills attainment, poor transport access etc. These issues are more likely to impact on people with disabilities or long term health conditions, people caring for people with disabilities or long term health conditions, lone parents, young people and areas with poorer access to transport and key services.

Demand for suitable and affordable housing is also rising with many younger people unable to access the housing type or tenure they aspire to due to lack of employment stability, high housing costs, high demand and lack of supply.

The Council requires access to substantial funding and influence to continue to regenerate the Borough, to grow the business community, to work with partners to deliver an effective skills programme including apprenticeships, to improve technology and to respond to current and future housing challenges.

INFORMATION

What existing data sources do you have to assess the impact of the policy, project, service, function, strategy or decision?

- Demographic profile of the Borough
- Key statistics including health profiles and employment statistics
- Indices of multiple deprivation
- SCR Proposed combined authority Council report 28/02/2013
- SCR formal combined authority Secretary of State consultation 2013

- Derby and Derbyshire proposed combined authority Council report 11/02/2015
- Derby and Derbyshire proposed combined authority consultation report 2015
- The October 2015 SCR devolution deal agreement
- The October 2015 SCR devolution deal ratification consultation
- North Midlands draft devolution agreement
- Current SCR constitution
- Proposed governance arrangements for a North Midlands combined authority
- Analysis of Chesterfield economy from CBC, DCC and D2N2 officers
- South Yorkshire Passenger Transport Executive 'Our Commitment to Equality'
- Derby City Council – Passenger Transport Budget Savings Proposals for 2016/17, equality impact assessment
- Derby City Council – equality action plan and equality policy
- Derbyshire County Council – changes to b_line scheme – equality analysis
- Derbyshire County Council – consultation on subsidised buses
- Derbyshire County Council – revenue budget report 2016-17
- Derbyshire County Council equality and diversity policy
- Nottinghamshire County Council – increase in transport charges – equality impact assessment relating to 2016/17 budget proposals
- Nottinghamshire County Council – under 16 home to school and post-16 transport policy 2015-16 – equality impact assessment
- Nottinghamshire County Council equality policy
- Nottingham City Council equality and diversity policy
- DWP, Work Programme equality impact assessment
- BIS, Apprenticeship Reforms, equality impact assessment

HOW WE INTEND TO APPROACH A PROVISIONAL EQUALITY IMPACT ASSESSMENT

During the development of the EIA several issues have emerged which make it difficult to come to a fully considered view on the equality impact on protected characteristics. This is made more difficult in virtue of the new approach that 'deals' represent, whereby a broad agreement is made with government that indicates the direction in which devolution of powers and funding is expected to move, but with government reserving the right to continue negotiating, department by department, as more detail is developed at a different pace for each element of the deal. Hence this impact assessment is a provisional one at this stage. These issues include:

- The SCR devolution agreement is a heads of terms document that will require further negotiation with Government and affected parties as each element is implemented. It is clear from evidence in Greater Manchester that this is the case. As detailed proposals are developed, relevant parties including Chesterfield Borough Council and Derbyshire County Council will be involved in this process, through which it will be possible to develop a clearer view regarding potential impacts and measures to mitigate the impacts identified.
- Similarly, if agreed with government, the North Midlands devolution document would be a heads of terms document, still subject to public consultation, formal agreement with Government and ratification of constituent member authorities. Again, it would then require further negotiation with Government and affected parties, including Chesterfield Borough Council and Derbyshire County Council, as each element is implemented.

- Due to the issues above there is at this stage a lack of information and detail on specific powers, resources and programmes highlighted within SCR devolution agreement and the draft North Midlands devolution agreement to fully assess the equality impact. In both cases, proposals are made for bringing powers and funding to the relevant mayoral combined authority, but the extent to which Chesterfield in particular is then able to benefit from those powers and funding, together with any associated positive or negative impact on particular groups, will depend both on the detailed criteria (yet to be developed) for using those powers and deploying the funding within the combined authority area and the ability of Chesterfield to bid for funding and influence decision making.
- In some cases we have made assumptions based on the experiences of other Combined Authority areas including the Greater Manchester Combined Authority. We have also looked at existing equality statements and relevant assessments, for example of the South Yorkshire Passenger Transport Executive and those of transport authorities across the North Midlands. We have also sought further views from those bodies on a draft version of this assessment. However, the application of these existing policies and statements to the proposals set out in the respective devolution deals is limited due to the absence at this stage of specific plans, programmes or policies that would be delivered by the respective combined authorities once powers and funding are devolved.

With regard to the combined authority bodies that would hold newly devolved powers and funding, there is more information available regarding SCR since a combined authority is already in place and therefore we have been able to consider already established governance arrangements. For the North Midlands we have made use of the draft documents available and have also assumed that, if established, a North Midlands combined authority is likely to function in a similar way to other already established CAs, including SCR. The key considerations applied in this assessment have focused on how those respective bodies (once set up) are likely to exercise devolved powers and funding as set out in the respective devolution deals.

