

Chesterfield Borough Council

Provisional Equality Impact Assessment

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

Decision – Decision regarding membership of the Sheffield City Region Combined Authority.

Background, aims and objectives

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. On the 6th April 2016, Chesterfield Borough Council made the decision to apply for full constituent membership of the SCR mayoral combined authority and the draft devolution deal was ratified.

Following the ratification of the SCR devolution deal by the Combined Authority and its authorities work has proceeded to progress the deal in accordance with the relevant statutory procedure introduced by the 2016 Act.

In accordance with the statutory process, a Governance Review has been undertaken under Section 111 of the 2009 Act as amended by the 2016 Act.1 A draft Scheme was also been prepared. These documents formed the basis of the subsequent public consultation exercise.

As Chesterfield Borough Council in Derbyshire and Bassetlaw District Council in Nottinghamshire have applied to become full constituent members of the SCR combined authority there will need to be an alteration to the geographical boundaries of the combined authority beyond South Yorkshire and a widening of the mayoral electoral mandate.

The work on the review and draft Scheme has therefore taken into account these issues and the review exercise addresses in particular the implications of the extension of the geography of the Combined Authority area beyond South Yorkshire; and the case for doing so.

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 focus of activities for the SCR mayoral combined authority.

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 is expected to be beneficial for the whole Chesterfield Borough community overall. This is because 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 development of the SCR mayoral combined authority will enable the following devolution deal benefits to be realised:

The SCR devolution deal 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 agreement between Government and the leaders of the SCR 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.

These issues were considered in a previous EIA's which informed the decision making regarding applying for full membership and ratifying the devolution deal (06.04.16 full Council meeting) and the decision to publish consultation documents (28.06.16). This assessment builds on and updates the previous assessment in light of the consultation process and further information available.

What outcomes do you want to achieve?

The economic growth potential as a result of the SCR mayoral combined authority and the devolution deal 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

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.

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
- The October 2015 SCR devolution deal agreement
- The October 2015 SCR devolution deal ratification consultation
- SCR Consultation on the devolution deal

- South Yorkshire Passenger Transport Executive 'Our Commitment to Equality'
- 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
- DWP, Work Programme equality impact assessment
- BIS, Apprenticeship Reforms, equality impact assessment
- SCR Governance Review and Scheme document
- SCR EIA – Governance Review and Scheme document
- CBC report – Proposed SCR combined authority
- CBC EIA – Proposed SCR combined authority
- CBC report - Publishing consultation documents relating to a Sheffield City Region mayoral combined authority
- CBC EIA - Publishing consultation documents relating to a Sheffield City Region mayoral combined authority
- Single Local Transport Authority workshop information including key principles and risk management
- CBC response to the consultation on Sheffield City Region devolution
- Consultation and communication information from additional activity in Chesterfield Borough

How we plan to approach this provisional EIA:

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.

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. 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.

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.

It is also important to note that powers and funding devolved to the 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 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.

Previous engagement activity:

| Date | Engagement Activity | Main findings |
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| 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 December 2015 – 15 th January 2016 | SCR devolution deal agreement consultation. This consultation was led by the SCR combined authority with additional local activity in constituent and non-constituent member | <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 |

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| | <p>authority areas.</p> | <p>areas could have on SCR and the local economy</p> <ul style="list-style-type: none"> • 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 Linkslines 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 • 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</p> |
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| | | this consultation. |
| December 2015 – March 2016 | Provisional EIA developed for the decision on the membership of the combined authorities and ratification, as an existing non-constituent member, of the Sheffield City Region Devolution deal. | <p>A draft of the EIA was made available to key stakeholders and these organisations were invited to comment. Comments were received from Barnsley council which endorsed the assessment and from Derbyshire County Council, which did not comment on the assessment nor, following a repeated invitation, provide any assessment that it had made relating the equalities impact of devolution decisions. To date, there have still been no comments received from DCC.</p> <p>The EIA completed for the April 2016 decision report has helped to inform the EIA for this decision.</p> |

Engagement activity during the formal SCR devolution consultation

It is a statutory requirement to undertake consultation in connection with the proposals contained in the Scheme and to provide the Secretary of State with a summary of the consultation responses.

