

Appendix 3

Equality Impact Analysis

Draft proposal for an East Midlands Combined County Authority

October 2022

Defined Terms

Constituent Councils	Derbyshire County Council, Nottinghamshire County Council, Derby City Council and Nottingham City Council – DCC, NCC, DC, and NC respectively
East Midlands Combined County Authority	EMCCA
East Midlands Devolution Deal signed on 30 August 2022	the Deal
Functional Economic Area	FEA - areas that share a number of similar economic factors with boundaries that ideally reflect the drivers of the local economy
The Area	The Area covered by the proposed East Midlands Combined County Authority (EMCCA)
The Draft Proposal	The draft proposal prepared by the Constituent Councils in collaboration with the district and borough councils of Nottinghamshire and Derbyshire
The Proposal	A proposal for the establishment of an East Midlands Combined County Authority
Local Enterprise Partnership	LEP

CONTROLLED

Part 1. Introduction and context

Scope of review		Draft proposal for an East Midlands Combined County Authority			
		Joint assessment by Derbyshire County Council, Nottinghamshire County Council, Derby City Council and Nottingham City Council			
EIA Team:		Wes Downes (Derbyshire County Council), John Cowings (Derbyshire County Council), Laura Howe (Derbyshire County Council), Jude Ryan (Nottinghamshire County Council), Ann Webster (Derby City Council), Saema Mohammad (Nottingham City Council),			
Date analysis commenced:	3 October 2022	Date completed:	20 October 2022	Date approved:	20 October 2022
Description of proposal to be assessed					
<p>On 30 August 2022, the Leaders of Derbyshire County Council, Derby City Council, Nottinghamshire County Council, and Nottingham City Council (“Constituent Councils”) signed a £1.14 billion devolution deal for Derbyshire, Derby, Nottinghamshire, and Nottingham with the Government (“the Deal”).</p> <p>The Constituent Councils are proposing that a Combined County Authority with a directly elected Mayor is established to lead collaboration between the Constituent Councils and to act as the recipient of powers and funding from Government under the Deal (“the Proposal”).</p> <p>The Draft Proposal sets out the detailed background and context to the Proposal, the Constituent Councils’ ambitions for the EMCCA, the EMCCA’s proposed governance arrangements and next steps. This EIA does not seek to replicate information contained in the Draft Proposal and should be read in conjunction with it.</p>					

This EIA examines the possible impacts arising from the Proposal. It is a living document and will be reviewed and updated by the Constituent Councils as necessary, including after public consultation on the Draft Proposal (described in Part 2 of this EIA) has been carried out and before the Proposal is finalised.

What outcomes will be achieved with the new or changing policy/ service?

The Constituent Councils' ambitions for the EMCCA are described in detail in the Draft Proposal. That Draft Proposal describes the Constituent Councils' shared objectives for the EMCCA, their priority focus areas, planned activities in each of those focus areas, and the outcomes the EMCCA is expected to achieve for residents in the Area.

Please list any associated policies, services, or functions?

The proposed Combined County Authority will be a public body and as such will be subject to the Public Sector Equality Duty (PSED) (both the general duty and the specific duties). Once established, the EMCCA will need to consider what systems, processes, and resources it will need to put in place to ensure that it complies with the Public Sector Equality Duty in the performance of its functions.

The Constituent Councils are themselves subject to the PSED and as such they will need to comply with their own respective policies and procedures as they plan, prepare for, and implement the transition to a formal EMCCA. Copies of the Constituent Councils' equality and diversity policies and procedures are available on their respective websites.

Please list the main people or groups that this policy/ service is designed to benefit and any other stakeholder involvement?

The EMCCA covers a large and diverse area encompassing the outstanding natural assets of Sherwood Forest and the Peak District, the UK's original National Park, the growing, vibrant cities of Derby and Nottingham and historic market towns such as Buxton, Chesterfield, Mansfield, Newark-on-Trent, and Worksop, serving culturally and environmentally rich rural hinterlands.

