

Section 2 - Impacts

What type of impact do you think the scheme will have on...	Type of Impact select from the drop down list	Please explain your rationale for deciding on the impact
Combined Authority employees ? (overall impact)	Positive	Combined Authority staff will benefit from clarity of purpose, as well as the broader economic benefits of implementing a devolution deal.
Leeds City Region residents living in a specific ward/local area?	Positive	The implementation of a devolution deal will have significant economic, cultural and transport links for all those living and working in West Yorkshire.
Please which area/ward will be affected:	West Yorkshire (Bradford, Calderdale, Kirklees, Leeds and Wakefield district authority areas)	
Residents across the Leeds City Region? (i.e. most/all local people)	Positive	Consultation will be open engagement, designed to reach as many residents as possible with mitigations in place to combat the current coronavirus lockdown. The implementation of a devolution deal enables the delivery of significant economic, cultural and transport benefits in the future for all those living and working in West Yorkshire.
Existing service users ?	Positive	Enhanced powers and funding will enable improvement of services and connectivity across the region, more targeted to the specific needs of the region.
Each of the following protected characteristic groups (Think about how your proposal might affect, either positively or negatively, any individuals/communities. Please consider the impact for both employees and residents - within these protected characteristic groups).	Please select from the drop down list	Please explain your rationale for deciding on the impact
...age		
What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.

...disability	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
...gender reassignment	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
...marriage/civil partnership	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
...pregnancy & maternity	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
...race	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equalities, and protected characteristic groups, will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.

...religion & belief	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
...sex	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.
...sexual orientation	What impact is there on Combined Authority employees /internal working practices?	Neutral	The Combined Authority is an equal opportunity employer committed to ensuring the highest standards of welfare for all staff. There is no projected change to internal policies as part of the implementation of the deal.
	What impact is there on Leeds City Region residents/external service delivery?	Neutral	The impact of devolution will give more power and funding to develop policies locally to meet the needs of our communities. Equality impact and the Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.