The approach to consultation (led by SCR) was designed with a view to securing extensive opportunities for interested persons to consider and respond to the proposals contained in the Scheme. This has been done with the objective of satisfying the Secretary of State that no further consultation would be necessary so as to enable them to proceed to make the necessary statutory Orders.

Accessibility was considered throughout the development of the consultation. There were a variety of ways and opportunities to engage including face to face, drop in, online, paper based. We used accessible venues for the public meetings, drop in sessions and displays and used a mix of evening and daytime activities. Consultation materials were provided in a range of formats upon request.

We are awaiting the final version of the Ipsos MORI technical report from the consultation, this EIA will be updated once this information is available. We do however have information from the additional communication and consultation activity progressed in Chesterfield Borough to support and encourage residents, organisations and businesses to take part in the consultation. This is detailed in the table below.

| Date | Engagement and Communication activity | Number of people communicated with and engaged | Themes of questions and concerns |
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| 28.06.16 - 12.08.16 | Press and Media activity including: <ul style="list-style-type: none"> Information and news releases via CBC social media platforms | Currently 2104 likes on Facebook and 5820 Twitter followers. | Variety of interactions emerging from social media including: <ul style="list-style-type: none"> Clarification on engagement and consultation opportunities |

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| | <ul style="list-style-type: none"> You tube style videos and infographics available via CBC website and social media CBC website including key information, devolution have your say pop up, myth busting and FAQ's Press releases to local media outlets including TV, radio and print | <p>Radio interviews and information broadcast across the combined authority area. Derbyshire Times coverage reaching CBC, BDC, NEDDC and DDDC areas.</p> | <ul style="list-style-type: none"> Clarification on alternative options available Clarification on how the mayoral role will work Clarification on highways functions Information about voting rights and decision making |
| 28.06.16 – 12.08.16 | Interactions via complaints, comments, compliments and enquiries | Variety of enquiries raised via web, telephone and letter. | <p>Correspondence requesting:</p> <ul style="list-style-type: none"> Further information about engagement opportunities Requests for paper copies of the survey Clarification on voting rights Requests for supporting documentation Clarification that Chesterfield is not joining Yorkshire An objection to Chesterfield joining Yorkshire Clarification re: status of the Royal hospital Clarification on Chesterfield's status as a Derbyshire Borough |
| 28.06.16 – 12.08.16 | Information for CBC and avarto/Kier staff (working on CBC services). This included articles in the staff newsletter, information for team meetings, information and FAQ's available via aspire and you tube style videos | Approximately 1100 staff. | All staff encouraged to engage in the consultation and encouraged to discuss questions, concerns and comments. |

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| | explaining the issues. | | |
| 28.06.16 | Destination Chesterfield – Chesterfield Champions Breakfast seminar | 84 representatives from the Chesterfield business community. | <ul style="list-style-type: none"> • Discussion on potential impact of Brexit • Concerns that if we don't take part fully with SCR growth could stall • How this impacts on D2N2/North Midlands • Discussion about a disconnect from people in the North from Westminster and how devolution could improve this • How the mayoral candidacy could work – do they have to be from a political party? • Retaining a strong business voice in the new arrangements • Concerns that Chesterfield will lose out on significant funding if we don't take part • Concerns about the capacity of local authorities |
| 01.07.16 – 12.08.16 | <p>Display and information stand at the Customer Services centre in Chesterfield town centre. There was also a collection point for questionnaires and feedback.</p> <p>Leaflets with key information were also available at all CBC reception areas in public buildings.</p> | Display and information available to all visitors to our main customer hub. Over 100 leaflets and questionnaires were collected from the centre during the consultation period. | Customers encouraged to take part in the consultation. |
| 01.07.16 – 12.08.16 | Telephone calls and letters with local key business contacts. | Phone calls to 18 businesses and letters to 63. | Offering key information, Q&A and encouraging engagement in the consultation. |
| W/C 04.07.16 | Your Chesterfield magazine distributed | Approximately 43,000 | Your Chesterfield helped to encourage people to take |