The proposal will be of interest to the following stakeholders, who will be contacted as part of the consultation (in accordance with Part 2 of this EIA below): -

- Residents (in Derbyshire, Nottinghamshire, Derby and Nottingham)
- Businesses (in Derbyshire, Nottinghamshire, Derby and Nottingham)

- Charity organisations (in Derbyshire, Nottinghamshire, Derby and Nottingham)
- Local councils:
 - Derby City Council
 - Derbyshire County Council
 - Nottingham City Council
 - Nottinghamshire County Council
 - Amber Valley Borough Council
 - Bolsover District Council
 - Chesterfield Borough Council
 - Derbyshire Dales District Council
 - Erewash Borough Council
 - North East Derbyshire District Council
 - High Peak Borough Council
 - South Derbyshire District Council
 - Ashfield District Council
 - Bassetlaw District Council
 - Broxtowe Borough Council
 - Gedling Borough Council
 - Newark and Sherwood District Council
 - Mansfield District Council
 - Rushcliffe Borough Council
- All Town and Parish Councils in Derbyshire and Nottinghamshire
- Local MPs (in Derbyshire, Nottinghamshire, Derby and Nottingham)
- D2N2 Local Enterprise Partnership (LEP)
- All universities and colleges in Derbyshire, Nottinghamshire, Derby and Nottingham (HE and FE institutions)
- NHS organisations in Derbyshire, Nottinghamshire, Derby and Nottingham
- Police and Crime Commissioners for Derbyshire and Nottinghamshire
- Fire and Rescue services in Derbyshire, Nottinghamshire, Derby and Nottingham
- East Midlands Chamber of Commerce

- East Midlands Development Corporation
- East Midlands Freeport

Will the policy/ service and any changes impact on any other organisations such as community and voluntary sector groups?

The EMCCA will benefit from the devolution of additional powers from Westminster and other public bodies (such as the Homes and Communities Agency). The EMCCA will also hold some powers and functions that are currently exercisable by the Constituent Councils acting alone, or by the district and borough councils of Derbyshire and Nottinghamshire. In most cases those powers and functions will also be retained by the Constituent Councils and districts/boroughs, and in some cases the EMCCA exercise of those powers and functions is additionally subject to the consent of the relevant council; but there are some instances where powers or functions of the Constituent Councils will be exclusively available to the EMCCA either from creation of the EMCCA, or after a certain defined period of time.

The proposed powers and functions which will be available to the elected Mayor and to the EMCCA are described in the Draft Proposal, and set out in detail in an annex to the Draft Proposal. The Draft Proposal also explains how the EMCCA will exercise those powers in a way that ensures that the identities and interests of all communities within Derbyshire, Derby, Nottinghamshire, and Nottingham are fully represented.

Devolution is backed by the East Midlands Chamber of Commerce, the East Midlands D2N2 Local Enterprise Partnership, the University of Derby, Nottingham Trent University, and the University of Nottingham.

The Draft Proposal explains how business interests and other interests will be represented on the EMCCA through additional Memberships and advisory bodies.

Part 2. Supporting evidence

Please list and/ or link to below any recent and relevant consultation and engagement that can be used to demonstrate clear understanding of those with a legitimate interest in the policy/ service and the relevant findings:

Consultation and engagement is planned to be carried out for eight weeks between November 2022 and January 2023 (see immediately below).

If there is insufficient consultation or engagement information, please explain what action is being taken to obtain this information and when this consultation/ engagement will be completed and available:

The Constituent Councils are jointly undertaking engagement activity between now and the launch of formal consultation to ensure that residents, elected members and key partners are kept up to date.

It is critical that residents, businesses, and other organisations can have their say. The Constituent Councils therefore plan to carry out a public consultation on the Draft Proposal across the whole Area between November 2022 and January 2023.

That consultation will be wide-ranging and will employ a range of different formats and methods. Stakeholder mapping will be carried out to ensure that all interested businesses, organisations, groups, and individuals are part of the consultation. Active steps will be taken to promote the consultation, to encourage participation and to ensure that the consultation is accessible to all (including, for example, the digitally disadvantaged or, those with protected characteristics). The Constituent Councils will develop a detailed communications plan outlining the methods that will be used to promote the consultation. Where necessary, stakeholder engagement events will be carried out.

Once the consultation has closed, all submissions received will be collated, and this EIA will be reviewed and revised as necessary. The collated consultation responses and the updated EIA will then inform revisions to the Draft Proposal and the final decision on whether to submit it to Government by March 2023.

Please list or link to any relevant research, data or intelligence, Observatory or any other information that is available and will be used to help complete the analysis?