In summary, the approach taken is one that seeks to make the best use of the available material, including making reasonable assumptions as to the impacts that may result. It recognises that the lack of detailed information about implementation means that the assessment will be provisional at this stage and require ongoing consideration as detailed plans are developed.

As the devolution deal implementation plans develop and powers and resources are drawn down, both combined authorities will be able to develop further in-depth equality impact assessments to inform decision making, policy and programmes.

It is also important to note that powers and funding devolved to either an existing or new combined authority will be held by a public body (the combined authority) that will itself be subject to the public sector equality duty. It has therefore been assumed that as those powers and funding are devolved and programmes and policies are developed by the combined authority (existing or new) to make use of the powers and funding, those combined authorities will act in line with the public sector equality duty.

These considerations and future action apply to the whole EIA.

ENGAGEMENT ACTIVITIES		
------------------------------	--	--

Date	Engagement Activity	Main findings
12 th August – 7 th October 2013	Formal Secretary of State public consultation on plans for SCR combined authority.	<p>The Government received twenty one representations on the proposal to establish a combined authority for SCR.</p> <p>The joint response from Councils within the city region confirmed support for the establishment of a combined authority. It also confirmed the view that a combined authority would improve transport, economic development and regeneration and deliver growth across the functional economical area.</p> <p>The county councils, Derby City Council and the Derby, Derbyshire, Nottingham and Nottinghamshire (D2N2) Local Enterprise Partnership supported the principle of establishing the combined authority but expressed concerns that the overlap of areas involving the non-constituent councils could lead to additional complexities which could prove damaging to the long term economic development of their area.</p> <p>Ten parish and town councils responded to the consultation. Whilst two of these were supportive of the establishment of the Combined Authority, the remainder saw no benefit in the establishment of this body or felt it could take away the identity of parish councils and diminish their role. Of the four responses to the consultation from members of the public, two were in favour of the establishment of the combined authority whilst two were against it.</p> <p>No specific equality concerns were raised during this consultation.</p>
2 nd – 23 rd January 2015	Public consultation for the proposed Derby and Derbyshire combined authority. This consultation was led by the D2 Joint Economic Prosperity Committee.	<p>A total of 734 people responded to the on line questionnaire and a further 24 made direct contact by phone, face to face discussion, letter or e-mail.</p> <p>High levels of support for a Derby and Derbyshire combined authority and for the D2 geographical area.</p> <p>Strong support for the proposed key ambitions for the combined authority, with at least half of respondents agreeing or strongly agreeing to all five (jobs, skills, transport, homes and investment).</p>

		<p>Overall, 66.8% strongly or tend to agree with the proposal to allow adjacent/or overlapping authorities to play a role in the D2 CA.</p> <p>No specific equality concerns were raised during this consultation.</p> <p><u>Consultation has not taken place for the North Midlands (Derby, Derbyshire, Nottingham and Nottinghamshire) proposed combined authority</u>, although the proposed devolution deal for that area was published in January 2016.</p>
<p>2nd December 2015 – 15th January 2016</p>	<p>SCR devolution deal agreement consultation. This consultation was led by the SCR combined authority with additional local activity in constituent and non-constituent member authority areas.</p>	<p>Formal SCR level consultation: 245 responses from across SCR.</p> <p>Key trends and perspectives from the responses:</p> <ul style="list-style-type: none"> • Positive support throughout for principle of stronger local control of decision-making • Recognition of the impact that specific policy areas could have on SCR and the local economy • Negative perceptions of the need for an elected mayor – mainly due to creation of additional bureaucracy; complexity with existing arrangements; outcome of 2012 city mayor referenda • Real need for clarity about the geographical scope of the mayoral arrangement and powers, particularly for East Midlands districts • Positive about potential for more devolution, particularly once the current set of proposals have been implemented. Suggestions are ambitious and radical including tax raising powers, all skills, public transport, education and health. <p>Additional Chesterfield Borough specific consultation included:</p> <ul style="list-style-type: none"> • Four public meetings – 146 people attended • Article in Linkline e-bulletin which goes out to over 400 contacts in community and voluntary sector organisations across Chesterfield and NE Derbyshire • Destination Chesterfield e-bulletin to business community in Chesterfield, around 1,500 recipients • Leader and CEX Open Door session with CBC Employees

		<ul style="list-style-type: none"> • Destination Chesterfield Champions event -120 business representatives • Meetings with the CBC political groups <p>Key themes within the feedback received locally in Chesterfield included:</p> <ul style="list-style-type: none"> • Positivity about the economic benefits achieved so far via Sheffield City Region and excitement about the potential future benefits within the devolution deal • Concerns about the role of an elected Mayor and how this will work in non-constituent member areas, the veto position and the potential for additional bureaucracy • Confusion about the SCR and D2N2 position. How long can Chesterfield continue to pursue two devolution deals and the complicating factors around the overlapping geographies <p>No specific equality concerns were raised during this consultation.</p>
--	--	---

WHAT'S THE IMPACT?