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| | to households in the Borough. This included key information about the consultation and engagement opportunities and where to get further information. | households across the Borough. The magazine is also available on the CBC website. | part in the engagement opportunities being available throughout the period. |
| 05.07.16 | Overview and Scrutiny Committee | 13 members of Scrutiny Committees. | <p>There were questions from members regarding:</p> <ul style="list-style-type: none"> • Potential precepting by the Mayor and the agreement needed • Roles and responsibilities of DCC and the MCA around public transport and highways • DCC being allocated a full constituent place on the MCA with full voting rights <p>Scrutiny resolved that - the consultation on the Sheffield City Region Combined Authority Governance Scheme and Review be supported.</p> |
| 06.07.16 | Links CVS – E-bulletin to the Community and voluntary sector. | 891 individuals and organisations on the mailing list. | Key information and encouragement to engage in the consultation. |
| 11.07.16 | Public meeting at the Winding Wheel in Chesterfield. 6.30pm start. | 112 attendees. | <p>Key question themes were:</p> <ul style="list-style-type: none"> • The role of the community and voluntary sector and funding prospects • Benefits for older people and well as younger people • Concerns that Chesterfield will become part of Yorkshire • Questions about how the money will be allocated and voting rights • Environmental sustainability of |

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| | | | <p>programmes and activity</p> <ul style="list-style-type: none"> • Concerns about current public transport provision • Concerns that Chesterfield residents will be paying for the Sheffield tram • Potential difficulties with neighbouring authorities • Concerns about Brexit impacts • Support for the proposals as there is no Derbyshire only deal |
| 12.07.16 | Brimington Parish Council meeting | 8 Parish Councillors and 2 members of the public. | <p>Questions around how the money gets allocated between the Councils and how the MCA will work in practice.</p> <p>There was also a point of clarification re. nature of interdependence of particular industrial sectors across the Sheffield City Region.</p> <p>A motion of support for CBC's position was moved and passed.</p> |
| 12.07.16 | Staveley Town Council meeting | 13 Town Councillors and 5 members of the public. | <p>Questions around how CBC will be represented on the MCA, do we see any drawbacks to becoming a full members and where will the Mayor be located and who it might be.</p> <p>A motion of support for CBC's position was moved and passed.</p> |
| 14.07.16 | Over 50's Inspired Forum – Chesterfield. 10.45am | Approximately 60 members of the public | <p>Update requested on D2N2. A comment about HS2 and a compliment about the public meeting 11/07/16 – very informative with clear key messages.</p> |
| 25.07.16 | Chesterfield Borough | 6 Liberal | The following question and |

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| | Council Liberal Democrat Group | Democrat elected members and 1 party activist | <p>concern themes were raised:</p> <ul style="list-style-type: none"> • Concerns about the confusion being caused by mixed messages from CBC and DCC • Adopting the right strategy • Will services be any worse than they are now • Concerns about potential difficulties with neighbouring local authorities not being full members of MCA • Need to ensure that engagement continues throughout the process – it shouldn't end with this consultation |
| 25.07.16 | Chesterfield Borough Council Labour Group | 33 Labour Party elected members | <p>The following question and concern themes were raised:</p> <ul style="list-style-type: none"> • Good that central government are still committed to this activity • Concerns about impact of Brexit • Status of DCC as a constituent member |
| 26.07.16 | Drop in event at Chesterfield Medieval market event in Chesterfield Town Centre. 10am – 4pm. | Conversations with 45 members of the public. Others taking away information and flyers. | <p>The following question and concern themes were raised:</p> <ul style="list-style-type: none"> • Concerned that Chesterfield will become part of Sheffield • Sheffield are taking over • Fears that it will start off as an economic deal and then move onto other public services • The quality of services in Sheffield is below the Derbyshire standards • Don't like the mayoral aspect • Concerns about aligning with Rotherham due to child sexual exploitation cases • Concerned that Sheffield |

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| | | | <p>is bribing CBC</p> <ul style="list-style-type: none"> • Lack of consultation before the decision • Concerns about how decision making and voting will work |
| 08.08.16 | Drop in event at Staveley Healthy Living Centre. 4pm – 7pm. | Conversations with 37 members of the public. Others taking away information and flyers. | <p>The following question and concern themes were raised:</p> <ul style="list-style-type: none"> • The questionnaire should have a direct question about whether or not we wish to join SCR • Concerns about increased housing in the greenbelt • Concerns about Chesterfield getting an equal share of funding • Concerns about Chesterfield being absorbed by Sheffield • Want assurances that money will be guaranteed for Chesterfield. |

What is the impact?