About the Area

The EMCCA covers a large and diverse area; encompassing the outstanding natural assets of Sherwood Forest and the Peak District, the UK's original National Park, the growing, vibrant cities of Derby and Nottingham and historic market towns such as Buxton, Chesterfield, Mansfield, Newark-on-Trent and Worksop, serving culturally and

environmentally rich rural hinterlands. Analysis of the 2011 Rural-Urban classification shows that over a quarter of the population in both Derbyshire (27.0%) and Nottinghamshire (27.1%) live in rural areas.

Population

On census day, 21 March 2021, the population of the area was 2,204,500, an increase of 94,600 since the last Census in 2011. The rate of population growth for the EMCCA was 4.5%, lower than the overall growth for England (6.6%).

Over the last ten years the majority of EMCCA districts have experienced a growth in population, with the exception of Chesterfield that is one of eighteen local authorities across England to have experienced a decline in population since 2011. South Derbyshire has seen the largest growth in population with an increase of 12,600 people since 2011. This equates to a 13.3% increase and ranks as the 25th (out of 309) fastest growing local authority across England.

According to the 2020 Mid-year population estimates the median average age varies considerably across the EMCCA. Residents in Derbyshire (45.7 years) and Nottinghamshire (43.7) have the highest average age, whilst the urban areas have much younger age profiles with the average age just 29.7 years in Nottingham and 37.2 years in Derby. Derbyshire Dales has the highest average age of all the EMCCA districts at 51.5 years, 11.5 years higher than the England average of 40.2 years.

The latest Office for National Statistics (ONS) Sub-national population projections (2018) forecast that the EMCCA 's population is expected to increase by 11.9% (the equivalent of 263,401 people) by 2043, slightly higher than the 10.3% population increase for England. Nottinghamshire (14.7%) and Derbyshire (12.6%) are expected to experience the highest levels of growth, with Nottingham (7.6%) and Derby (6.6%) both forecast to experience below average population growth. Across the Area's districts population growth varies, ranging from lows of 5.2% in Chesterfield, 7.2% in Derbyshire Dales and 7.7% in Erewash to highs of 30.1% in South Derbyshire, 20.6% in Rushcliffe and 18.5% in Bassetlaw.

The EMCCA has an increasingly ageing population with the 65+ population forecast to increase by more than a third in all areas by 2043. This is likely to have significant implications for older people's services across the whole of the EMCCA. Additionally, the districts of South Derbyshire (17.2%) and Rushcliffe (14.6%) are forecast to have significant

increases in 0 to 15-year-olds compared to the rest of the Area and England (-0.9%), placing increased demand on school places and children's services in these areas.

2021 Census figures show there were 941,800 households across the EMCCA area. This represents an increase of 5.2% (46,500 more households) since 2011, just below the England increase of 6.2%. Nottinghamshire (6.8%) and Derbyshire (6.5%) saw the highest increase in households, Derby experienced a 3.3% increase whilst Nottingham saw a 1.0% decline in household numbers since 2011. Of all the EMCCA districts South Derbyshire saw the largest increase in households at 15.9% since 2011.

Deprivation

In 2021, 16.1% of children aged 0 to 19 years (81,685) were living in low-income families in the EMCCA. Whilst this is below the overall England average of 18.5% there is significant variation across the Area. Both Derby (21.5%) and Nottingham (21.5%) have higher than average levels of child poverty with Derbyshire (13.4%) and Nottinghamshire (14.0%) having below average levels. In certain parts of the EMCCA child poverty levels are particularly acute with over a third of children in some wards living in poverty, examples include Arboretum (43.9%), Normanton (42.4%) in Derby and Leen Valley (34.1%) in Nottingham.

Homelessness is a significant issue in Nottingham where the rate is double the national average (12.2 households per 1,000: 6.1 respectively). Derby (7.4) also has higher rates of homelessness than the England average (6.1). Outside of the cities, Chesterfield (5.5) also has relatively high levels of homelessness. In addition, there are also issues with households that are at threat of being homeless. Five of the Areas districts have rates above the England average of 5.6 households per 1,000. These are Derby (16.2), Nottingham (8.3), Chesterfield (7.2), High Peak (7.2) and Derbyshire Dales (6.2).

