

APPENDIX 1 - EQUALITY IMPACT ASSESSMENT

Name, brief description and objectives of policy, procedure, function?	The creation of a Mayoral Combined Authority (MCA) as an integral part of Greater Lincolnshire Devolution Deal.	
Have you consulted on the policy, Procedure, function and, if so, what were the outcomes?	This EIA will provide consultees and decision makers with information that contributes to decision making on the establishment of a Mayoral Combined Authority in Greater Lincolnshire.	
What positive/negative impacts may these individuals or groups face, and how can you promote equality (where possible)?		
	Positive	Negative
Age	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority.</p> <p>There were views expressed in the consultation that saw the potential for new MCA powers to improve the well-being, housing, health and education/employment of older and younger people. Making this a reality for those living rurally was a common theme.</p> <p>'There should be greater emphasis on employment support for the over 50s age groups, besides just school and college leavers. Better healthcare support in community for elderly residents, especially in rural communities'</p> <p>'More housing for the young and families'</p> <p>' I think that a more independent Lincolnshire will assist my grandchildren and all young Lincolnshire residents in obtaining good education, employment and housing.'</p>	<p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p>

		<p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed within the consultation that having an MCA would impact negatively on residents of different ages.</p>
<p>Disability</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were views expressed from residents who wanted decision makers to make life better for people with disabilities, and, for some, how an MCA could bring some focus on employment, housing and social care and transport:</p> <p>'Ensure the needs of vulnerable people are not overlooked. Housing must not simply be about infrastructure.'</p> <p>'Better employment support needed for residents with disabilities'</p> <p>'My niece is in an inpatient adolescent mental health unit 130 miles away. With no access to public transport, how on earth is her family to visit her?'</p>	<p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so</p>

		<p>will be subject to the public sector equality duty</p> <p>There were no specific views expressed that the establishment of a MCA would impact negatively on people with a disability</p>
<p>Gender reassignment</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were no specific views expressed within the consultation about potentially positive effects on gender-reassigned residents.</p>	<p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p>

		<p>There were no specific views expressed about how the establishment of a MCA could impact negatively on gender-reassigned residents</p>
<p>Marriage and civil partnership</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were no specific views expressed within the consultation about potentially positive effects on marriage and civil partnership.</p>	<p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed in the consultation about how the establishment of a MCA could negatively</p>

<p>Pregnancy and maternity</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were no specific views expressed within the consultation about potentially positive effects on pregnancy or maternity</p>	<p>affect marriage or civil partnership</p> <p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed in the consultation about how the establishment of a MCA could potentially negatively affect pregnancy or maternity</p>
<p>Race</p>	<p>The Governance Review has identified that new powers and</p>	<p>If the Mayoral Combined Authority's (MCA) role, including</p>

	<p>responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were no specific views expressed within the consultation about potentially positive effects on race issues. There were some general views expressed by those both for and against having a Mayor about wanting people in communities to be more accepting of one another.</p>	<p>governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed about how the establishment of a MCA could negatively affect issues of race</p>
Religion or belief	The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved	If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise

	<p>through a Mayoral Combined Authority</p> <p>There were no specific views expressed about the potentially positive effects on issues of religion or belief.</p>	<p>Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed in the consultation about how the establishment of a MCA could negatively affect religion or belief</p>
<p>Sex</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There was a view expressed about the establishment of the MCA</p>	<p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with</p>

	<p>needing to seize on the positive opportunity to 'create a gender balance in powerful positions...and that a short list should be composed of 50% gender split.'</p>	<p>a protected characteristic are unlikely to have confidence in the election process or the Authority.</p> <p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed about how the establishment of a MCA could negatively affect people of different sexes</p>
<p>Sexual orientation</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were no specific views expressed about the potentially positive effects on sexual orientation.</p>	<p>If the Mayoral Combined Authority's (MCA) role, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, does not take into account potential impacts on people with a protected characteristic then people with a protected characteristic are unlikely to have confidence in the election process or the Authority.</p>

		<p>The Combined Authority may exercise its functions without regard to the potential impacts on people with a protected characteristic</p> <p>Mitigation: People with a protected characteristic were enabled to comment on the establishment of the MCA, and its roles and responsibilities as set out in the Scheme as part of the consultation on the Scheme. The results of that consultation including the views and comments of people with a protected characteristic are being reported to the Constituent Councils to inform their decision to consent to the creation of a MCA.</p> <p>Constituent Council appointees to the MCA take steps to ensure that the MCA adopts appropriate engagement and consultation policies and processes so as to enable engagement with the MCA of people with a protected characteristic to inform its decision-making</p> <p>The MCA will be a body exercising public functions for the purpose of section 149(2) of the Equality Act 2010 and so will be subject to the public sector equality duty</p> <p>There were no specific views expressed in the consultation about how the establishment of a MCA could negatively affect sexual orientation</p>
<p>General</p>	<p>The Governance Review has identified that new powers and responsibilities would best be carried out and therefore devolution and its prospective benefits can best be achieved through a Mayoral Combined Authority</p> <p>There were a significant number of views expressed by those both for and against having a Mayor about the need/opportunity to do better, especially for rural communities and low income households, in terms of affordable housing, better transport links, better job opportunities, education and social and</p>	<p>If the Mayoral Combined Authority's role is not clear, including governance and scrutiny arrangements, and including relationships with the Greater Lincolnshire Local Enterprise Partnership, then the public is unlikely to have confidence in the election process or the Authority.</p> <p>Mitigation: Efforts were made to ensure that citizens, stakeholders and key business, community and third sector groups were clear in the consultation about the Mayor's</p>

	healthcare	<p>powers and duties especially in relation to working relationships and powers with local Councils within the CMA area. Key documents were provided on line and as paper copies. If a Mayoral Combined Authority is established, there will be more work to do to establish these and inform the public about structures and scrutiny (how it will all work, be transparent and effective)</p> <p>A number of views were expressed within the consultation that sought to remind decision makers not to just focus development and infrastructure on towns and cities but to pay attention to rural disadvantage and isolation</p> <p>Mitigation: If an MCA is established, decision makers would need to take issues of rural disadvantage and isolation into account and to be explicit about decisions taken, including communities in developments, taking them on the journey.</p>
<p>Is there any evidence or research that demonstrates why some individuals or groups are, or are not, affected</p>	None identified.	
<p>If there is a potential adverse impact, please state why and whether this is justifiable</p>	None identified, all cases referred are judged upon their own merits.	
<p>Outcome of EIA</p>	<p>No major change needed <input checked="" type="checkbox"/> Adjust the policy/proposal <input type="checkbox"/> Adverse impact but continue <input type="checkbox"/> Stop and remove the policy/proposal <input type="checkbox"/></p>	
<p>How will you monitor your policy, procedure, function to ensure there is no adverse effect on the protected characteristics (e.g. gender, age, etc) in the future?</p>	Continued to review taking into account consultation feedback received and lessons learned will inform future consultation practice as well as critically informing decision making on consent for establishing a MCA.	