

## Appendix 5

### Equality Impact Analysis Record Form Proposal for an East Midlands Combined County Authority

**March 2023**

Constituent Councils	Derbyshire County Council, Nottinghamshire County Council, Derby City Council and Nottingham City Council – DCC, NCC, DC, and NC respectively
EMCCA	East Midlands Combined County Authority
The Deal	East Midlands Devolution Deal signed on 30 August 2022
FEA	Functional Economic Area - areas that share a number of similar economic factors with boundaries that ideally reflect the drivers of the local economy
The Area	The Area covered by the proposed East Midlands Combined County Authority (EMCCA)
The Proposal	A proposal for the establishment of an East Midlands Combined County Authority
LEP	Local Enterprise Partnership

## Part 1. Introduction and context

Scope of review		A proposal for an East Midlands Combined County Authority			
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Date analysis commenced	22 February 2023	Date completed	7 March 2023	Date approved	10 March 2023
<b>Description of proposal to be assessed</b>					
<p>On 30 August 2022, the Leaders of Derbyshire County Council, Derby City Council, Nottinghamshire County Council, and Nottingham City Council (“Constituent Councils”) signed a £1.14 billion devolution deal for Derbyshire, Derby, Nottinghamshire, and Nottingham with the Government (“the Deal”). The Constituent Councils are proposing that a Combined County Authority with a directly elected Mayor is established to lead collaboration between the Constituent Councils and to act as the recipient of powers and funding from Government under the Deal (“the Proposal”). The Proposal sets out the detailed background and context to the Proposal, the Constituent Councils’ ambitions for the EMCCA, the EMCCA’s proposed governance arrangements and next steps.</p> <p>This EIA does not seek to replicate information contained in the Proposal and should be read in conjunction with it. This EIA examines the possible equalities impacts arising from the Proposal.</p>					
<b>What outcomes will be achieved with the new or changing policy/ service?</b>					
The Constituent Councils’ ambitions for the EMCCA are described in detail in the Proposal. That Proposal describes the Constituent Councils’ shared objectives for the EMCCA, their priority focus areas, planned activities in each of those focus areas, and the outcomes the EMCCA is expected to achieve for residents in the Area.					
<b>Please list any associated policies, services, or functions?</b>					

The proposed Combined County Authority will be a public body and as such will be subject to the Public Sector Equality Duty (PSED) (both the general duty and the specific duties). Once established, the EMCCA will need to consider what systems, processes, and resources it will need to put in place to ensure that it complies with the PSED in the performance of its functions. The Constituent Councils are themselves subject to the PSED and as such they will need to comply with their own respective policies and procedures as they plan, prepare for, and implement the transition to a formal EMCCA. Copies of the Constituent Councils' equality and diversity policies and procedures are available on their respective websites.

**Please list the main people or groups that this policy/ service is designed to benefit and any other stakeholder involvement?**

The proposed EMCCA covers a large and diverse area encompassing the outstanding natural assets of Sherwood Forest and the Peak District, the UK's original National Park, the growing, vibrant cities of Derby and Nottingham and historic market towns such as Buxton, Chesterfield, Mansfield, Newark-on-Trent, and Worksop, serving culturally and environmentally rich rural hinterlands.

- The Proposal will impact everyone who lives or works in the Area, including the following stakeholders, who were contacted as part of the consultation (in accordance with Part 2 of this EIA below:
- Residents (in Derbyshire, Nottinghamshire, Derby and Nottingham)
- Businesses (in Derbyshire, Nottinghamshire, Derby and Nottingham)
- Charity organisations (in Derbyshire, Nottinghamshire, Derby and Nottingham)

Local councils:

- Derby City Council
- Derbyshire County Council
- Nottingham City Council
- Nottinghamshire County Council
- Amber Valley Borough Council
- Bolsover District Council
- Chesterfield Borough Council
- Derbyshire Dales District Council
- Erewash Borough Council

- North-East Derbyshire District Council
- High Peak Borough Council
- South Derbyshire District Council
- Ashfield District Council
- Bassetlaw District Council
- Broxtowe Borough Council
- Gedling Borough Council
- Newark and Sherwood District Council
- Mansfield District Council
- Rushcliffe Borough Council
- All Town and Parish Councils in Derbyshire and Nottinghamshire
- Local MPs (in Derbyshire, Nottinghamshire, Derby and Nottingham)
- D2N2 Local Enterprise Partnership (LEP)
- All universities and colleges in Derbyshire, Nottinghamshire, Derby and Nottingham (HE and FE institutions)
- NHS organisations in Derbyshire, Nottinghamshire, Derby and Nottingham
- Police and Crime Commissioners for Derbyshire and Nottinghamshire
- Fire and Rescue services in Derbyshire, Nottinghamshire, Derby and Nottingham
- East Midlands Chamber of Commerce
- East Midlands Development Corporation
- East Midlands Freeport

**Will the policy/service and any changes impact on any other organisations such as community and voluntary sector groups?**

The EMCCA will benefit from the devolution of additional powers from Westminster and other public bodies (such as the Homes and Communities Agency). The EMCCA will also hold some powers and functions that are currently exercisable by the Constituent Councils acting alone, or by the district and borough councils of Derbyshire and Nottinghamshire. In most cases those powers and functions will also be retained by the Constituent Councils and districts/boroughs, and in some cases the EMCCA exercise of those powers and functions is additionally subject to the

consent of the relevant council; but there are some instances where powers or functions of the Constituent Councils will be exclusively available to the EMCCA either from creation of the EMCCA, or after a certain defined period of time.

