

Equality Impact Assessment

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Version 3: January 2013

Title of proposal <i>(include forward plan reference if available)</i>	West Midlands Combined Authority Devolution Agreement and Provision for a Mayoral West Midlands Combined Authority.
Directorate and Service Area	Chief Executive
Name and title of Lead Officer completing this EIA	Pardip Sharma Service Manager - Legal
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Names and titles of other officers involved in completing this EIA	David Haywood Service Manager - Governance
Partners involved with the EIA where jointly completed	Wolverhampton Council Programme Board for the West Midlands Combined Authority.
Date EIA completed	12 May 2016
Date EIA signed off or agreed by Director or Executive Director	Submitted 13 May 2016
Name of Director or Executive Director signing off EIA	Jan Britton
Date EIA considered by Cabinet Member	Submitted 13 May 2016

**1. The purpose of the proposal or decision required
(Please provide as much information as possible)**

The report seeks a decision in relation to establishment of a Mayor for the West Midlands region and the proposed Mayoral WMCA Functions Scheme which details the powers and functions that are being sought by the WMCA to enable the Mayoral WMCA, in conjunction with the Mayor, to deliver the Devolution Deal.

The establishment of a West Midland Combined Authority early June (or soon thereafter), represented a major opportunity to have a strong, shared voice for the West Midlands and to make a step change in our collective efforts to drive the economic prosperity of the area.

A Devolution Deal has been negotiated with central government which supports the public and private sector of the West Midlands to reach its economic potential. The Deal is based on the establishment of an elected Mayor for the West Midlands metropolitan area - working as part of the West Midlands Combined Authority with a Cabinet of Council Leaders of the Constituent Councils and subject to local democratic scrutiny. The WMCA Mayoral Functions Scheme builds on the West Midlands Combined Authority by providing the necessary powers and decision making necessary to implement the Devolution Deal.

Mayoral Powers and Functions:

The Mayoral WMCA's ambition is to increase competitiveness and productivity, create more skilled and better paid jobs, bring more investment into the area, reform public services and reduce the region's welfare bill.

The Mayoral WMCA will deliver outcomes that matter to local people: more jobs, better training and improved skills, faster, more convenient and more integrated transport links and more new homes. It will drive these ambitions through its primary focus to improve the effectiveness and efficiency of transport in the area, the exercise of statutory functions relating to economic development and regeneration in the area, skills and employment and economic conditions in the area.

In addition to the existing economic development and regeneration WMCA powers, the Mayoral WMCA will have functions in the following specific areas:

- Culture
- Skills
- Employment

- Supporting and Attracting Business and Innovation
- More and Better Homes
- Transport
- HS2 Growth
- Data Sharing
- Finance and Funding

Timescales and Next Steps:

In June the Combined Authority's agreement will be sought on the Mayoral Scheme. Consultation will take place in Summer and then both the Scheme and the Consultation outcomes will be forwarded to the Secretary of State who will develop a draft order for councils to agree (September/October 2016).

2. Evidence used/considered

The following analyses, information and data relating to the proposal exists:

- a) Governance review (including analysis of Functional Economic Market Areas)
- b) Scheme for the establishment of the West Midlands Combined Authority.
- c) West Midlands Devolution Agreement.
- d) Public Consultation in relation to the Scheme for the West Midlands Combined Authority.
- e) Governance Review for a Mayoral West Midlands Combined Authority.

The proposal has been developed using and informed by the documents outlined above, as well as discussions with other Combined Authorities and DCLG.

3. Consultation

This report only provides for the position and election of a Mayor. In line with statutory provisions a draft Mayoral WMCA Functions Scheme has been prepared which will be the subject of consultation. It is likely that the consultation will take place from 27th June to 22nd August 2016.

4. Assess likely impact

Please give an outline of the overall impact if possible.

There is no evidence at this stage that the proposal may be directly or indirectly discriminatory. At this stage of the process, the governance is being put in place to implement the Devolution Deal which requires the establishment of the West Midlands Mayoral Functions Scheme. Specific policy arising from the implementation of the West Midlands Mayoral Functions Scheme, in the form of an Order from the Secretary of State, will need to be the subject of equality analysis to ensure that the future policy is not discriminatory

However, the WMCA Mayoral Function Scheme does cover elements where policy development could result in higher or lower uptake for particular groups. For example, the Public Service Reform has a role in improving skills levels so that people have the skills and qualifications to access jobs with a view to moving people in those groups to sustained employment.

The Mental Health Commission will consider the specific contribution that public sector reform and devolved responsibility could make to the mental health and wellbeing of the population of the WMCA area. Resources will be focussed on keeping people mentally well and enable recovery in people with poor mental health and wellbeing. In these instance, specific groups will be targeted to reduce the equality gap e.g. in skills and employment. In line with the Public Sector Equality Duty, equality analysis will be produced where there are policy changes or new policy is implemented where specific equality implications can be considered.

The WMCA Mayoral Functions Scheme will improve economic outcomes across the region, through increased investment and more effective use of devolved powers. The proposal will increase equality of opportunity e.g. through up skilling and reducing the skills gap and result in job creation.

Please complete the table below at 4a to identify the likely impact on specific protected characteristics

4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact	Negative Impact	No Impact	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
	✓	✓	✓	
Age				There is no evidence at this stage that the proposal may be directly or indirectly discriminatory. At this stage of the process, the governance is being put in place to implement the Devolution Deal which requires the establishment of the WMCA Mayoral Functions Scheme. Any policy change that the Council goes on to enact will need to undergo an equalities analysis to ensure that it is not directly or indirectly discriminatory.
Disability				As per above.
Gender reassignment				As per above.

Marriage and civil partnership				As per above.
Pregnancy and maternity				As per above.
Race				As per above.
Religion or belief				As per above.
Sex				As per above.
Sexual orientation				As per above.
Other				As per above.

Does this EIA require a full impact assessment? No

[ILO: UNCLASSIFIED]

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

<p>5. What actions can be taken to mitigate any adverse impacts?</p>
<p>Not applicable</p>
<p>6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?</p>
<p>Not applicable</p>
<p>7. Monitoring arrangements</p>
<p>Once in place, the legal responsibility for complying with the Equality Act falls upon the West Midlands Combined Authority. In advance of the establishment, authorities will work collaboratively to comply with the Equalities Act. The West Midlands Combined Authority Programme team, in consultation with the Equality Officers of the West Midlands Local Authority Equality Network are developing an approach to embed equalities across the work of the West Midlands Combined Authority area. This approach will ensure a consistent approach to each major initiative of the West Midlands Combined Authority being assessed and monitored in order to meet the Public Sector Equality duty.</p>
<p>8. Action planning</p>
<p>You may wish to use the action plan template below</p>
<p>9. Publish the EIA</p>
<p>To be published alongside the report the Extraordinary Meeting of the Council on held on 23rd May 2016</p>