

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Establishment of a Mayoral Combined Authority (MCA) for Greater Lincolnshire	Person / people completing analysis	Colin Hopkirk on behalf of Devolution project team
Service Area	All 10 Local Authorities	Lead Officer	James Gilbert ELDC Devolution Consultation Project Lead
Who is the decision maker?	West Lindsey District Council and the executives of the other 6 District/City/Borough Councils in Lincolnshire, Lincolnshire County Council and North and North East Lincolnshire Unitary Authorities	How was the Equality Impact Analysis undertaken?	Initially desktop, to be developed over lifetime of this programme informed by stakeholder, community and citizen responses
Date of meeting when decision will be made	Late 2016	Version control	v.3 (23 rd August 2016)
Is this proposed change to an existing policy/service/project or is it new?	New	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Choose an item.
Describe the proposed change	The creation of a Mayoral Combined Authority (MCA) as an integral part of Greater Lincolnshire Devolution Deal.		

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state '*no positive impact*'.

<p>Age</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 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>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>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>

Marriage and civil partnership	<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>
Pregnancy and maternity	<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>
Race	<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 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>
Religion or belief	<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 issues of religion or belief.</p>
Sex	<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 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>
Sexual orientation	<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>

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

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

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 healthcare

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

Age	<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>
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	<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>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 that the establishment of a MCA would impact negatively on people with a disability</p>
<p>Gender reassignment</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>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 affect marriage or civil partnership</p>
<p>Pregnancy and maternity</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>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 negatively affect issues of race</p>
<p>Religion or belief</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</p>

	<p>religion or belief</p>
<p>Sex</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 negatively affect people of different sexes</p>
<p>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>

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.

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

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

There were no specific views expressed in the consultation about how the establishment of a MCA could negatively affect sexual orientation

If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

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.

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 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)

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

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.

Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

Objective(s) of the EIA consultation/engagement activity

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.

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

Age	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Disability	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Gender reassignment	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Marriage and civil partnership	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Pregnancy and maternity	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Race	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.

Religion or belief	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Sex	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Sexual orientation	Consultation exercise conducted. The results are set out in the Consultation Report to be considered by each Constituent Council. The Report includes details of the steps taken to consult with people with a protected characteristic and any comments received from such people in relation to the relevant protected characteristic.
Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way? The purpose is to make sure you have got the perspective of all the protected characteristics.	Yes, please see the Final Consultation Report (version 2.0) for explanation of level of statistical confidence and communications (section 2) including specific groups targeted 'With a return of 4,432 we are 99% confident that the views are statistically representative of the population overall, and are likely to fall within +/- 2% of the reported percentages.'
Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?	Consideration of MCA engagement and decision-making

Further Details

Are you handling personal data?	<p>Yes</p> <p>If yes, please give details.</p> <p>People's contact information and names will be used as we directly promote surveys to them. The owners of the database will process the sending of consultation materials themselves, within their own IG and DPA controls, to avoid any unnecessary data sharing complications. All comments with identifying information will be redacted.</p>
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Actions required	Action	Lead officer	Timescale
Include any actions identified in this analysis for on-going monitoring of impacts.	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.		Ongoing until 26 th August 2016

Signed off by		Date	
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