The EMCCA faces a number of economic challenges which impact on the Area's economic growth:

- Productivity lags behind the UK average, requiring a 14.6% increase to close the gap
- Public spending per person has historically been below the UK average
- A loss of £4.5 billion in GVA during the first year of COVID-19

- A shortage in housing supply with an estimated 9,200 homes a year required to meet local need. Over the last 5 years, an average of 8,500 homes a year have been completed. Based on these trends, we are likely to see a shortfall of over 6,500 homes over the next 10 years, which adds to the existing lack of supply. This is a big challenge, but also an opportunity for the EMCCA to drive growth through sustainable delivery of affordable and decent housing across the six Housing Market Areas (HMAs)
- Carbon emissions are 17.8% higher per capita than the UK average due to a high concentration of energy-intensive industries and industrial legacy
- 23% of jobs in the Area will be affected by the transition to a net-zero carbon economy requiring the upskilling of 104,000 thousand workers
- Poor East-West connectivity by road and rail, with many rural areas bypassed altogether
- A low skill low wage economy with the average weekly pay of both residents and workplaces in the Area being over 7% lower than the England average
- Over half (nine) of the Area's local authorities rank in the bottom 25% (quartile) of all authorities across England on gross weekly workplace pay
- Lower than average labour market participation with the Area's (73.8%) employment rate falling below the England (75.1%) average. Twelve local authorities in the Area have an employment level lower than the England average

The EMCCA Area also experiences persistent and systemic deprivation with 219,600 people living within the most deprived 10% of areas across England and significant differences in life chances depending on where you live:

- In other parts of England people on average live 15 years longer in good health than people living in Nottingham which has one of the lowest Healthy Life Expectancies across England
- Educational attainment varies considerably with the EMCCA Area containing some of the worst performing areas across England at all levels of education
- At the early years foundation stage, all four upper tier authorities fall below the England average on the expected level on early learning goals for 5-year-olds for communication and language, literacy and maths. This is particularly so for communication and language in Derby, literacy in Nottingham and maths in both Derby and Nottingham where the levels are amongst the lowest for upper tier local authorities across England

- The Area contains some of the poorest performing localities across England in terms of pupils attaining Maths and English at GCSE
- Fewer adults are qualified to NVQ level 3 or above than across England (56.5%: 61.4% respectively)
- 13 out of 17 local authorities within the Area are identified as ‘social mobility cold spots’

Within the proposed EMCCA Area there is significant variation by local authority across the range of levelling up indicators. Measures showing the greatest disparity are:

- Productivity, with three of the Area’s local authorities having amongst the highest levels nationally in 2020 (South Derbyshire, Rushcliffe and Bolsover), but seven falling in the lowest performing, including Derbyshire Dales that ranked fourth bottom nationally
- Workplace pay, with Derby in the best 30 local authorities nationally where weekly pay is around 15% higher than the England average, but nine of the Area’s authorities amongst the lowest ranking nationally including four District/Borough areas (Bolsover, Gedling, Bassetlaw and Mansfield) where weekly pay is 15% or more below the England average
- Employment rate, with four District/Borough areas in the best performing nationally, but seven in the worst, including Mansfield ranked third bottom
- Adult attainment at NVQ level 3, with two of the Area’s local authorities amongst the best performing in England (Derbyshire Dales (69.5%) and Rushcliffe 67.5%), whilst seven are ranked in the worst performing, including Mansfield which in 2021 was the lowest of all local authorities across England at just 37.8%, over 20.0% below the England average (61.3%)
- Adult obesity, whilst Derbyshire Dales and Rushcliffe were in the best performing local authorities nationally, there were eight areas locally that were amongst those having the highest adult obesity across England, including Bolsover that ranked third bottom
- Decent Housing, the proportion of local authority housing deemed to be of a non-decent standard in the EMCCA area was 2.2% in 2020-21, well below the England figure of 5.0%, certain parts of the Area such as High Peak (17.4%) and North East Derbyshire (12.6%) had significantly high levels. Bassetlaw (3.2%) also showed a figure above the EMCCA average

- Homelessness, both Derby (23.6%) and Nottingham (20.4%) have much higher proportions of households that are homeless or threatened with homelessness than nationally (11.7%). Relatively high levels in the EMCCA area were also evident in Chesterfield (12.7%), High Peak (10.5%) and Mansfield (7.7%)

The following sites provide access to a wide range of local data and analysis about the individual EMCCA area including the latest demographic and socio-economic information:

- Derbyshire County Council's [Derbyshire Observatory](#)
- Nottinghamshire County Council's [Nottinghamshire's Insight](#)
- Derby City Council's [Info4Derby](#)
- Nottingham City Council's [Nottingham Insight](#)

