​**Liverpool City Region Combined Authority**

**Equality Impact Assessment – UK SPF**

**Introduction**

An Equality Impact Assessment (EIA) is used to consider the equality impact of any new project or service that the Liverpool City Region Combined Authority (LCR CA) is planning to introduce, and any significant change in existing projects and services. To ensure that equality is built into UK SPF from the start the LCR CA is asking delivery partners of the funding to complete EIA of projects that they are delivering as part of UK SPF.

It is an evidence-based tool that helps to put Equality, Diversity and Inclusion at the heart of all of our projects, policies or services. As a public sector organisation, we are required to comply with the [Public Sector Equality Duty](https://www.gov.uk/government/publications/public-sector-quick-start-guide-to-the-public-sector-equality-duty). As well as being our public sector duty the Corporate Plan for 2021-24 commits the Combined Authority to taking proactive action to tackle inequality, remove barriers and provide opportunities for all of our residents, increase the range of support available to people experiencing poverty, exclusion and inequality; and to improve equality outcomes across all protected characteristics.

This means that the CA needs to carry out equality analysis of new projects that are being funded as a result of UK Shared Prosperity Fund. The analysis should identify what positive or negative equality impacts the project, policy or service may have and, if mitigating actions are needed, what these would be.

The Equality Act 2010 set out measures to protect people from discrimination. The ‘axes’ on which this is defined and measured cover the nine protected characteristics:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership (note, this is a protected characteristic only in regard to eliminating discrimination)
* Pregnancy and maternity
* Race
* Region or belief
* Sex
* Sexual orientation

As part of the Liverpool City Region Combined Authority commitment to disadvantaged communities and reducing inequality socio-economic background is listed as a protected characteristics and included in Equality Impact Assessments.

**Project Information**

Delivery Partners are not expected to write an EIA per intervention, instead the EIA is expected to cover the interventions listed in their GFA.

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| UK SPF Project: | |
| Investment Priority:  ​​☐​ Community and Place ​☐​ People and Skills ​☐​ Business Support | |
| List of interventions that the EIA will cover: | |
| Delivery Partner: |  |
| Lead Officer: |  |
| Date the EIA process started: | |

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| **SECTION 1: What do we want to do?** |

**What are the aims and objective of this proposal?**

Use the box below to provide a short, clear summary of the proposal. Include the purpose and intended aims and outcomes. Remember to use plain English (<http://www.plainenglish.co.uk/)> and avoid any jargon and acronyms. Equality Impact Assessments are read by a wide range of people including decision-makers and the wider general public.

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**Who will the proposal have the potential to affect?**

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| ​​​☐​Businesses ​☐​ Partner Organisations  ​​☐​ Residents / Service Users / Beneficiaries / Customers |
| Additional Comments |

**Will the proposal have an equality impact?**

Could the proposal have any impact, positive or negative, on people with protected characteristics? If you are unsure the EIA guidance sets out an overview of protected characteristics.

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| ​​☐​ Yes –  Please complete the remaining sections | ​​☐​ No – If you are certain there will be no Equality impact, the remaining sections do not need to be completed. Please state why no EIA is required below. |
| *State reasons no Equality Impact Assessment is required.* | |
| **Signed Officer responsible for Assessment:**  **Signed Head of Service:**  **Date:** | |

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| **SECTION 2: Fact finding – What information do we have or need?** |

Use this section to set out the data, evidence and intelligence you will use to understand the Equality Impact of the proposal. The EIA guidance sets out how you can access evidence and complete engagement activity. The evidence and intelligence you will need should be proportionate to the impact of the proposal.

**What data sources have you used and considered in developing the Equality Impact Assessment?**

Use the table below to detail what data sources you have used (e.g. Census data). You don’t need to say what the data has told you about any potential impacts, you will do this in the next section. There is a useful source of data and intelligence available here [Census 2021 results - Census 2021](https://census.gov.uk/census-2021-results).

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| Protected Characteristic | Data Sources Used |
| All protected characteristics |  |
| Age (Young people) |  |
| Age (Older people) |  |
| Disability |  |
| Sex |  |
| Sexual orientation |  |
| Pregnancy / maternity |  |
| Gender reassignment |  |
| Race |  |
| Religion or Belief |  |
| Marriage & Civil Partnership |  |
| Socio-economic status |  |

**How have you involved communities and groups that could be affected?**

Use the box below to set out how you have, or will, engage with people who could be affected by the proposal. This can include previous engagement exercises for example statutory consultation.

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**Are there any gaps in the evidence base?**

Based on the data you have and the engagement you have completed are there any gaps in the evidence base? Use the box below to set out any information you do not have. This doesn’t mean that you can’t complete the assessment without the information, but you should include how you will get this information as an action in Section 4.

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| **SECTION 3: What impact could the proposal have?** |

**Does the proposal have any impacts on people based on their protected characteristics?**

Use the table below to set out the strengths and weaknesses on the protected characteristics that your project could impact. There is a description of each protected characteristic in the Guidance. Where available include any charts, maps or data tables that help demonstrate the potential impacts. Where there is an adverse impact, you should set out how this could be mitigated. Mitigations should have a follow-on action in Section 4. Consider how people who share a protected characteristic may experience a project or service in different ways, for example someone with a physical impairment will have a different experience to someone with a sensory impairment. You should also think about intersectionality; the way in which inequality can compound when people have multiple protected characteristics (e.g., a young woman, a black gay man).

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| **Young People** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Older people** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Disability** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Sex** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Sexual orientation** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Pregnancy/ maternity** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Marriage or civil partnership (Note this only applies to employment)** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Gender Reassignment** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Race** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Religion or Belief** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

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| **Socio – Economic Status** | |
| **Baseline situation (describe only where different to the national average, or where otherwise relevant)** |  |
| **Positive impacts (where relevant)** |  |
| **Negative impacts (where relevant)** |  |
| **Actions currently being taken to foster positive relations with this group.** |  |

**Action Plan**

In this section you will develop the action plan to mitigate any potential negative impacts. If you have not identified any negative impacts, you do not need to complete this section.

Use the below table, set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group, please specify this.

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| **Improvement / Action Required** | **Responsible Officer** | **Timescale** |
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**Proposed way forward**

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| **Actions** | **Decision – please select** |
| **Continue unchanged** – the proposal does not cause any disproportionate impacts and can proceed with no major change required. |  |
| **Justify and continue** – the proposal could cause some disproportionate impacts, but these can be avoided by mitigating actions. |  |
| **Change**–the proposal requires some changes to ensure it does not adversely affect certain groups of people or miss opportunities to affect them positively. |  |
| **Stop –** the proposal will cause a sustainable risk to equality and should not continue. |  |

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| Date for Action Plan to be reviewed and progress evaluated: |  |

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| **SECTION 5: Sign off** |

**Sign- Off Process**

By signing off the EIA you are confirming that you are satisfied that the project or service has been designed with due regard to the need to: **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010**.

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| **Officer responsible for Assessment**  Signed:    Name:    Role:    Date: |