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
<p>Age – including older people and younger people</p>	<p><u>SCR combined authority and devolution agreement</u></p> <p>Transport</p> <p>The directly elected Mayor of the Sheffield City Region Combined Authority will be responsible for a devolved and consolidated local transport budget for the area of the Combined Authority (i.e. the areas of the constituent councils), including all relevant devolved highways funding, with a multi-year settlement to be agreed at the Spending Review. Functions will be devolved to the Sheffield City Region Combined Authority accordingly, to be exercised by the Mayor.</p> <p>The directly elected Mayor of the Sheffield City Region Combined Authority will by 2017 exercise functions, devolved to the Combined Authority, for the franchising of bus services in the area of the Combined Authority, subject to local consultation. This will be enabled through a specific Buses Bill, to be introduced during the first Parliamentary session, which will provide for the necessary functions to be devolved.</p> <p>In order that the powers and funding above can apply in the same way across the whole of the constituent areas of Sheffield City Region, it is likely that some transport powers and funding currently held by Derbyshire County Council would transfer to the SCR Mayor and/or combined authority, as enabled by the Cities and Local Government Devolution Act 2016.</p> <p>There are potential positive and negative impacts for this change.</p>		<p><u>SCR combined authority and devolution agreement</u></p> <p>Transport</p> <p>The City Region Deal is a heads of terms document that will require further negotiation and discussion to develop detailed implementation plans. As part of that process, mitigation will include joint working with the Department for Transport, Highways England and authorities in SCR and Derbyshire County Council as the current transport authority for this area, in order to develop detailed proposals that reduce potential negative impacts and enhance positive impacts and make these arrangements work smoothly for the benefit of local people.</p> <p>That joint working could include Derbyshire County Council becoming a full or non-constituent member of the SCR combined authority . This would enable closer</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>There are some potential positive outcomes flowing from the proposed transport measures within the SCR deal and consequential transfer of transport powers from DCC to SCR combined authority and the Elected Mayor. This includes the potential for an improved/simplified concessionary travel scheme, enhanced associated discounts and wider benefits, improved bus information and the reprioritisation of supported bus network routes into Chesterfield Borough. This may help to positively mitigate the proposed future reductions from Derbyshire County Council to revenue support for bus services which are due to occur from October 2017, the costs of which are currently being met from reserves. Commercial services are unlikely to be affected.</p> <p>It is likely that SCR arrangements would build on those already in place within the South Yorkshire Public Transport Executive body as this transitions into a mayoral transport body. SYPTE has already set out clear statements regarding mitigating equalities impacts with regards to its transport functions, in line with</p>	<p>There are some potential risks regarding the proposed transport measures within the SCR deal and consequential transfer of transport powers from DCC to SCR combined authority. This includes the potential for a poorer and more complicated concessionary travel scheme, the withdrawal of other discounts currently associated with concessionary schemes and the reprioritisation of supported bus network routes away from Chesterfield Borough. Commercial services are unlikely to be affected.</p> <p>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.</p>	<p>joint working and greater prospect of the detailed proposals being developed in ways that mitigate the potential negative impacts and enhance positive impacts.</p> <p>Mitigation will also come through engagement with key stakeholders well placed to represent groups that might experience negative or positive impacts, including the Chesterfield Equality and Diversity Forum, Chesterfield 50 Plus Forum, Federation of Positive Ageing, the Derbyshire Youth Forum and the Town Centre Forum.</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>statutory duties. As further powers are devolved and transferred to that body, there is the potential that positive impacts are enhanced and that the transition period takes less time than establishing a new body from scratch.</p> <p>These potential positive impacts could disproportionately affect younger people, older people and disabled people who are more likely to use public transport and access concessions schemes.</p> <p>Employment and skills</p> <p>Young people in Chesterfield have benefitted from SCR via the skills made easy programme which has developed 98 apprenticeships in the Borough so far.</p> <p>Skills programmes including Talent match and ambition SCR have been targeted at improving outcomes for young people not in skills, education or employment. Talent match has engaged with 45 individuals to date, 17 of whom have gone into employment; ambition SCR has had 68 starts to date, with 28 people</p>	<p>Employment and skills</p> <p>If SCR is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on younger people who would otherwise disproportionately benefit from the current arrangements.</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could disproportionately impact on younger people who are disproportionately affected by</p>	<p>Employment and skills</p> <p>The deal proposals provide various 'readiness tests' that SCR will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact arising from devolution giving rise to less</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>moving into employment.</p> <p>Access to European structural investment fund money which concentrates on work readiness and skills. SCR will be focusing on “Skills for Jobs growth” which includes pre-employment training for unemployed and inactive people – unemployment rates disproportionately affect young people within the Borough.</p> <p>The devolution deal includes a commitment to an area based review of post 16 education. This will aim to help ensure that post-16 providers are delivering the skills that local employers require and increase employability of young people.</p> <p>As part of the devolution deal Sheffield City Region Combined Authority will work with DWP to co-design the future employment support, from April 2017, for harder-to-help claimants, many of whom are currently referred to the Work Programme and Work Choice. Young people in Chesterfield borough are disproportionately affected by unemployment.</p>	<p>unemployment within the Borough.</p>	<p>effective commissioning and delivery than current national arrangements.</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Department for Work and Pensions, Job Centre Plus together with the council, SCR members and Derbyshire County Council. In doing so, the mitigation of potential negative impacts and enhancement of positive impacts will be informed by stakeholders including Chesterfield Equality and Diversity Forum, Chesterfield 50 Plus Forum, Federation of Positive Ageing, the Derbyshire Youth Forum, Destination Chesterfield, East Midlands Chamber of commerce and other lead organisation supporting employment and skills across the community and voluntary sector.</p> <p>If the decision is taken to become a non-constituent member of SCR we will proactively work with partners to</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>maximise the potential for funding and programme access. Strong relationships have been built with SCR partners and we will seek to build on this for the benefit of our communities.</p>
<p>Age – including older people and younger people</p>	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Transport</p> <p>The Mayor of the Combined Authority will have responsibility for a devolved and consolidated local transport budget and single local transport plan for the Combined Authority area. The Mayor’s single local transport budget will be a multi-year settlement which includes all relevant local highways funding. Appropriate transport functions will be devolved to the Combined Authority, to be exercised by the Mayor.</p> <p>In establishing the Combined Authority, a new, single policy and delivery body will be created covering the same area in order to determine, manage and deliver the Mayor’s transport plans and the delivery of integrated public transport networks for the region</p> <p>The directly elected Mayor of the North Midlands Combined Authority will by 2017 exercise functions, devolved to the Combined Authority, for the franchising of bus services in the area of the Combined Authority, subject to local consultation. This will be enabled through a specific Buses Bill, to be introduced during the first Parliamentary session, which will provide for the necessary functions to be devolved.</p>	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Transport</p> <p>The North Midlands Deal will be a heads of terms document requiring further negotiation and discussion to develop detailed implementation plans. As part of that process, mitigation will include joint working with the Department for Transport, Highways England and authorities in North Midlands including Derbyshire County Council as the current transport authority for this area, in order to develop detailed proposals that reduce potential negative impacts and enhance positive impacts and make these arrangements work smoothly for the benefit of local people.</p>	