Please list or link below to any relevant service user/ customer or employee monitoring data and what it shows in relation to any Protected Characteristic (Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race and ethnicity, Religion and belief including non-belief, Sex or gender, Sexual orientation)

Protected characteristics

Just under 13.0% of the EMCCA's population, around 285,000 people, were estimated to be from a Black, Asian and Minority Ethnic background in 2019, less than the England figure of 20.9%. The Area's Black, Asian and Minority Ethnic population is predominantly concentrated in the city areas. Nottingham has the largest Black, Asian and Minority Ethnic population in the EMCCA (36.7%) followed by Derby (25.8%). Outside of the cities, Broxtowe (11.1%), Rushcliffe (10.1%), Gedling (10.0%) and Mansfield (7.1%) had the biggest Black, Asian and Minority Ethnic populations. Within Derbyshire, the highest values were in South Derbyshire (6.0%) and Chesterfield (5.2%).

The largest Black, Asian and Minority Ethnic communities are Asian (4.9%), followed by people with a mixed ethnic background (2.8%), white minority ethnic group (2.6%) and Black residents (1.9%). Other minority ethnic groups comprised 0.5% of the Area's population.

Around one in five EMCCA adults (19.8%) had a disability or long-term limiting illness at the time of the 2011 Census. This was equivalent to 418,500 people and was higher than the England average of 17.6%. The former mining communities of Bolsover (24.7%), Chesterfield (23.1%) and Mansfield (23.7%) had particularly higher rates of long-term illness.

According to the 2011 Census around 1.4 million EMCCA residents (63.5%) had religious beliefs compared to 68.1% for England. The majority (58.7%) of these were Christians. A relatively small percentage (4.8%) of the Area's residents had non-Christian beliefs.

Experimental Statistics on sexual orientation in the UK in 2020 estimate that 1.2% (46,000 people) of the East Midlands regions population aged 16 years and over identify as lesbian, gay or bisexual, lower than the England estimate of 1.7%. The figures are lower than estimates by organisations working with or for the LGBTQ+ community, which suggest that up to 5% of the population are LGBTQ+.

There were 1,088,100 males (49.1% of the overall population) and 1,121,400 females (50.9%) in the EMCCA in 2021.

Children aged 0-14 represent 16.7% of EMCCA population, slightly lower than the England average of (17.4%) but an overall increase of 2.3% (8,300) increase in the age group since 2011. The number of 15–64-year-olds represent 63.7% of the population, slightly higher than the England average of 62.9%, with a 0.9% increase (13,100 people) since the last census. The number of people aged 65+ in the EMCCA has grown by 20.4% (7,300) since 2011, now representing 19.6% of the EMCCA's population, in line with the England average.

If there is insufficient information, please outline any plans to remedy this?

The data from the 2021 Census is due to be released over coming months. The Constituent Council's will be able to update and broaden their understanding of their communities and data on protected characteristics.

Part 3. Analysing and assessing the impact by equality Protected Characteristic group

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
<p>1. All protected characteristics and groups</p>	<p>The Draft Proposal has the potential to have a significant positive impact on all communities and on all people with protected characteristics.</p> <p>It is anticipated that the devolution of new powers to the EMCCA, additional investment into the Area, and the commissioning and delivery of services at scale, should all result in improved services for residents and service users in the Area, including those with protected characteristics and from protected groups.</p>	<p>There is a risk that the exercise of certain functions by the EMCCA will mean that decisions will be taken further from those groups and individuals who are most reliant upon the services provided by local government in the Area. However, this risk will be mitigated by the safeguards set out in the Draft Proposal, which include: -</p> <ul style="list-style-type: none"> • the Constituent Councils' membership of the EMCCA, • the role and participation of district and borough councils in the EMCCA, • the role and participation of other groups and voices in the EMCCA, • the EMCCA's proposed governance arrangements and decision-making processes, and • the phased transfer of some powers to the EMCCA over time.
<p>2. Age</p>	<p>The Draft Proposal has the potential to have a significant positive impact on communities and on people of all ages, but especially on younger people, older</p>	<p>Under the Draft Proposal no specific decisions have yet been made about where investment will occur to generate employment opportunities or in education and improving</p>