The proposed powers and functions which will be available to the elected Mayor and to the EMCCA are described in the Proposal and set out in detail in an annex to the Proposal. The Proposal also explains how the EMCCA will exercise those powers in a way that ensures that the identities and interests of all communities within Derbyshire, Derby, Nottinghamshire, and Nottingham are fully represented.

The Proposal explains how business interests and other interests will be represented on the EMCCA through additional Memberships and advisory bodies.

## **Part 2. Supporting evidence**

**Please list and/ or link to below any recent and relevant consultation and engagement that can be used to demonstrate clear understanding of those with a legitimate interest in the policy/ service and the relevant findings:**

An open public consultation to help shape the final EMCCA devolution Proposal prior to submission to Government took place between 14th November 2022 and 9th January 2023.

An online consultation portal was established by the four Constituent Councils. The portal included an online response form for people to respond to the devolution Proposal. There were a number of formal channels through which individuals and stakeholder organisations could give their views:

- Online response platform, which could be accessed through the website;
- Hard copy response form, which was available to print out from the website and on request;
- A written letter, sent via the Freepost address listed on the paper response form;
- By email, via a dedicated consultation email address; and
- Accessible and alternative versions were available on request.

Hard copies of the response forms were also made available at various locations across the Area and the Constituent Councils ran a communications campaign prior to, and during, the consultation period.

Overall, there were 4,869 participants who responded to the consultation. The majority (4,751) participated online via the official response form. There were also 98 postal response forms and 20 responses via email to the dedicated consultation email address.

In addition to the above, a number of engagement activities took place throughout the consultation period with the general public and stakeholder groups. The objective of these activities was to help raise awareness of the Proposal amongst the general public, encourage people to complete the formal consultation survey, and facilitate participation in the consultation of groups identified as needing targeted communication and engagement.

Various types of engagement activities took place as part of this process including online events, in person events, chat forum engagement and promotion of the consultation to a range of stakeholders to participate through targeted emails and newsletters. Full details of the EMCCA Devolution Proposal Consultation and Stakeholder Engagement activities and can be found within Appendix 3 (the Consultation Report), and Appendix 4 (the Engagement Report) to the Council Report dated 23 March 2023.

### **Consultation Participants profile and key equality, diversity and inclusion findings**

Overall, consultation findings outlined in the East Midlands Combined Authority Devolution Deal Consultation Report produced by Ipsos UK are largely positive, indicating broad support for the Proposal. The following section sets out the participant profile against the demographic information provided by participants and shows the percentage point difference against the overall population breakdown for the EMCCA area. This is followed by a breakdown of significant differences by protected characteristic to the closed questions. The final part sets out the key equality, diversity and inclusion issues identified by respondents in open ended comments and email responses

#### **Participation**

Comparison of consultation respondents and 2021 population aged 16+ by sex

Sex	Consultation Responses		Population 16+ (Census 2021, ONS)		% point difference (Respondents - Population)		
	Number	%	Number	%			
Female	1,691	40%	929,745	51%	-11.0%		↓
Male	2,494	59%	882,685	49%	10.7%		↑
Other	15	0%					
<b>Total</b>	<b>4,200</b>	<b>100%</b>	<b>1,812,430</b>	<b>100%</b>			











Comparison of consultation respondents and 2021 population by age band

Age Band	Consultation Responses		Total population of CCA by age band (Census 2021, ONS)		% point difference (Respondents - Population)		
	Number	%	Number	%			
Under 18	68	2%	439,462	20%	-18.3%		↓
18 to 24	177	4%	199,345	9%	-4.8%		↓
25 to 34	419	10%	282,335	13%	-2.8%		↓
35 to 44	562	13%	266,448	12%	1.4%		↑
45 to 54	793	19%	296,340	13%	5.5%		↑
55 to 64	946	23%	288,936	13%	9.5%		↑
65 to 74	874	21%	232,045	11%	10.4%		↑
75+	342	8%	199,581	9%	-0.9%		↓
<b>Total</b>	<b>4,181</b>	<b>100%</b>	<b>2,204,492</b>	<b>100%</b>			

## Comparison of consultation respondents by ethnic group

Ethnic group	Consultation Responses		Population by ethnic group for CCA (Census 2021, ONS)		% point difference (Respondents - Population)	
	Number	%	Number	%		
Asian, Asian British or Asian Welsh: Bangladeshi	3	0.1%	4,172	0.2%	-0.1%	↓
Asian, Asian British or Asian Welsh: Chinese	7	0.2%	11,525	0.5%	-0.4%	↓
Asian, Asian British or Asian Welsh: Indian	36	0.9%	40,111	1.8%	-0.9%	↓
Asian, Asian British or Asian Welsh: Pakistani	10	0.2%	49,179	2.2%	-2.0%	↓
Asian, Asian British or Asian Welsh: Other Asian	17	0.4%	20,324	0.9%	-0.5%	↓
Black, Black British, Black Welsh, Caribbean or African: African	17	0.4%	32,135	1.5%	-1.0%	↓
Black, Black British, Black Welsh, Caribbean or African: Caribbean	24	0.6%	17,130	0.8%	-0.2%	↓
Black, Black British, Black Welsh, Caribbean or African: Other Black	1	0.0%	7,449	0.3%	-0.3%	↓
Mixed or Multiple ethnic groups: White and Asian	29	0.7%	13,569	0.6%	0.1%	↓
Mixed or Multiple ethnic groups: White and Black African	3	0.1%	6,084	0.3%	-0.2%	↓