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>In order that the powers and funding above can apply in the same way across the whole of the constituent areas of the North Midlands, it is likely that some transport powers and funding currently held by Derbyshire County Council would transfer to the North Midlands Mayor and/or combined authority, as enabled by the Cities and Local Government Devolution Act 2016</p> <p>There are potential positive and negative impacts for this change.</p>		<p>Mitigation will also come through engagement with key stakeholders well placed to represent groups that might experience negative or positive impacts, including the Chesterfield Equality and Diversity Forum, Chesterfield 50 Plus Forum, Federation of Positive Ageing, the Derbyshire Youth Forum and the Town Centre Forum.</p>
	<p>There are some potential positive outcomes flowing from the proposed transport measures within the North Midlands deal proposals and consequential transfer of transport powers from DCC to the proposed North Midlands combined authority and/or elected Mayor. This includes the potential for an improved/simplified concessionary travel scheme, enhanced associated discounts and wider benefits, improved bus service information and the reprioritisation of supported bus network routes into Chesterfield Borough. This may help to positively mitigate the proposed future reductions from Derbyshire County Council to revenue support for bus services which are due to occur from October 2017, the costs of which are currently being met from reserves. Commercial services are unlikely to</p>	<p>There are some potential risks regarding the proposed transport measures within the North Midlands deal proposals and consequential transfer of transport powers from DCC to the proposed North Midlands combined authority. This includes the potential for a poorer and more complicated concessionary travel scheme, the withdrawal of other discounts currently associated with concessionary schemes and the reprioritisation of supported bus network routes away from Chesterfield Borough routes to more rural areas in Derbyshire and Nottinghamshire. Commercial services are unlikely to be affected.</p> <p>A new North Midlands mayoral transport body would need to be established and powers transferred from four current transport authorities</p>	<p>Potential negative impacts arising from establishing a new body for transport across the North Midlands area can be mitigated by considering best practice in equalities from among the 4 current transport authorities for the area and/or similar bodies already in place in other parts of the county.</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>be affected.</p> <p>These potential positive impacts could disproportionately affect younger people, older people and disabled people who are more likely to use public transport and access concessions schemes.</p> <p>Employment and Skills</p> <p>North Midlands constituent membership could provide further access to skills programmes which will benefit our communities in particular young people.</p> <p>There will be access to European structural investment fund money which concentrates on work readiness and skills. North Midlands are commissioning a Youth Engagement Programme and an 'Inspire Local' access to employment programme.</p> <p>The North Midlands draft devolution</p>	<p>as well as devolved from government. Developing equality commitments and policies for the new body in line with statutory duties could be complex and time-consuming.</p> <p>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.</p> <p>Employment and Skills</p> <p>If North Midlands is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on younger people who would otherwise disproportionately benefit from the current arrangements</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could disproportionately impact on younger people who are disproportionately affected by</p>	<p>Employment and Skills</p> <p>The deal proposals provide various 'readiness tests' that North Midlands will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact arising from devolution giving rise to less effective commissioning and delivery</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>deal requests that:</p> <ul style="list-style-type: none"> • The Government will work with the Combined Authority to ensure that local priorities are fed into the provision of careers advice to ensure that it is employer-led, integrated and meets local needs, building on the D2N2 Employability Framework. • The government commits to an Area Based Review of 16+ education and training across the Combined Authority area. • The Government devolve responsibility for the Apprenticeship Grant for Employers (AGE) to the Combined Authority which will enable it to vary the level of financial support available to different types of learner, sizes of business and subject areas. <p>These schemes will positively impact young people in Chesterfield Borough who are disproportionately affected by unemployment.</p>	<p>unemployment within the Borough.</p>	<p>than current national arrangements</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Department for Work and Pensions, Job Centre Plus and Skills Funding Agency together with the council and member authorities across the North Midlands. In doing so, the mitigation of potential negative impacts and enhancement of positive impacts will be informed by stakeholders including Chesterfield Equality and Diversity Forum, Chesterfield 50 Plus Forum, Federation of Positive Ageing, the Derbyshire Youth Forum, Destination Chesterfield, East Midlands Chamber of commerce and other lead organisation supporting employment and skills across the community and voluntary sector</p> <p>If the decision is taken to become a non-constituent member of the proposed North Midlands combined</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			authority we will proactively work with partners to maximise the potential for funding and programme access. Strong relationships have been built with partners and we will seek to build on this for the benefit of our communities.
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	<p><u>SCR combined authority and devolution agreement</u></p> <p>Transport</p> <p>Please refer to transport issues covered above within the age section Additional groups with which to engage by way of mitigating actions will include disability advocacy and support groups such as the Derbyshire Coalition for inclusive living, as well as disability and carer’s services.</p>		
	<p>Employment and skills</p> <p>Access to European structural investment fund money which concentrates on work readiness and skills. SCR are developing a progress to work scheme which includes employment support for employment support allowance claimants – this will have a disproportionate positive impact on disabled people.</p> <p>As part of the devolution agreement Sheffield City Region Combined</p>	<p>Employment and skills</p> <p>If SCR is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on disabled people who would otherwise disproportionately benefit from the current arrangements</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills</p>	<p>Employment and skills</p> <p>The deal proposals provide various ‘readiness tests’ that SCR will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>Authority will work with DWP to co-design the future employment support, from April 2017, for harder-to-help claimants, many of whom are currently referred to the Work Programme and Work Choice. Sheffield City Region Combined Authority will set out how they will join up local public services in order to improve outcomes for this group, particularly how they will work with the Clinical Commissioning Groups/third sector to enable timely health-based support. This will be a significant positive impact for disabled people and people with health issues that impact on employment.</p>	<p>and support for disabled people wanting enter employment or sustain employment.</p>	<p>potential negative impact on disabled people arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council, SCR members and Derbyshire County Council.</p> <p>There will also be mitigation through a continuation of work with key local partners including job centre plus, public health, CCGs and the community and voluntary sector via the Chesterfield Health Partnership as well as with disability advocacy and support groups such as Derbyshire Coalition for inclusive living to strengthen employability prospects and support for disabled people within the Borough</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>If the decision is taken to become a non-constituent member of SCR we will proactively work with partners to maximise the potential for funding and programme access. Strong relationships have been built with SCR partners and we will seek to build on this for the benefit of our communities.</p>