This section considers the impact of the scheme and the consultation on groups/people with protected characteristics. The purpose of the scheme and consultation is to consider the case for a mayoral combined authority which is the key to unlocking the agreed devolution deal. Therefore the impact of the devolution deal is also considered.

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
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| Age – including older people and younger people | Scheme overall | | Scheme |
| | Consultation | | Consultation |
| | Devolution deal | | |

No negative or positive impacts have been identified for the scheme itself; however this is part of the building blocks to unlocking the devolution deal benefits. The development of the SCR mayoral combined authority will unlock the devolution deal benefits. If Chesterfield Borough Council is successful in its application for full constituent membership status it will enable full voting rights and full access to the deal benefits.

The scheme includes information on the specific powers and duties that require devolution in order to deliver the devolution deal.

If the SCR mayoral combined authority does not go ahead or Chesterfield Borough Council has to remain a non-constituent member then 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.

Accessibility was a key consideration during the development and delivery of the consultation. The subject matter and information required to take part in the consultation was however challenging. While efforts were made to simplify the information and consultation tools as far as possible, some people may have struggled to engage.

The consultation was primarily aimed at the adult population; however any member of the community could take part.

Assistance was available at all of the events and drop ins. Telephone and in person support was also available throughout the consultation.

The consultation included a variety of opportunities to engage including different formats, times and dates to suit a diverse community.

Key elements to the deal have been considered including transport and skills and employment.

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
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| | <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>Transport</p> <p>Further discussion and negotiation has taken place to develop key principles for the Local Transport Authority transition plan. This includes the overarching principle of evidence based strategic decision-making for the public good. Additional principles are:</p> <ul style="list-style-type: none"> • Project Management: Effective project governance • Communication: transparent communication and cooperative consultation throughout the period • Service delivery: Consistency and alignment of service provision • Steady state: period of 'steady state' and clear milestones for change <p>An extensive risk assessment for Local Transport Authority transition arrangements and services informed the transition plan alongside an EIA for the overall Local Transport Authority proposal.</p> |
| | <p>There are some potential positive outcomes flowing from the 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</p> | <p>There are some potential risks regarding the 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</p> | |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
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| | <p>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 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>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>This EIA do not identify any negative impacts currently however it is recognised there will need to be further EIAs developed and considered for each service change and for the workstreams at the implementation stage.</p> <p>During the ‘steady state’ period further negotiation and discussion will take place. As part of this process, mitigation will include joint working with the Department for Transport, Highways England and authorities in SCR and Derbyshire County Council 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>If the SCR mayoral combined authority proposal goes ahead with Chesterfield Borough Council as a full constituent member – Derbyshire County Council would automatically gain full constituent membership. This will help to facilitate closer joint working and greater prospect of the detailed proposals being developed in ways that mitigate the potential</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
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| | <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 moving into employment.</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 unemployment within the Borough.</p> | <p>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> <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 effective commissioning and delivery</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
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| | <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>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> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
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| | | | |
| <p>Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.</p> | <p>Scheme overall</p> <p>Please refer to issues covered above within the age section.</p> | | |
| | <p>Consultation</p> <p>Accessibility was a key consideration during the development and delivery of the consultation. The subject matter and information required to take part in the consultation was however challenging. While efforts have been made to simplify the information and consultation tools as far as possible, some people may have struggled to engage.</p> | <p>Consultation</p> <p>Assistance was available at all of the events and drop ins. Telephone and in person support was also available throughout the consultation.</p> <p>The consultation included a variety of opportunities to engage including different formats, times and dates to suit a diverse community. Consultation materials were available in a range of formats including large print, tape and braille upon request.</p> | |
| | <p>Devolution Deal</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> | | |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|---------------------------------|--|--|---|
| | <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 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</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 and support for disabled people wanting enter employment or sustain employment.</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 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</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|-------------------------------------|---|--|--|
| | employment. | | <p>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> |
| Gender – men, women and transgender | Scheme overall | | |
| | <p>Please refer to issues covered above within the age section.</p> | | |
| | Consultation | Consultation | |
| | <p>Based on the information available at the time, no disproportionate impacts have been identified for this protected characteristic for the consultation approach.</p> <p>Accessibility was a key consideration during the development and delivery of the consultation. The subject matter and information required to take part in the consultation was however challenging. While efforts were made to simplify the information and consultation tools as far as possible, some people may have struggled to engage.</p> | <p>Assistance was available at all of the events and drop ins. Telephone and in person support was also available throughout the consultation.</p> | |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|--------------------------|---|---|---|
| | Devolution deal Transport 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. | | |
| | Employment and Skills 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 greater assistance to enable and sustain employment. 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. As part of the devolution deal Sheffield City Region Combined | Employment and Skills 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 otherwise disproportionately benefit from the current arrangements 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. | Employment and skills 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 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 Further detailed work will be required as the deal moves from its broad ambitions to specific programmes |