Mixed or Multiple ethnic groups: White and Black Caribbean	15	0.4%	25,715	1.2%	-0.8%	
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	22	0.5%	11,211	0.5%	0.028%	
White: English, Welsh, Scottish, Northern Irish or British	3,714	90.6%	1,832,324	83.1%	7.5%	
White: Irish	47	1.1%	11,697	0.5%	0.6%	
White: Gypsy or Irish Traveller	8	0.2%	1,815	0.1%	0.1%	
White: Roma	-	0.0%	3,111	0.1%	-0.1%	
White: Other White	125	3.0%	89,874	4.1%	-1.0%	
Other ethnic group: Arab	3	0.1%	6,660	0.3%	-0.2%	
Other ethnic group: Any other ethnic group	18	0.4%	20,368	0.9%	-0.5%	
<b>BAME</b>	<b>385</b>	<b>9.4%</b>	<b>372,129</b>	<b>16.9%</b>	<b>-7.5%</b>	
<b>Total</b>	<b>2,171</b>	<b>100%</b>	<b>2,204,453</b>	<b>100%</b>		

Comparison of consultation respondents by religion

Religion	Consultation Responses		Religion for CCA (Census 2021, ONS)		% point difference (Respondents - Population)	
	Number	%	Number	%		
None	1,941	49.7%	953,168	46.4%	3.3%	↑
Christian	1,778	45.5%	978,903	47.6%	-2.1%	↓
Muslim	29	0.7%	83,519	4.1%	-3.3%	↓
Sikh	10	0.3%	21,284	1.0%	-0.8%	↓
Jewish	18	0.5%	2,186	0.1%	0.4%	↑
Hindu	12	0.3%	15,678	0.8%	-0.5%	↓
Any other religion	120	3.1%	997	0.0%	3.0%	↑
<b>Total</b>	<b>3,908</b>	<b>100%</b>	<b>2,055,735</b>	<b>100%</b>		

Comparison of consultation respondents by disability

Disability	Consultation Responses		Disability for CCA (Census 2011, ONS)		% point difference (Respondents - Population)	
	Number	%	Number	%		
Yes, limited a lot	296	7%	200,463	9.5%	-2.4%	↓
Yes limited a little	684	16%	218,080	10.3%	6.0%	↑
No	3,216	77%	1,691,377	80.2%	-3.5%	↓
<b>Total</b>	<b>4,196</b>	<b>100%</b>	<b>2,109,920</b>	<b>100%</b>		

## **Findings**

Overall, a slightly higher proportion of respondents across the Area disagreed with the proposed governance arrangements than agreed (45%: 42% respectively).

The following protected groups were more likely to agree with the proposed governance arrangements:

- Younger age groups up to the age of 44 were more likely to agree with the governance proposals, including those aged
  - 24 and under (69%)
  - 25-34 years (60%)
  - 35-44 years (46%)
- Minority Ethnic communities (63%)
- Females (47%)

Respondents with a health condition or impairment (45%) were more likely to disagree with the governance proposals along with older respondents aged 65-74 (49%) and those aged 75+ (47%).

## **Q2: To what extent do you agree or disagree with the proposals relating to homes?**

Overall, a higher proportion of respondents across the Area agreed with the proposals relating to homes than disagreed (46%: 39% respectively).

The following protected groups were more likely to agree with the proposals relating to homes:

- Younger age groups, particularly those aged
  - 24 and under (73%)
  - 25-34 years (64%)
- Minority Ethnic communities (83%)
- Females (51%)
- Respondents with a health condition/impairment (49%)

**Q3: To what extent do you agree or disagree with the proposals relating to skills?**

Overall, a higher proportion of respondents across the Area agreed with the proposals relating to skills than disagreed (52%: 32% respectively).

The following protected groups were more likely to agree with the proposals relating to skills:

- Younger age groups, particularly those aged
  - 24 and under (74%)
  - 25-34 years (65%)
- Minority Ethnic communities (69%)
- Females (59%)

**Q4: To what extent do you agree or disagree with the proposals relating to transport?**

Overall, a higher proportion of respondents across the Area agreed with the proposals relating to transport than disagreed (53%: 35% respectively).

The following protected groups were more likely to agree with the proposals relating to transport:

- Younger age groups, particularly those aged
  - 24 and under (80%)
  - 25-34 years (67%)
- Minority Ethnic communities (72%)
- Females (57%)

**Q5: To what extent do you agree or disagree with the proposals relating to reducing carbon/net zero?**

Overall, a higher proportion of respondents across the Area agreed with the proposals relating to reducing carbon/net zero than disagreed (51%: 33% respectively).

The following protected groups were more likely to agree with the proposals relating to reducing carbon/net zero:

- Younger age groups, particularly those aged
  - 24 and under (73%)

- 25-34 years (67%)
- Minority Ethnic communities (66%)
- Females (59%)
- Respondents with a health condition/impairment (52%)

**Q6: To what extent do you agree or disagree with the proposals relating to public health?**

Overall, a higher proportion of respondents across the Area agreed with the proposals relating to public health than disagreed (51%: 33% respectively).

The following protected groups were more likely to agree with the proposals relating to public health:

- Younger age groups, particularly those aged
  - 24 and under (74%)
  - 25-34 years (67%)
- Minority Ethnic communities (67%)
- Females (59%)
- Respondents with a health condition/impairment (55%)

Respondents were able to provide any comments via a free text option at the end of every section, and at the end of the questionnaire where any additional comments could be provided. Overall, there was little direct feedback on equality, diversity and inclusion issues. However, the following issues should be noted for the purposes of this assessment...

- One respondent questioned whether the Cabinet under the proposed EMCCA governance arrangements would include any input from people from the voluntary sector and with protected characteristics.
- Concern was expressed by stakeholders and non-stakeholders that the governance proposals were unclear as to how they would ensure an equitable approach towards the deployment of investment funding, particularly to ensure that the focus is not entirely on the two city areas.