<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Transport</p> <p>Please refer to transport issues covered above within the age section. Additional groups with which to engage by way of mitigating actions will include disability advocacy and support groups such as the Derbyshire Coalition for inclusive living, as well as disability and carers services.</p>			
	<p>Employment and Skills</p> <p>Access to European structural investment fund money is likely to have a disproportionate positive impact on disabled people who may require greater assistance to enable and sustain employment.</p>	<p>Employment and skills</p> <p>If North Midlands is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on disabled people who would otherwise disproportionately benefit from the current arrangements</p>	<p>Employment and skills</p> <p>The deal proposals provide various 'readiness tests' that North Midlands will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the proposed combined authority to</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>The North Midlands draft devolution deal states that the Combined Authority will work with DWP to co-design the future employment support, from April 2017, for the hardest-to-help claimants. This activity is likely to offer increased support for disabled people who may require greater assistance to enable and sustain employment.</p> <p>Full constituent authority membership is likely to enable larger benefits from the skills and employment schemes within the deal than non-constituent membership.</p>	<p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for disabled people wanting enter employment or sustain employment.</p>	<p>deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact on disabled people arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council and member authorities across the North Midlands.</p> <p>There will also be mitigation through a continuation of work with key local partners including job centre plus, public health, CCGs and the community and voluntary sector via the Chesterfield Health Partnership as well as with disability advocacy and support groups such as Derbyshire Coalition for inclusive</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>living to strengthen employability prospects and support for disabled people within the Borough</p> <p>If the decision is taken to become a non-constituent member of North Midlands we will proactively work with partners to maximise the potential for funding and programme access. Strong relationships have been built with North Midlands partners and we will seek to build on this for the benefit of our communities.</p>
<p>Gender – men, women and transgender</p>	<p><u>SCR combined authority and devolution agreement</u></p> <p>Transport</p> <p>Based on the information available at this time, no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policies, programmes and budgets are developed this will be re-assessed.</p>		
	<p>Employment and Skills</p> <p>Access to European structural investment fund money is likely to have a disproportionate positive impact on men who make up a greater proportion of long-term unemployed and who may require</p>	<p>Employment and Skills</p> <p>If SCR is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on men or women who would</p>	<p>Employment and skills</p> <p>The deal proposals provide various 'readiness tests' that SCR will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>greater assistance to enable and sustain employment.</p> <p>This fund may also have a disproportionate positive impact on women who are more likely to have taken time away from employment due to family commitments. The majority of lone parents within the Borough are female. Additional assistance will be available to support employment.</p> <p>As part of the devolution deal Sheffield City Region Combined Authority will work with DWP to co-design the future employment support, from April 2017, for harder-to-help claimants, many of whom are currently referred to the Work Programme and Work Choice. This will disproportionality impact on the employability of men who have higher rates of unemployment within the borough and women who are more likely to be affected by taking time away from employment for family commitments and/or are lone parents.</p>	<p>otherwise disproportionately benefit from the current arrangements</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for people wanting enter employment or sustain employment.</p>	<p>Manchester that government will expect significant reassurance on the combined authority's capacity and governance to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact on gender groups arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council, SCR members and Derbyshire County Council. In doing so, the mitigation of potential negative impacts and enhancement of positive impacts on gender groups will be informed by stakeholders including Chesterfield Equality and Diversity Forum, Destination Chesterfield, East Midlands</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>Chamber of commerce and other lead organisations supporting employment and skills across the community and voluntary sector.</p> <p>If the decision is taken to become a non-constituent member of SCR we will proactively work with partners to maximise the potential for funding and programme access. Strong relationships have been built with SCR partners and we will seek to build on this for the benefit of our communities.</p>
<p>Gender – men, women and transgender.</p>	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Transport</p> <p>Based on the information available at this time, no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policies, programmes and budgets are developed this will be re-assessed</p>		
	<p>Employment and Skills</p> <p>Access to European structural investment fund money is likely to have a disproportionate positive impact on men who have higher rates of unemployment and who may require greater assistance to enable</p>	<p>Employment and Skills</p> <p>If North Midlands is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on men or women</p>	<p>Employment and skills</p> <p>The deal proposals provide various 'readiness tests' that North Midlands will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>and sustain employment.</p> <p>This fund may also have a disproportionate positive impact on women who are more likely to have taken time away from employment due to family commitments. Additional assistance will be available to support employment.</p> <p>The North Midlands draft devolution deal states that the Combined Authority will work with DWP to co-design the future employment support, from April 2017, for the hardest-to-help claimants. This activity is likely to offer increased support for long term unemployed (more likely to affect men), lone parents and those hoping to return to work following a period away due to family commitments (more likely to affect women), who may require greater assistance to enable and sustain employment.</p>	<p>who would otherwise disproportionately benefit from the current arrangements</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for people wanting enter employment or sustain employment.</p>	<p>Greater Manchester that government will expect significant reassurance on the capacity and governance of the proposed combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact on gender groups arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council and member authorities across the North Midlands</p> <p>In doing so, the mitigation of potential negative impacts and enhancement of positive impacts will be informed by stakeholders including Chesterfield Equality and</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>Diversity Forum, Destination Chesterfield, East Midlands Chamber of commerce and other lead organisation supporting employment and skills across the community and voluntary sector.</p> <p>If the decision is taken to become a non-constituent member of the North Midlands combined authority we will proactively work with partners to maximise the potential for funding and programme access. Strong relationships have been built with partners and we will seek to build on this for the benefit of our communities.</p>
Marital status including civil partnership.	<p><u>SCR combined authority and devolution agreement</u></p> <p>Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policy and schemes developed this will be re-assessed.</p>		
	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policy and schemes developed this will be re-assessed.</p>		

