

CITY OF YORK COUNCIL

EQUALITY IMPACT ASSESSMENT FORM

1	Name and Job Title of person completing assessment	Will Boardman Head of Corporate Policy and City Partnerships
2	Name of service, policy, function or criteria being assessed	Proposed submission of devolution asks to Government
3	What are the main objectives or aims of the service/policy/function/criteria?	<p>Alongside the other neighbouring councils of York and North Yorkshire, the proposal is to submit a set of “Asks” for the Government to consider which would form the basis of a devolution deal for York and North Yorkshire.</p> <p>The “Asks” are based on supporting the following vision: <i>For York and North Yorkshire (YNY) to become England’s first carbon negative economy, where people with the skills and aspiration to reach their full potential, earn higher wages and live healthy lives in thriving communities.</i></p>
4	Date	

Stage 1: Initial Screening

5	What evidence is available to suggest that the proposed strategy/ service/policy/function/criteria could have an adverse impact on quality of life outcomes ¹ for people from the protected characteristics? Document the source of evidence, (e.g. anecdotal, research-including national or sectoral, results of
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¹ See appendix 1

engagement/consultation, monitoring data etc) and assess relevance of impact as: Not relevant / Low / Medium / High.			
Protected Characteristic	Not relevant	L/M/H	Source of evidence that there is or is likely to be adverse impact
a	Race	X	The decision at this point is whether to submit these asks to Government. This would result in the potential for greater investment in the region. Overall, there is no evidence that this would be detrimental to any communities of identify, with the potential for it to be significantly positive. If the asks are submitted and Government responds with a proposed deal, the individual aspects of it will be assessed against each protected characteristic.
b	Religion / Spirituality /Belief	X	
c	Gender	X	
d	Disability	X	
e	Sexual Orientation	X	
f	Age	X	
g	Pregnancy/maternity	X	
h	Gender Reassignment	X	
i	Marriage and Civil Partnership	X	
j	Carers	X	
If you assess the service/policy/function as not relevant across ALL the characteristics , please proceed to section 11.			
If you assess the service/policy/function as relevant for ANY of the characteristics , continue to Stage 2, Full Equality Impact Assessment.			

Stage 2: Full Equality Impact Assessment	
6	Are there any concerns that the proposed or reviewed service/policy/function/criteria may be discriminatory, or have an adverse impact on members of the public, customers or staff with protected characteristics?
a	Public/customers
b	Staff
If there are no concerns , go to section 11.	

If there are concerns , go to section 7 amend service/policy/function/criteria to mitigate adverse impact, consider actions to eliminate adverse impact, or justify adverse impact.		
7	Can the adverse impact be justified? E.g. in terms of community cohesion, other legislation, enforcement etc. NB. Lack of financial resources alone is NOT justification!	
8	What changes will you make to the service/policy/function as result of information in parts 5&6 above?	
9	What arrangements will you put in place to monitor impact of the proposed service/policy/function/criteria on individuals from the protected characteristics?	
10	List below actions you will take to address any unjustified impact and promote equality of outcome (as in appendix 1) for individuals from protected characteristics. Consider action for any procedures, services, training and projects related to the service/policy/function/criteria which have the potential to promote equality in outcomes as in appendix 1.	
Action	Lead	When by?

11	Date EIA completed	
<p>Author: Will Boardman Position: Head of Corporate Strategy and City Partnerships Date: 15/07/20</p>		