- Concern was expressed that the city areas will benefit disproportionately from devolution and that the needs of more rural areas will be over-looked.
- One stakeholder felt that in respect of transport issues the Proposal was too concerned with mobility rather than accessibility

**If there is insufficient consultation or engagement information, please explain what action is being taken to obtain this information and when this consultation/ engagement will be completed and available:**

N/A

**Please list or link to any relevant research, data or intelligence, or any other information that is available and will be used to help complete the analysis?**

**About the Area**

The EMCCA covers a large and diverse area; encompassing the outstanding natural assets of Sherwood Forest and the Peak District, the UK’s original National Park, the growing, vibrant cities of Derby and Nottingham and historic market towns such as Buxton, Chesterfield, Mansfield, Newark-on-Trent and Worksop, serving culturally and environmentally rich rural hinterlands. Analysis of the 2011 Rural-Urban classification shows that over a quarter of the population in both Derbyshire (27.0%) and Nottinghamshire (27.1%) live in rural areas.

**Population**

On census day, 21 March 2021, the population of the Area was 2,204,500, an increase of 94,600 since the last Census in 2011. The rate of population growth for the EMCCA was 4.5%, lower than the overall growth for England (6.6%). Over the last ten years the majority of EMCCA districts have experienced a growth in population, with the exception of Chesterfield that is one of eighteen local authorities across England to have experienced a decline in population since

2011. South Derbyshire has seen the largest growth in population with an increase of 12,600 people since 2011. This equates to a 13.3% increase and ranks as the 25th (out of 309) fastest growing local authority across England.

According to the 2021 Census data the median average age varies considerably across the EMCCA. Residents in both Derbyshire and Nottinghamshire have an average age of 43 years, whilst the urban areas have much younger age profiles with the average age just 31 years in Nottingham, one of the lowest across the country, and 37 years in Derby. Derbyshire Dales has the highest average age of all the EMCCA districts at 51 years, 11 years higher than the England average of 40 years.

The latest Office for National Statistics (ONS) Sub-national population projections (2018) forecast that the EMCCA 's population is expected to increase by 11.9% (the equivalent of 263,401 people) by 2043, slightly higher than the 10.3% population increase for England. Nottinghamshire (14.7%) and Derbyshire (12.6%) are expected to experience the highest levels of growth, with Nottingham (7.6%) and Derby (6.6%) both forecast to experience below average population growth. Across the Area's districts population growth varies, ranging from lows of 5.2% in Chesterfield, 7.2% in Derbyshire Dales and 7.7% in Erewash to highs of 30.1% in South Derbyshire, 20.6% in Rushcliffe and 18.5% in Bassetlaw.

The EMCCA has an increasingly ageing population with the 65+ population forecast to increase by more than a third in all areas by 2043. This is likely to have significant implications for older people's services across the whole of the EMCCA. Additionally, the districts of South Derbyshire (17.2%) and Rushcliffe (14.6%) are forecast to have significant increases in 0 to 15-year-olds compared to the rest of the Area and England (-0.9%), placing increased demand on school places and children's services in these areas.

There were 941,800 households across the EMCCA area at the time of the 2021 Census. This represents an increase of 5.2% (46,500 more households) since 2011, just below the England increase of 6.2%. Nottinghamshire (6.8%) and Derbyshire (6.5%) saw the largest increase in households, Derby experienced a 3.3% increase whilst Nottingham saw a 1.0% decline in household numbers over the last ten years. Of all the EMCCA districts South Derbyshire saw the largest increase in households at 15.9% since 2011.

## **Economy**

The EMCCA faces a number of economic challenges which impact on the Area's economic growth:

- Productivity lags behind the UK average, requiring a 14.6% increase to close the gap
- Public spending per person has historically been below the UK average
- A loss of £4.5 billion in GVA during the first year of COVID-19
- Carbon emissions are 17.8% higher per capita than the UK average due to a high concentration of energy-intensive industries and industrial legacy
- 23% of jobs in the Area will be affected by the transition to a net-zero carbon economy requiring the upskilling of 104,000 thousand workers
- Poor East-West connectivity by road and rail, with many rural areas bypassed altogether
- A low skill low wage economy with the average weekly pay of both residents and workplaces in the Area being nearly 9% lower than the England average
- Seven of the Area's local authorities rank in the bottom 25% (quartile) of all authorities across England on gross weekly workplace pay
- Lower than average labour market participation with the Area's (75.0%) employment rate falling below the England (75.7%) average. Nine local authorities in the Area have an employment level lower than the England average

## **Inequality**

Across the Area there is significant variation by local authority across a range of levelling up indicators resulting in significant differences in life chances depending on where you live. Measures showing the greatest disparity are:

## **Deprivation**

- Parts of the EMCCA experience persistent and systemic deprivation with 219,600 people living within the most deprived 10% of areas across England
- Child poverty, in 2021, 16.1% of children aged 0 to 19 years (81,685) were living in low-income families in the EMCCA. Whilst this is below the overall England average of 18.5% there is significant variation across the Area. Both Derby (21.5%) and Nottingham (21.5%) have higher than average levels of child poverty with Derbyshire



(13.4%) and Nottinghamshire (14.0%) having below average levels. In certain parts of the EMCCA child poverty levels are particularly acute with over a third of children in some wards living in poverty, examples include Arboretum (43.9%), Normanton (42.4%) in Derby and Leen Valley (34.1%) in Nottingham

### **Health**

- Life expectancy, in other parts of England people on average live 15 years longer in good health than people living in Nottingham which has one of the lowest Healthy Life Expectancies across England
- Adult obesity, whilst Derbyshire Dales and Rushcliffe were in the best performing districts nationally, there were seven locally that were amongst those having the highest adult obesity across England, including North East Derbyshire that is ranked sixth from bottom