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
<p>Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.</p>	<p><u>SCR combined authority and devolution agreement</u></p> <p>Transport</p> <p>Based on the information available at this time, no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policies, programmes and budgets are developed this will be re-assessed</p>		
	<p>Employment and Skills</p> <p>The European structural fund may have a disproportionate positive impact on people who have taken time away from employment due to family commitments. Additional assistance will be available to support employment.</p> <p>As part of the devolution deal Sheffield City Region Combined Authority will work with DWP to co-design the future employment support, from April 2017, for harder-to-help claimants, many of whom are currently referred to the Work Programme and Work Choice. This could disproportionality impact people who have taken time away from employment for family commitments.</p>	<p>Employment and Skills</p> <p>If SCR is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on those who have taken time away from employment due to family commitments who would otherwise disproportionately benefit from the current arrangements</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for people wanting enter employment or sustain employment.</p>	<p>Employment and skills</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council, SCR members and Derbyshire County Council. In doing so, the mitigation of potential negative impacts and enhancement of positive impacts on gender groups will be informed by stakeholders including children’s centres, maternity and paternity support services, Chesterfield Equality and Diversity Forum, Destination</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>Chesterfield, East Midlands Chamber of commerce and other lead organisations supporting employment and skills across the community and voluntary sector able to represent the views of pregnant women and people on maternity and paternity leave.</p> <p>The deal proposals provide various 'readiness tests' that SCR will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>If the decision is taken to become a non-constituent member of SCR we will proactively work with partners to maximise the potential for funding and programme access. Strong</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			relationships have been built with SCR partners and we will seek to build on this for the benefit of our communities.
	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Employment and Skills</p> <p>Access to the European structural fund may have a disproportionate positive impact on people who have taken time away from employment due to family commitments. Additional assistance will be available to support employment.</p> <p>The North Midlands draft devolution deal states that the Combined Authority will work with DWP to co-design the future employment support, from April 2017, for the hardest-to-help claimants. This activity is likely to offer increased support for people hoping to return to work following a period away due to family commitments, who may require greater assistance to enable and sustain employment.</p>	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Employment and Skills</p> <p>If North Midlands is unable to commission programmes to support employment and skills as effectively as current national arrangements, then there could be a potential negative impact on those who have taken time away from employment due to family commitments who would otherwise disproportionately benefit from the current arrangements</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for people wanting enter employment or sustain employment.</p>	<p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Employment and skills</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council and member authorities across the North Midlands</p> <p>In doing so, the mitigation of potential negative impacts and enhancement of positive impacts on gender groups will be informed by stakeholders including children’s centres, maternity and paternity support services, Chesterfield</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>Equality and Diversity Forum, Destination Chesterfield, East Midlands Chamber of commerce and other lead organisations supporting employment and skills across the community and voluntary sector able to represent the views of pregnant women and people on maternity and paternity leave.</p> <p>The deal proposals provide various 'readiness tests' that North Midlands will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>If the decision is taken to become a non-constituent member of the North Midlands combined authority we will proactively work with partners to</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			maximise the potential for funding and programme access. Strong relationships have been built with partners and we will seek to build on this for the benefit of our communities.
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	<u>SCR combined authority and devolution agreement</u> Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policy and schemes developed this will be re-assessed.		
	<u>Proposed North Midlands Combined authority and draft devolution agreement</u> Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policy and schemes developed this will be re-assessed.		
Ethnic Groups	<u>SCR combined authority and devolution agreement</u> Transport Based on the information available at this time, no disproportionate impacts on ethnic groups have been identified. As further information becomes available and policies, programmes and budgets are developed this will be re-assessed.		
	Employment and Skills Access to European structural investment fund money is likely to	Employment and Skills If SCR commissioning does not provide the same level of tailored	Employment and skills Further detailed work will be required as the deal moves from its broad

