

## Equality Impact Assessment

<b>Project / Policy Name:</b>	MCA Ready Devolution implementation	<b>Date:</b>	May-20
<b>Officer responsible:</b>	Emma Longbottom	<b>Department:</b>	Economic Policy
<b>Head of Service:</b>	Ian Smyth	<b>Directorate:</b>	Policy, Strategy and Communications

This is a live document and should be reviewed and updated through all the stages of planning, taking on board findings from any consultation /engagement and formulating evidence, right through to finalising the EIA.

### Level of Completion

EIA Stage	Impact Score	Risk Score	Date Completed
Stage 1: Equality Screening Tool	10	14	06/07/20

A full Equality Impact Assessment is not required if your proposal score is **positive** (0 or above) on **both impact and risk**, and you are confident that you have supporting evidence to support your conclusions.

**In order to properly have due regard to the general equality duty aims, you must have sufficient evidence on which to base your consideration of the impact of the policy, project or decision.**

**Please ensure that you are confident that you have supporting evidence to support your conclusions**

EIA Stage	Date Completed
Stage 2: Full Equality Impact Assessment	23/09/20

### EIA Stage 2 Outcome

Record the outcome of the EIA.

Select one of the four possible outcomes below and provide a rationale for the outcome you have selected.

Outcomes should be reviewed and updated as and when changes are made.

Outcome	Description	Rationale
Continue with the proposal	There are no negative impacts and no potential for discrimination. You have taken all appropriate opportunities to advance equality of opportunity and foster good relations between people with different protected characteristics.	Following public consultation and independent analysis of responses received, no new impacts have been identified that are specific to this phase of consultation on the 'minded-to' devolution deal. Where comments are applicable to specific workstreams of the devolution deal these will be taken forward as appropriate as part of those workstreams where impact can be measured and mitigated. Some comments request the advancement of equalities opportunities which will be considered as part of the Public Sector Equality Duty against specific devolution implementation workstreams. It is therefore recommended that the implementation of the mayoral order and the conference of functions continues. This is on the understanding that workstream implementation undergo EIAs.
Justify and continue with the proposal	You have identified negative impacts, potential for discrimination or missed opportunities to advance equality and / or foster good relations but it is still reasonable to progress with your proposal.  If your decision is challenged, you will need to be able to satisfy a court that you had due regard to the aims of the general equality when you reached your decision. It is therefore particularly important that you document your reasons and the information you used to reach them.	
Change the proposal	You have identified a need to make changes to the proposal to ensure that it does not adversely affect certain groups of people or miss opportunities to affect them positively. You have included details of these changes in the action planning section of this form.	
Stop the proposal	You have identified unlawful discrimination that cannot be changed or objectively justified.	

### Approvals

This document requires final approval from your Head of Service.

A signed copy should be placed in the project files.

A signed copy of your completed full EIA (Stage 2) should also be uploaded to the intranet (see guidance).

### Head of Service Approval

Head of Service name	Signature	Comments	Date	Version	Date of next review
Ian Smyth		None	16/07/20	2	08/09/20
Ian Smyth		Comments incorporated into this version.	23/09/20	3	

### EIA Revision History

Summary of Changes	Date of Review	Version	Date of next review
Clarity on impact and due regard given to implementation of devolution, and future workstreams	06/07/20	2	08/09/20