### **Education and skills**

- Educational attainment varies considerably with the EMCCA Area containing some of the worst performing areas across England at all levels of education. At the early years foundation stage, three of the four upper tier authorities fall below the England average on the expected level on early learning goals for 5-year-olds. Additionally, seven of the Area's seventeen local authorities (Chesterfield, Erewash, Derbyshire Dales, Derby, Mansfield, Nottingham and Bolsover) are in the poorest performing 25% of areas nationally, with the latter in the bottom ten of all local authorities across the country
- The Area contains some of the poorest performing localities across England in terms of pupils attaining the required standard for Maths and English at GCSE, with four districts falling in the bottom 20 of all authorities nationally. These are Mansfield (63.5%), Bolsover (62.3%), Ashfield (61.6%) and Nottingham (60.5%) all of which are well below the national average of 73.0%
- Fewer adults are qualified to NVQ level 3 or above than across England (56.5%: 61.4% respectively), with two of the Area's districts amongst the best performing in England (Derbyshire Dales (69.8%) and Rushcliffe 67.4%), whilst seven are ranked in the worst performing 25.0%, including Mansfield which in 2021 was the lowest of all local authorities across England at just 37.8%, over 20.0% below the England average (61.4%)
- Thirteen of the seventeen districts across the EMCCA are identified as 'social mobility cold spots'

## **Economy**

- Productivity, with three of the Area's local authorities having amongst the highest levels nationally in 2020 (South Derbyshire, Rushcliffe and Bolsover), but seven falling in the lowest performing, including Derbyshire Dales that ranked fourth bottom nationally
- Workplace pay, with Derby in the best 60 local authorities nationally where weekly pay is around 5% higher than the England average, but nine of the Area's authorities amongst the lowest ranking nationally including four districts (Bolsover, Gedling, Bassetlaw and Mansfield) where weekly pay is 15% or more below the England average
- Employment rate, with three district areas in the best performing nationally, but six in the worst 25.0%, including Mansfield ranked fifteen across England.

## **Housing**

- Housing supply, locally demand for housing has outpaced supply with an estimated 9,200 homes a year required to meet local need across the EMCCA. Over the last 5 years, an average of 9,070 homes a year have been completed. Based on these trends, there is likely to be a shortfall of over 1,000 homes over the next 10 years, adding to the existing lack of supply
- Decent Housing, the proportion of local authority housing deemed to be of a non-decent standard in the EMCCA area was 2.2% in 2020-21, well below the England figure of 5.0%, certain parts of the Area such as High Peak (17.4%) and North East Derbyshire (12.6%) had significantly high levels. Bassetlaw (3.2%) also showed a figure above the EMCCA average
- Homelessness is a significant issue, with both Derby (2.4%) and Nottingham (2.0%) having much higher proportions of households that were homeless or threatened with homelessness in 2021-22 than nationally (11.7%). Relatively high levels in the EMCCA area were also evident in Chesterfield (1.3%), High Peak (1.0%) and Mansfield (0.8%).

The following sites provide access to a wide range of local data and analysis about the individual EMCCA area including the latest demographic and socio-economic information:

- Derbyshire County Council's Derbyshire Observatory

- Nottinghamshire County Council's Nottinghamshire's Insight
- Derby City Council's Info4Derby
- Nottingham City Council's Nottingham Insight

**Please list or link below to any relevant service user/ customer or employee monitoring data and what it shows in relation to any Protected Characteristic (Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race and ethnicity, Religion and belief including non-belief, Sex or gender, Sexual orientation)**

### **Protected characteristics**

According to the 2021 Census the EMCCA population stood at 2,204,500 people (please note, all analysis in this section uses data from the 2021 Census, unless stated otherwise).

The Area has 1,083,085 males (49.1% of the overall population) and over 1,121,369 females (50.9%). A total of 8,437 EMCCA residents identify with a gender different from their sex registered at birth according to the 2021 Census. This makes up just 0.47% of the EMCCA's population, just below the England average 1.0%. Of these, 1,476 (0.08%) residents identified as trans men and 1,436 (0.08%) as trans women along with 1,106 (0.06%) individuals who identified as non-binary and 680 (0.04%) who identified with a different gender identity. A further 3,739 (0.21%) EMCCA residents indicated their gender identity was different from their sex registered at birth but did not provide a response.

Children aged 0-15 represent 17.8% (392,049) of the EMCCA population, slightly lower than the England average of (18.6%) but an overall increase of 1.7% (6,689) increase in the age group since 2011. The number of 16-64-year-olds represent 62.6% of the population, slightly higher than the England average of 63.0%, with a 1.1% increase (14,770 people) since the last census. The number of people aged 65+ in the EMCCA has grown by 20.3% (72,920) since 2011, now representing 19.6% of the EMCCA's population, higher than the England average of 18.4%.

Just under 17.0% of the EMCCA's population, around 372,000 people are from a Black, Asian and Minority Ethnic communities, lower than the England figure of 26.5%. There has been a significant growth in the Black, Asian and Minority Ethnic population across the Area, with 114,600 more residents than ten years ago, taking the proportion of residents from Black, Asian and Minority Ethnic Communities from 12.2% to 16.9%. This represents a 44.5% increase, higher than the national rise of 39.3%.