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>have a positive impact on people who require assistance to enable and sustain employment. Some people may require specific, tailored support including translation, access to ESOL, qualification transfer etc.</p> <p>As part of the devolution deal Sheffield City Region Combined Authority will work with DWP to co-design the future employment support, from April 2017, for harder-to-help claimants, many of whom are currently referred to the Work Programme and Work Choice. This could assist people who require more tailored support needs including translation, access to ESOL, recognition of qualifications obtained outside the UK etc.</p>	<p>support currently in place through national arrangements, then there could be a potential negative impact on ethnic groups.</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for people wanting enter employment or sustain employment.</p>	<p>ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council, SCR members and Derbyshire County Council. In doing so, the mitigation of potential negative impacts and enhancement of positive impacts on ethnic groups will be informed by stakeholders including local community support groups, Chesterfield Equality and Diversity Forum, Destination Chesterfield, East Midlands Chamber of commerce and other lead organisations supporting employment and skills across the community and voluntary sector able to represent the views of ethnic groups across the borough</p> <p>The deal proposals provide various 'readiness tests' that SCR will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>Manchester that government will expect significant reassurance on the capacity and governance of the combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact on ethnic groups arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>If the decision is taken to become a non-constituent member of SCR we will proactively work with partners to maximise the potential for funding and programme access. Strong relationships have been built with partners and we will seek to build on this for the benefit of our communities.</p> <p>We will continue to work with job centre plus and DWP where possible to strengthen employability prospects for people within the Borough.</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<u>Proposed North Midlands Combined authority and draft devolution agreement</u>		
	<p>Transport</p> <p>Based on the information available at this time, no disproportionate impacts on ethnic groups have been identified. As further information becomes available and policies, programmes and budgets are developed this will be re-assessed</p>		
	<p>Employment and Skills</p> <p>Access to European structural investment fund money is likely to have a positive impact on people who require assistance to enable and sustain employment. Some people may require specific, tailored support including translation, access to ESOL, recognition of qualifications obtained outside the UK etc.</p> <p>The North Midlands draft devolution deal states that the Combined Authority will work with DWP to co-design the future employment support, from April 2017, for the hardest-to-help claimants. This activity is likely to offer increased support for people hoping to return to work following a period away due to family commitments, who may require greater assistance to enable</p>	<p>Employment and Skills</p> <p>If North Midlands commissioning does not provide the same level of tailored support currently in place through national arrangements, then there could be a potential negative impact on ethnic groups.</p> <p>Non-constituent membership will not enable full voting rights and access to future skills programmes. This could reduce access to vital skills and support for people wanting enter employment or sustain employment.</p>	<p>Employment and skills</p> <p>Further detailed work will be required as the deal moves from its broad ambitions to specific programmes and activities. This will require joint working that could include the Department for Education and Skills, Careers service, Chesterfield College and other post-16 education providers, Skills Funding Agency, Department for Work and Pensions, Job Centre Plus together with the council and member authorities across the North Midlands</p> <p>In doing so, the mitigation of potential negative impacts and enhancement of positive impacts on ethnic groups will be informed by stakeholders including local community support groups, Chesterfield Equality and Diversity</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
	<p>and sustain employment.</p> <p>Full constituent authority membership is likely to enable larger benefits from the skills and employment schemes within the deal than non-constituent membership.</p>		<p>Forum, Destination Chesterfield, East Midlands Chamber of commerce and other lead organisations supporting employment and skills across the community and voluntary sector able to represent the views of ethnic groups across the borough.</p> <p>The deal proposals provide various 'readiness tests' that North Midlands will need to meet in order for government to agree to devolve powers and funding. It is clear from experience from existing deals in Greater Manchester that government will expect significant reassurance on the capacity and governance of the proposed combined authority to deliver effectively before specific powers, programmes and funding are devolved. This mitigates the potential negative impact on ethnic groups arising from devolution giving rise to less effective commissioning and delivery than current national arrangements</p> <p>If the decision is taken to become a non-constituent member of the North Midlands combined authority we will proactively work with partners to</p>

