

Section 3 - Evidence and Intelligence

How are you using advice, evidence and/or intelligence to help you? This can include data, research, surveys, reports, consultation, focus groups etc These can be national, regional, local or project specific	Please select YES or NO	If you answered Yes, give details of your sources of evidence below or in the Stage 2 Assessment												
Have you taken any specialist advice linked to your proposal? (Legal, HR etc)?	Yes	Internal Legal team engaged on process and content of the review and scheme.												
Do you have any evidence/intelligence to support your assessment (in section 2) of the impact of your proposal on...	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%; padding: 5px;">...employees?</td> <td style="text-align: center; padding: 5px;">Yes</td> <td style="padding: 5px;">Combined Authority employment and welfare policies</td> </tr> <tr> <td style="padding: 5px;">...Leeds City Region residents?</td> <td style="text-align: center; padding: 5px;">Yes</td> <td style="padding: 5px;">Devolution consultation report</td> </tr> <tr> <td style="padding: 5px;">...service users?</td> <td style="text-align: center; padding: 5px;">No</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;">...any protected characteristic groups?</td> <td style="text-align: center; padding: 5px;">Yes</td> <td style="padding: 5px;">Combined Authority employment and welfare policies</td> </tr> </table>	...employees?	Yes	Combined Authority employment and welfare policies	...Leeds City Region residents?	Yes	Devolution consultation report	...service users?	No		...any protected characteristic groups?	Yes	Combined Authority employment and welfare policies	
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Please list your evidence/intelligence below (you can include links to any relevant files or published data). Employee Equality & Diversity Policy https://www.westyorks-ca.gov.uk/about-us/democracy-and-governance/transparency-and-freedom-of-information/equality-objectives/ The Devolution Consultation collected data regarding protected characteristics to allow for consideration of the implications on the characteristic in line with the equality legislation (Equality Act 2010). Protected characteristics included: age, sex, sexual orientation, race/ethnicity, marriage or civil partnership. Other characteristics included: employment status, tenancy status, group/organisation status and sector, and health or medical history. This information gave decision makers information to consider any potential impact on different groups and to ensure the consultation engaged across different demographics across the region. The responses were independently analysed by Ipsos MORI, and no significant impacts were identified. The analysis report can be accessed by this link: https://www.yourvoice.westyorks-ca.gov.uk/4100/widgets/12711/documents/6054														

	Please select from drop down	Please explain here
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<p>Are you able to mitigate any potential negative impact of your proposal on the different groups of people outlined in section 2?</p>	<p>Fully</p>	<p>No negative impacts identified from the implementation of the mayoral order and the functions that will be conferred on the MCA as a result. Equality Impact and Public Sector Equality Duty will be considered as a part of the development of the devolution workstreams, and how they will be delivered.</p>
<p>Have you considered your <u>Public Sector Equality Duty</u>?</p>	<p>Fully</p>	<p>The Combined Authority has due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity between people who share a protected characteristic and those who do not and foster good relations between people who share a protected characteristic and those who do not. The devolution of functions to the Mayoral Combined Authority will enable more decisions affecting the residents of West Yorkshire to be taken at a local rather than national level and the Public Sector Equality Duty will be considered further as part of the development of the devolution workstreams and delivery of the devolved functions.</p>