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>workers/ longstanding workers in traditional forms of employment, and for older people.</p> <p>Investment in the local economy, in skills and retraining will enhance qualification levels, access and suitability for employment, result in a workforce with the right skills for the region to compete successfully with others in the future, and in turn attract more investment and relocation to the East Midlands Combined County Authority Area.</p> <p>The focus on improving supply and access to housing can have a direct positive impact upon those households without their own housing and or who are more prone to homelessness, which can include younger adults and families, but also help improve the supply of suitably designed and built housing for older people.</p> <p>Improving transport and connectivity benefits many communities and can be crucial to enable people to travel for work,</p>	<p>skills. Spreading investment across all parts of the area and ensuring they are available could affect the impact upon younger and older people in some areas. The new Combined County Authority will need to establish mechanisms for considering and ensuring that investment is appropriately distributed. These mechanisms will be reinforced and bolstered by the proposed governance arrangements and decision-making processes set out in the Draft Proposal.</p>

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>education and to access services. Having good access significantly impacts upon individuals and communities with less access to their own means of transport, and who are reliant upon public transport, which can include younger people, older people, households on lower incomes and people living in rural areas. During the coronavirus pandemic many peoples' patterns of travel altered and this has led to reduced passenger numbers using public transport on many bus and train routes. This in turn requires greater support from transport authorities to ensure services can be retained and serve people at times when they are needed. Making it easier and more affordable to travel across different providers through integrated planning and ticketing is likely to benefit many people who rely upon public transport and enable people to access employment and other opportunities.</p> <p>Net zero ambitions which are also integrated into the proposals for economic development, housing and transport, and</p>	

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>which are made more affordable and accessible will benefit all communities but will need to be expanded to become more available for disadvantaged individuals and communities.</p>	
<p>3. Disability</p>	<p>The Draft Proposal in terms of investment in economic improvement and regeneration and skills could be hugely positive for disabled people who are excluded from or experience greater discrimination when seeking to access jobs or training, if the investment is in part focused on removing the barriers to employment for disabled people, including the commitment of employers to employ them, transport and training opportunities. This could help close the employment gap between disabled people and all people aged 16 – 64.</p> <p>Making transport affordable, accessible and timely is likely to benefit many disabled people, enabling them to access employment and other opportunities, reducing isolation and exclusion, and</p>	<p>The Draft Proposal will not negatively impact disabled people, and should benefit and impact positively upon disabled people providing that when more detailed decisions are taken, they are seen as a priority group within the work and projects to support employment, skills and qualifications, transport and housing. However, see 1 above.</p>

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>allowing people to realise their goals and ambitions.</p> <p>The supply of accessible housing for disabled people remains limited. Specially built or adapted housing can be more expensive, whilst many disabled people may have lower incomes or fewer resources with which to afford this more expensive housing. Within the proposals, any opportunities to increase the supply of affordable and rented accessible housing could have an important positive impact for disabled people and their carers if they have one.</p>	
4. Gender re-assignment	<p>As with other communities, Trans people can experience additional barriers to employment, housing and abuse whilst using public transport or in the places where they live.</p> <p>Accepting that the proposals will benefit people across the area, then it should be likely that the improvements should be available to people who identify as Trans/ people who are or have undergone</p>	<p>Whilst negative impact is unlikely, ensuring that investment in jobs and skills can benefit those more likely to face barriers in employment due to prejudice will need to be a principle which underpins the decisions which are made over the allocation of funds and once the combined authority is operational.</p> <p>Trans people who have or are undergoing gender re-assignment do face barriers when seeking access to employment, services,</p>

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	gender re-assignment. If the work and programmes arising out of the proposals seek to encourage inclusion and diversity in areas such as investment/ employment/ skills, in transport and housing, then this community can enjoy a positive impact.	housing and when using transport. However, see 1 above.
5. Marriage and Civil Partnership¹	<p>The Draft Proposal should benefit people across the area irrespective of their marital or civil partnership status. It is likely that when consultation takes place with people who are LGBTQ+ that a proportion of them may have a civil partnership and this may be the best route of checking with them whether there are any additional issues that the combined authority should consider.</p> <p>It may be beneficial to monitor this protected characteristic when carrying out the consultation which is planned, to build a stronger evidence base upon which to assess potential impacts on these individuals.</p>	It is believed unlikely that the Draft Proposal result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this. Additionally, see 1 above.
6. Pregnancy and Maternity	The Draft Proposal in relation to investment, employment and skills may	It is believed unlikely that the Draft Proposal result in adverse impact or any type of