Protected Characteristic	Disproportionate positive impacts	Disproportionate negative impacts	Mitigating action
			<p>maximise the potential for funding and programme access. Strong relationships have been built with partners and we will seek to build on this for the benefit of our communities.</p>
<p>Religions and Beliefs including those with no religion and/or beliefs.</p>	<p><u>SCR combined authority and devolution agreement</u></p> <p>Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policy and schemes developed this will be re-assessed.</p> <hr/> <p><u>Proposed North Midlands Combined authority and draft devolution agreement</u></p> <p>Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available and policy and schemes developed this will be re-assessed.</p>		

From the information gathered above does the policy, project, service, function, strategy or decision directly or indirectly discriminate against any particular group or protected characteristic?

Yes
No

If yes what action can be taken to stop the discrimination?

RECOMMENDATIONS AND DECISION MAKING

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

The equality impact assessment has helped to inform the consideration of the three decisions being taken via the report with the aim of maximising the positive impacts and developing suitable mitigation to reduce potential negative impacts.

The need for further equality analysis and consultation has also been considered to inform further decisions regarding devolution.

How are you going to monitor and re-assess the impacts of the policy, project, service, function, strategy or decision?

This decision is the beginning of the process. If full membership is sought of either Sheffield City Region or the North Midlands combined authority, then there will be a number of statutory steps to either change the boundary of an existing combined authority (SCR) or to establish a new combined authority (NM). The next steps would be very similar for either option and include the drafting and publication a scheme and a review for the revised (SCR) or new (North Midlands) combined authority. Further refinement and consideration of the equality impact assessment will be carried out at this stage across the whole of the relevant combined authority area and form part of the subsequent consultation process before final decisions are made, both by the relevant constituent members later in the year and ultimately the Secretary of State.

As well as these further steps regarding a scheme and review for an extended or new combined authority, as deals allow for powers and resources are able to be devolved to the extended or new combined authorities, it is anticipated that those bodies would carry out further assessment of equalities impact to inform decision making, policy and programmes, in line with the public sector equality duty with which combined authorities are required to comply.