The Area's Black, Asian and Minority Ethnic population is predominantly concentrated in the city areas. Nottingham has the largest Black, Asian and Minority Ethnic population in the EMCCA at 42.7% followed by Derby (33.8%). Outside of the cities, in Nottinghamshire, Broxtowe (15.5%), Gedling (14.4%), Rushcliffe (13.9%) and Mansfield (12.7%) have the largest Black, Asian and Minority Ethnic populations. Within Derbyshire, the highest populations are in South Derbyshire (9.9%), Erewash (7.5%), Chesterfield (6.9%) and Bolsover (6.7%).

Across the EMCCA the largest Black, Asian and Minority Ethnic communities are Asian (5.7%), followed by Other white minority ethnic communities (4.8%), Black (2.8%), Mixed or multiple minority ethnic communities (2.6%). Other minority ethnic communities comprised 1.2% of the Area's population.

The most common language in the EMCCA is English, with over 2 million residents (94.0%) stating this as their main language as part of the 2021 Census. This is higher than the England average of 90.8%. Just 2.7% of EMCCA residents (57,500 residents) speak a European language as their main language. Across England, individuals with a European language as their main language account for 3.3% of the population. The most common European language is Polish, accounting for 1.3% (26,900) of the Area's residents, higher than the national average for Polish speakers (1.1%). For 1.4% (31,000) of EMCCA residents, South Asian languages are their primary language, the most common being Punjabi (0.5% or 31,000).

The EMCCA area has over 1,200 residents whose primary language is British Sign Language. While this only accounts for 0.1% of the Area's population, this is still a significant number. In fact, Derby has the largest population of Deaf people in the country.

The majority (89.9%) of EMCCA residents identify as straight or heterosexual. Just 2.7% of residents identified as any other sexual orientation including Gay or lesbian (1.4%), Bisexual (1.3%) or All other sexual orientations (0.3%). The proportion of residents not answering the question was 7.2%.

Around one in five EMCCA residents (19.6%) reported being a disabled person as defined under the Equality Act 2010 that limited day-to-day activities in some way at the time of the 2021 Census. This is equivalent to 431,425 people and is higher than the England average of 17.3%. Thirteen of the Area's fifteen districts have higher than average proportions of residents who are disabled people. The former mining communities of Chesterfield (23.0%), Bolsover (22.9%), Ashfield (22.0%) and Mansfield (22.0%) had particularly higher rates of disabled people.

Just over 1.1 million EMCCA residents (50.8%) hold religious beliefs, lower than the England average of 57.3%. The number of residents holding religious beliefs in the Area has declined since the 2011 Census from 63.5% but follows the national trend which also saw a decline from 68.1%. The most common religion is Christianity (44.4%). A relatively small percentage (6.5%) of the Area's residents hold non-Christian beliefs.

Over 70,700 of EMCCA residents have previously served in the UK armed forces, equating to 3.9% of the population, just above the England figure of 3.8%. Of the veterans, 76.1% (53,820 people) previously served in the regular armed forces, 19.5% (13,820 people) in the reserve forces and 4.4% (3,123 people) served in both the regular and reserve forces.

Across the EMCCA area the majority of districts have above average levels of residents who have previously served in the UK armed forces, the exception being the city areas where levels are lower. Newark and Sherwood and Bassetlaw have the highest proportions of veterans both at 5.1%.

**If there is insufficient information, please outline any plans to remedy this?**

Further data from the 2021 Census will continue to be released over coming months. The Constituent Council's will be able to update and broaden their understanding of their communities and data on protected characteristics as this

information is released by ONS. However, sufficient information exists to properly assess equalities impacts in line with the PSED.

### Part 3. Analysing and assessing the impact by equality Protected Characteristic group

Use the information, customer feedback and other evidence to determine upon whom the policy/ service and any proposed changes will impact upon and how, highlighting where these are negative or positive, including where this could constitute unfair treatment, additional inequality or disadvantage or result in hardship and exclusion.

Against any identified negative potential impacts you must provide details of any action or options which could mitigate against this, and in serious cases, you should highlight where the Council would be advised not to proceed with a new or changing policy or service, including any proposals which are being considered.

Please use your action plan attached to this analysis to record the action and the monitoring which will take place to deliver such mitigation.

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
<b>1. All protected characteristics</b>	<p>The Proposal has the potential to have a significant positive impact on all communities and on all people with protected characteristics including intersectionality.</p> <p>It is anticipated that the devolution of new powers to the EMCCA, additional investment into the Area, and the commissioning and delivery of services at scale, should all result in improved</p>	<p>There is a risk that the exercise of certain functions by the EMCCA will mean that decisions will be taken further from those groups and individuals who are most reliant upon the services provided by local government in the Area. However, this risk will be mitigated by the safeguards set out in the Proposal, which include: -</p> <ul style="list-style-type: none"> <li>• the Constituent Councils' membership of the EMCCA,</li> </ul>

<b>Protected Characteristic or Group</b>	<b>Actual or potential positive outcome/ impact</b>	<b>Actual or potential negative outcome/ impact</b>
	<p>services for residents and service users in the Area, including those with protected characteristics and from protected groups.</p>	<ul style="list-style-type: none"> <li>• the role and participation of district and borough councils in the EMCCA,</li> <li>• the role and participation of other groups and voices in the EMCCA,</li> <li>• the EMCCA's proposed governance arrangements and decision-making processes, and</li> <li>• the phased transfer of some powers to the EMCCA over time.</li> </ul> <p>A respondent to the consultation suggested that there was a risk that transport proposals will address mobility rather than accessibility issues. This risk is addressed by the fact that the Proposal document sets out the scope of responsibilities and powers of the EMCCA rather than setting the policies to be followed. The Transport policy direction of the EMCCA will be set through the drafting of the new single Local Transport Plan. This will include seeking the right balance between mobility and accessibility and will have a robust equality impact assessment involving disabled people to make sure accessibility is fully addressed.</p>