¹ Under EA 2010 – someone in a CP must not be treated less favourably than a married person

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	also benefit women who wish to re-enter employment after having a family. The availability of good and reliable public transport can be particularly important for families which have no access to their own vehicle or to single vehicle owning households, to enable them to access services.	prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this. However, see 1 above.
7. Race and Ethnic Origin	The proportion of people from Black, Asian and Minority Ethnic communities varies significantly across the area of the proposed Combined County Authority, with higher proportions living in Derby and Nottingham, compared to Derbyshire and Nottinghamshire. The Black, Asian and Minority Ethnic community is from many different backgrounds. The Census 2021 data for these communities is due to be released towards the end of 2022. The data from the 2011 Census is known to be significantly out of date and not a true reflection of count of these communities. Within the Black, Asian and Minority Ethnic community many people experience disadvantage and discrimination based on prejudice and	The creation of the EMCCA is unlikely to negatively impact people from Black, Asian and Minority Ethnic communities, and opportunities exist to positively impact those groups. However, see 1 above.

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>racism in education, employment, housing, health and access to services, although this is not universally the case, and some communities experience higher levels of disadvantage or discrimination than others, and there are geographical differences too.</p> <p>The Draft Proposal has the potential to challenge this and to offer improved opportunities to people from the different communities which make up the Area's population. This is especially the case with the proposals around employment and skills, support to businesses and investment, where opportunities could be generated. Improvements in transport would also benefit Black, Asian and Minority Ethnic communities, offering greater access to areas where investment takes place and employers locate/ relocate their operations. The proposals may also provide support to people seeking to expand or improve their skills and qualifications, and thus progress or improve their earnings potential. This is of course dependent upon opportunities</p>	

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	available to Black, Asian and Minority Ethnic communities and individuals as investment and projects are developed.	
8. Religion/Belief²	There are no grounds to believe that the Draft Proposal will impact adversely on communities on grounds of religion and belief, including non-belief. However, the decisions which are subsequently made by the Combined County Authority could result in different impacts for different communities/protected characteristics and to examine what these might be, it is recommended that the Combined County Authority develops its own processes for meeting the Public Sector Equality Duties, including by adopting a clear process for demonstrating that it exercises due consideration of the potential impacts when making decisions and allocating resources.	It is believed unlikely that the Draft Proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this. Additionally, see 1 above.
9. Sex or gender³	The Area's economy is varied but includes traditional industries or sectors where the workforce is either primarily male or	It is believed unlikely that the Draft Proposal will result in adverse impact or any type of prohibited conduct upon people with this

² Under EA 2010 – must also consider non-religious belief

³ Sex and gender can be used at different times depending upon whether you are referring to the EA 2010 and the different duties which exist

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>female. This can mean that women especially face barriers when seeking to enter those industries. Women are also much more likely to hold part-time employment than their male counterparts across the area, meaning that there is a gender pay gap across many areas of the area's economy.</p> <p>The Draft Proposal has the potential to address both of these factors. The success of the EMCCA in addressing these issues will depend upon more detailed plans and decisions made around skills investment and training, and whether they support women into technical roles for example, and older men to retrain. Lower earnings levels can also impact on the ability of households to access home ownership, including affordable housing and housing in the private sector.</p> <p>Improving public transport is also important in that women may be more likely to rely upon public transport if they live in a household where there is limited car ownership.</p>	<p>protected characteristic, although this will be dependent upon the more detailed programmes which are developed. Additionally, see 1 above.</p>

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
10. Sexual orientation	Although we still rely upon estimates of LGBTQ+ people in the population we know from a range of surveys of LGBTQ+ people that they experience discrimination and disadvantage in relation to a number of life factors, including in education, employment, when accessing services, personal safety and harassment, and in relation to health, including mental health. They can also experience higher levels of homelessness. The Draft Proposal has the potential to positively impact upon LGBTQ+ people especially if within programmes additional measures are included to address the needs of our diverse communities, including LGBTQ+ people.	The proposed priorities can help address some aspects of discrimination experienced by people with this protected characteristic, but this will be dependent upon programmes including commitments to equality, diversity and inclusion, and may include specific programmes relating to LGBTQ+ people. It is unlikely to lead to improved outcomes if such steps are not taken. Additionally, see 1 above.
11. Human Rights	It is unlikely that the proposed Combined County Authority, its priorities and proposed consultation will infringe upon human rights.	None envisaged
12. Other not listed above such as the business community, Armed Forces/ ex –Armed	Business The Draft Proposal specifically aims to help generate and improve the Area’s economy to attract financial investment, improve skills, address skills shortages.	Businesses None envisaged for businesses. Armed Forces