| 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. 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>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 Chamber of commerce and other lead organisations supporting employment and skills across the community and voluntary sector.</p> |
| <p>Marital status including civil partnership.</p> | <p>Scheme overall</p> <p>Please refer to issues covered above within the age section.</p> | | |
| | <p>Consultation</p> <p>Please refer to issues covered above within the gender section.</p> | | |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|---|---|--|---|
| | <p style="text-align: center;">Devolution deal</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 this will be re-assessed.</p> | | |
| <p>Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.</p> | <p style="text-align: center;">Scheme overall</p> <p>Please refer to issues covered above within the age section.</p> | | |
| | <p style="text-align: center;">Consultation</p> <p>Please refer to issues covered above within the gender section.</p> | | |
| | <p style="text-align: center;">Devolution deal</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 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>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</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</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|---------------------------------|--|--|---|
| | <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>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>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 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</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|---|--|-----------------------------------|---|
| | | | 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 |
| Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people. | Scheme overall | | |
| | Please refer to issues covered above within the age section. | | |
| | Consultation | | |
| Ethnic Groups | Devolution deal | | |
| | Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available this will be re-assessed. | | |
| | Consultation | | |
| | Consultation | | Consultation |
| | Accessibility has been a key consideration during the development of the consultation. The subject matter and information required to take part in the consultation is however challenging. While efforts have been made to simplify the information and consultation tools as far as possible, some | | Assistance will be available at all of the events and drop in's. Telephone and in person support is also available at any time during the |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|---|---|---|---|
| | people may struggle to engage. | | <p>consultation.</p> <p>The consultation includes a variety of opportunities to engage including different formats, times and dates to suit a diverse community. Consultation materials can also be provided in a range of formats including community languages.</p> |
| <p>Devolution deal</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 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, qualification transfer etc.</p> | <p>Employment and Skills</p> <p>If SCR 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</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</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|---------------------------------|--|---|--|
| | <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>and support for people wanting enter employment or sustain employment.</p> | <p>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 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</p> |

| Protected Characteristic | Disproportionate positive impacts | Disproportionate negative impacts | Mitigating action |
|--|--|-----------------------------------|---|
| | | | rise to less effective commissioning and delivery than current national arrangements. |
| Religions and Beliefs including those with no religion and/or beliefs. | Scheme overall Please refer to issues covered above within the age section. | | |
| | Consultation Please refer to issues covered above within the gender section. | | |
| | Devolution deal Based on the information available at this time no disproportionate impacts have been identified for this protected characteristic. As further information becomes available this will be re-assessed. | | |

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 scheme, review and consultation process and outcome. Decisions are 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 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?

The Combined Authority must also have regard to the equalities implications to reflect its responsibilities under the Public Sector Equality Duty. The Secretary of State will need to do likewise in deciding whether or not to make the relevant Orders. The requirement is to give due consideration to the impact on any protected characteristics and how they could be mitigated.