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
<b>2. Age</b>	<p>The Proposal has the potential to have a significant positive impact on communities and on people of all ages, but especially on younger people, older workers/ longstanding workers in traditional forms of employment, and for older people. Investment in the local economy, in skills and retraining will enhance qualification levels, access and suitability for employment, result in a workforce with the right skills for the region to compete successfully with others in the future, and in turn attract more investment and relocation to the East Midlands Combined County Authority Area.</p> <p>The focus on improving supply and access to housing can have a direct positive impact upon those households without their own housing and or who are more prone to homelessness, which can include younger adults and families, but also help improve the supply of suitably designed and built housing for older people. Improving transport and</p>	<p>Under the Proposal no specific decisions have yet been made about where investment will occur to generate employment opportunities or in education and improving skills. Spreading investment across all parts of the Area and ensuring they are available could affect the impact upon younger and older people in some areas. The proposed EMCCA will need to establish mechanisms for considering and ensuring that investment is appropriately distributed. These mechanisms will be reinforced and bolstered by the proposed governance arrangements and decision-making processes set out in the Proposal.</p>



<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>connectivity benefits many communities and can be crucial to enable people to travel for work, education and to access services. Having good access significantly impacts upon individuals and communities with less access to their own means of transport, and who are reliant upon public transport, which can include younger people, older people, households on lower incomes and people living in rural areas.</p> <p>During the coronavirus pandemic many peoples' patterns of travel altered and this has led to reduced passenger numbers using public transport on many bus and train routes. This in turn requires greater support from transport authorities to ensure services can be retained and serve people at times when they are needed. Making it easier and more affordable to travel across different providers through integrated planning and ticketing is likely to benefit many people who rely upon public transport and enable people to access employment and other opportunities.</p>	

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>Net zero ambitions which are also integrated into the proposals for economic development, housing and transport, and which are made more affordable and accessible will benefit all communities but will need to be expanded to become more available for disadvantaged individuals and communities.</p>	
<p><b>3. Disability</b></p>	<p>The Proposal in terms of investment in economic improvement and regeneration and skills could be hugely positive for disabled people, many who are excluded from or experience greater discrimination when seeking to access jobs or training. Removing the barriers to employment and including the commitment of employers to employ disabled people is fundamental, along with access to transport and training opportunities. This could help close the employment gap between disabled people and all people aged 16 – 64.</p> <p>Making transport affordable, much more accessible and timely would benefit many disabled people, enabling access to employment, social activities and other</p>	<p>The Proposal will not negatively impact disabled people and should benefit and impact positively upon disabled people providing that when more detailed decisions are taken, they are seen as a priority group within the work and projects to support employment, skills and qualifications, transport and housing. However, see 1 above.</p>

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>opportunities, reducing isolation and creating more inclusion as well as allowing people to realise their goals and ambitions.</p> <p>The supply of accessible housing for disabled people remains limited. Specially built or adapted housing is more expensive, whilst many disabled people may have lower incomes or fewer resources with which to afford this more expensive housing. Within the proposals, any opportunities to increase the supply of affordable and rented accessible housing could have an important positive impact for disabled people and their carers if they have one. Accessible housing opportunities within a range of price brackets would offer much more options for disabled people's choice of home.</p>	
<b>4. Gender re-assignment</b>	<p>As with other communities, Trans people can experience additional barriers to employment, housing and abuse whilst using public transport or in the places where they live. Accepting that the proposals will benefit people across the Area, then it should be likely that the</p>	<p>Whilst negative impact is unlikely, ensuring that investment in jobs and skills can benefit those more likely to face barriers in employment due to prejudice will need to be a principle which underpins the decisions which are made over the allocation of funds and once the EMCCA is operational.</p>

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>improvements should be available to people who identify as Trans/ people who are or have undergone gender re-assignment.</p> <p>If the work and programmes arising out of the proposals seek to encourage inclusion and diversity in areas such as investment/ employment/ skills, in transport and housing, then this community can enjoy a positive impact.</p>	<p>Trans people who have or are undergoing gender re-assignment do face barriers when seeking access to employment, services, housing and when using transport. However, see 1 above.</p>
<b>5. Marriage &amp; civil partnership<sup>1</sup></b>	<p>The Proposal should benefit people across the Area irrespective of their marital or civil partnership status.</p>	<p>It is believed unlikely that the Proposal will adversely impact or result in any type of prohibited conduct upon people with this protected characteristic. Additionally, see 1 above.</p>
<b>6. Pregnancy &amp; maternity</b>	<p>The Proposal in relation to investment, employment and skills may also benefit women who wish to re-enter employment after having a family. The availability of good and reliable public transport can be particularly important for families which</p>	<p>It is believed unlikely that the Proposal will adversely impact or result in any type of prohibited conduct upon people with this protected characteristic. However, see 1 above.</p>

<sup>1</sup> Under EA 2010 – someone in a CP must not be treated less favourably than a married person

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>have no access to their own vehicle or to single vehicle owning households, to enable them to access services.</p>	
<p><b>7. Race &amp; ethnic origin</b></p>	<p>The proportion of people from Black, Asian and Minority Ethnic communities varies significantly across the Area, with higher proportions living in Derby and Nottingham, compared to Derbyshire and Nottinghamshire. The Black, Asian and Minority Ethnic community is from many different backgrounds. The Census 2021 data for these communities is due to be released towards the end of 2022.</p> <p>Within the Black, Asian and Minority Ethnic community many people experience disadvantage and discrimination based on prejudice and racism in education, employment, housing, health and access to services, although this is not universally the case, and some communities experience higher levels of disadvantage or discrimination than others, and there are geographical differences too.</p>	<p>The creation of the EMCCA is unlikely to negatively impact people from Black, Asian and Minority Ethnic communities, and opportunities exist to positively impact those groups. However, see 1 above.</p>