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
<p>Forces Personnel and deprived communities</p>	<p>They will also seek to ensure that land and resources and transport are improved to support investment by the private sector in the Area.</p> <p>This is intended to support expansion and development of businesses and industry, modernising the Area's economy and making it more competitive. Dependent upon the different approaches which are taken, this could mean that individual businesses and sectors of the economy receive financial and other support and investment.</p> <p>This will also be the case for housing developers and contractors stemming from the housing related priorities.</p> <p>Armed Forces Given the commitment of the constituent authorities to the Armed Forces Covenant and the recent introduction of the Armed Forces Public Duties, the Combined County Authority will need to consider how it can both engage this community and ensure that within its functions to</p>	<p>None envisaged for Armed Forces/ ex-Armed Forces personnel if detailed projects and programmes properly consider the Armed Forces duties and make provision for them.</p> <p>Deprived communities There is a potential for the Combined County Authority to be formed and high-profile projects to be developed but for the poorest and most deprived to miss out on the potential benefits. The combined authority will need to ensure that this does not happen.</p> <p>Additionally, see 1 above.</p>

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>takes account of the duties, especially those relating to employment and housing.</p> <p>Deprived communities The Draft Proposal should specifically impact positively on people living in the Area's poorest and deprived communities, and it would be expected that significant focus is placed, especially within skills related activities, transport and housing, on improving opportunities for people from these communities.</p>	

Part 4. Summary of main findings and recommendations

The Draft Proposal appears to have the potential to provide huge benefits to all communities, but specifically for people from the protected characteristic groups and deprived communities. This will be dependent upon how the Proposal is developed and the systems and processes it puts in place for ensuring that the CAA, if established, seeks to address inequality an integral part of everything it does and every decision it makes.

The public consultation is an important first step in expanding the evidence base upon which this EIA relies. That consultation is being planned with the aim of specifically targeting people from the protected characteristic groups and deprived communities, to ensure that their voices, concerns and preferences are reflected in any amendments made to the Draft Proposal, and in the final decisions whether to submit the Proposal to Government.

This EIA will be reviewed and revised following the conclusion of the public consultation, and before the Draft Proposal is finalised and/or any final decisions are taken.

The new Combined County Authority will constitute a public body and become subject to the Public Sector Equality Duty under the Equality Act 2010. This will require the authority to set equality objectives, publish annual equalities information and have due regard for equality matters when carrying out its functions, including when making decisions and delivering projects and programmes. It may wish to give some thought early to how it can begin to meet these and other duties, especially as it further develops its priorities, begins to get established and finalises its workstreams and Board composition.

The Constituent Councils are themselves subject to the PSED and as such they will need to comply with their own respective policies and procedures as they plan, prepare for and implement the transition to a formal EMCCA (according to the transition process set out in the Draft Proposal).

Part 5. Equality Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the Analysis above.

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
Unexpected impacts of proposals on stakeholders that emerge from the consultation on the Draft Proposal	Review the Draft Proposal in light of feedback received during consultation and where necessary revise this EIA and amend the Proposal before any final decisions are taken.	All Constituent Councils	Prior to submission of the final Proposal to each Constituent Council for final decision

<p>The Combined County authority will become a public body and subject to the PSED.</p>	<p>Consider how the new authority will meet the requirements of the Public Sector Equality Duties as it develops and is established and take appropriate actions.</p>	<p>All Constituent Councils</p>	<p>Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to a formal EMCCA</p>
<p>Further EIAs will be required as proposals go forward to assess more detailed plans and proposals</p>	<p>Consider establishing a workstream for equality, diversity and inclusion to inform the development of a programme of EIA's until such time as the new authority has resources in place of its own.</p>	<p>All Constituent Councils</p>	<p>Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to a formal EMCCA</p>
<p>Ensuring continued engagement and interest in the development of the EMCCA by people from protected characteristic groups</p>	<p>Agree a method for analysing consultation responses and reporting back on the outcome of consultation to those who took part, explaining how their feedback will be used to further shape the development of the new authority</p>	<p>All Constituent Councils</p>	<p>Following submission of the final Proposal to each Constituent Council for final decision</p>