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>The Proposal has the potential to challenge this and to offer improved opportunities to people from the different communities which make up the Area's population. This is especially the case with the proposals around employment and skills, support to businesses and investment, where opportunities could be generated. Improvements in transport would also benefit Black, Asian and Minority Ethnic communities, offering greater access to areas where investment takes place and employers locate/ relocate their operations.</p> <p>The proposals may also provide support to people seeking to expand or improve their skills and qualifications, and thus progress or improve their earnings potential. This is of course dependent upon opportunities available to Black, Asian and Minority Ethnic communities and individuals as investment and projects are developed.</p>	

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
<b>8. Religion/ belief<sup>2</sup></b>	There are no grounds to believe that the Proposal will impact adversely on communities on grounds of religion and belief, including non-belief. However, the decisions which are subsequently made by the EMCCA could result in different impacts for different communities/protected characteristics and to examine what these might be, it is recommended that the proposed EMCCA develops its own processes for meeting the Public Sector Equality Duty, including by adopting a clear process for demonstrating that it exercises due consideration of the potential impacts when making decisions and allocating resources.	It is believed unlikely that the Proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic. Additionally, see 1 above.
<b>9. Sex</b>	The Area's economy is varied but includes traditional industries or sectors where the workforce is either primarily male or female. This can mean that women especially face barriers when seeking to enter those industries. Women are also much more likely to hold part-time employment than their male counterparts	It is believed unlikely that the Proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although this will be dependent upon the more detailed programmes which are developed. Additionally, see 1 above.

<sup>2</sup> Under EA 2010 – must also consider non-religious belief

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>across the Area, meaning that there is a gender pay gap across many areas of the Area's economy.</p> <p>The Proposal has the potential to address both of these factors. The success of the EMCCA in addressing these issues will depend upon more detailed plans and decisions made around skills investment and training, and whether they support women into technical roles for example, and older men to retrain. Lower earnings levels can also impact on the ability of households to access home ownership, including affordable housing and housing in the private sector.</p> <p>Improving public transport is also important in that women may be more likely to rely upon public transport if they live in a household where there is limited car ownership.</p>	
<b>10. Sexual orientation</b>	Although we still rely upon estimates of LGBTQ+ people in the population we know from a range of surveys of LGBTQ+	The proposed priorities can help address some aspects of discrimination experienced by people with this protected characteristic,



<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>people that they experience discrimination and disadvantage in relation to a number of life factors, including in education, employment, when accessing services, personal safety and harassment, and in relation to health, including mental health. They can also experience higher levels of homelessness. The Proposal has the potential to positively impact upon LGBTQ+ people especially if within programmes additional measures are included to address the needs of our diverse communities, including LGBTQ+ people.</p>	<p>but this will be dependent upon programmes including commitments to equality, diversity and inclusion, and may include specific programmes relating to LGBTQ+ people. It is unlikely to lead to improved outcomes if such steps are not taken. Additionally, see 1 above.</p>
<b>11. Human Rights</b>	<p>It is unlikely that the proposed EMCCA, its priorities and proposed consultation will infringe upon human rights.</p>	<p>None envisaged</p>

#### **Part 4. Summary of main findings**

The Proposal has the potential to provide huge benefits to all communities, but specifically for people from the protected characteristic groups and deprived communities. This will be dependent upon the way in which the Proposal is implemented and the systems and processes the Constituent Councils put in place for ensuring that the proposed EMCCA, if established, seeks to address inequality as an integral part of everything it does and every decision it makes.

The public consultation and its findings provided an important first step in expanding the evidence base upon which this EIA relies. The consultation took steps to specifically target people from the protected characteristic groups and deprived communities, to ensure that their voices, concerns and preferences were considered and resulted in amendments required made to the Draft Proposal, and in the final decision on whether to submit the Proposal to Government.

The proposed EMCCA will constitute a public body and become subject to the Public Sector Equality Duty under the Equality Act 2010. This will require the authority to set equality objectives, publish annual equalities information and have due regard for equality matters when carrying out its functions, including when making decisions and delivering projects and programmes. It may wish to give early thought to how it can begin to meet these and other duties, especially as it further develops its priorities, begins to get established and finalises its workstreams and Board composition. The Constituent Councils are themselves subject to the PSED and as such they will need to comply with their own respective policies and procedures as they plan, prepare for and implement the transition to a formal EMCCA (according to the transition process set out in the Proposal).

## Part 5. Equality Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the Analysis above.

<b>Issue identified</b>	<b>Action required to reduce impact/ mitigate</b>	<b>Timescale and responsibility</b>	<b>Monitoring and review arrangements</b>
The proposed EMCCA will become a public body and subject to the PSED.	Consider how the new authority will meet the requirements of the Public Sector Equality Duties as it develops, is established and take appropriate actions.	Shadow EMCCA All Constituent Councils	Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to a formal EMCCA
Further EIAs will be required as proposals go forward to assess more detailed plans and proposals	Consider establishing a workstream for equality, diversity and inclusion to inform the development of a programme of EIAs until such time as the new authority has resources in place of its own	All Constituent Councils Shadow EMCCA	Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to a formal EMCCA
Ensuring continued engagement and interest in the development of the EMCCA by people from protected characteristic groups	Agree a method for analysing consultation responses and reporting back on the outcome of consultation to those who took part, explaining how their feedback will be used to further shape the development of the new authority	All Constituent Councils	Following submission of the final Proposal to each Constituent Council for final decision