

## Equality Impact Analysis

### Purpose

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 evolves on proposals for a:

- project
- service change
- policy
- commissioning of a service
- decommissioning of a service

You must take into account any:

- consultation feedback
- significant changes to the proposals
- data to support impacts of the 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. 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 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. 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 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

**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 ask simple questions:

- who might be affected by this decision?
- which protected characteristics might be affected?
- how might they be affected?

These questions will help you consider the extent to which you already have evidence, information and data. It will show 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 decide where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable, then it must be clearly justified and recorded as such. An explanation must be stated 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

Details	Response
<b>Title of the policy, project or service being considered</b>	Devolution to a Greater Lincolnshire (GL) Mayoral Combined County Authority (MCCA).
<b>Service area</b>	Joint assessment by Lincolnshire County Council, North East Lincolnshire Council and North Lincolnshire Council (LCC, NELC & NLC respectively)
<b>Person or people completing the analysis</b>	Lincolnshire County Council (LCC) - Lee Sirdifield, Samantha Long, Matthew Garrard, Justin Brown, Daniel Larkin, Marie Mettam, Sarah Moody, Kate Sobstyl, and Samantha Hardy  North East Lincolnshire Council (NELC) - Stephen McGrath, Ian Hollingsworth, Paul Ellis  North Lincolnshire Council (NLC) – Sophie Day
<b>Lead officer</b>	Lee Sirdifield, Assistant Director for Corporate (LCC)
<b>Who is the decision maker?</b>	Three Upper Tier Councils/Executives (LCC, NELC and NLC)
<b>How was the Equality Impact Analysis undertaken?</b>	Kick off Meeting (22 May 2023) Workshop Meeting (06 June 2023) Review Meeting (04 July 2023) Review Meeting (20 September 2023) Review Meeting (16 October 2023) Other sessions as relevant After the consultation TBC  Analysis taken in conjunction with devolution deal asks and statistics from GL population.  This is a live document and will be reviewed throughout the process.
<b>Date of meeting when decision will be made</b>	The decision regarding whether to proceed with the devolution deal will be taken by mid-2024  We will review and update this document at all major milestones including: <ul style="list-style-type: none"> <li>• Deal agreed</li> <li>• Proposal agreed</li> <li>• Consultation mid way point (January 2024)</li> <li>• Consultation results (February-March 2024)</li> <li>• Statutory Instrument passed through Parliament</li> </ul>

Details	Response
<b>Is this a proposed change to an existing policy, service, project or is it new?</b>	GL is proposing a new Deal with the Government for devolved powers across GL, managed by an MCCA.
<b>Version control</b>	v.1.2
<b>Is it LCC directly delivered, commissioned, recommissioned, or decommissioned?</b>	Joint assessment by Lincolnshire County Council, North East Lincolnshire Council and North Lincolnshire Council (LCC, NELC & NLC respectively)
<b>Describe the proposed change</b>	A proposal for the establishment of a GL (GL) Mayoral Combined County Authority (MCCA). A proposal to devolve powers and budgets from the UK Government to GL to be managed by a new MCCA. The deal proposes changes in six key areas, as outlined in the Growth, Energy and Food vision document.

## Equality Impact Assessment Context

This Equality Impact Assessment (EIA) has been conducted in the context of the proposed GL Devolution Deal agreed between Central Government and the 3 Upper Tier Authorities of the region (Lincolnshire County Council, North Lincolnshire Council and North East Lincolnshire Council).

This deal will implement a transfer of funding and powers currently held at the level of central government and bring them closer to local people and controlled at a Greater Lincolnshire Level through a Mayoral Combined County Authority.

All 10 Local Authorities (Upper and Lower Tier) will see no change to their current structure and continue to have authority and responsibility over everything that they presently do, with the exception of transport powers which will transfer from the upper tier authorities to the Mayoral Combined County Authority. There will be no change to day-to-day practice. The GL MCCA if established, will consult with, and work alongside the Local Authorities in the GL area.

This EIA is a process to identify the impact or likely impact of this project upon the people of GL who are part of one of the protected characteristic groups listed above, and it seeks to consider a large variety of possible implications to ensure that it reflects and considers the diversity of GL.

The EIA will be updated following the public consultation, and additionally updated both at the mid-point of the consultation and following its conclusion to ensure that any additional impacts that are identified are given due consideration within this document.

## **Understanding those with an interest in the decision**

The EIA shows due consideration to those who have an interest in devolution to GL which covers a wide range of demographics. This emphasises the importance of making the entire process accessible and understandable for all within the region, and where negative implications have been identified it seeks to provide mitigations to limit any negative possible effects.

This EIA will sit alongside the public consultation process. The consultation will be open to all residents across GL and will seek their views on the devolution proposal that has been agreed with government, which will then be considered locally and nationally before moving forward.

The consultation will be available in a variety of forms, including but not limited to; online access, hard paper copies in public locations, easy read for those with any form of learning disabilities, and a British Sign Language (BSL) version. This will give due consideration to all groups of people within GL.

# Greater Lincolnshire Geography, Statistics and Challenges

## Summary

GL is a large geographical area combining urban, rural and coastal areas. GL has coastal and low-lying regions and our diverse geography is vulnerable to the impacts of climate change, with high risks from flooding impacting on homes, communities and limiting coastal tourism in the warmer seasons.

GL's population has grown by almost 55,000 people in the 10 years to 2021. Lincoln City area grew the most (11.1%) increasing by over 10,000 since the 2011 Census. North East Lincolnshire was the only area with a decreased population, dropping over 2,000 (-1.7%).

16% of the population (175,000) (as of the 2021 census) are aged under 15 years. There are more people in this age group compared with 2011. However, as a proportion of the overall population, the size of the group has decreased (170,000, 16.4% in 2011).

61.1% of the GL population in 2021 (669,000) were aged 15 to 64 years. There are more people in this age group compared with 2011 (when 664,000 were aged 15 to 64 years), but as a proportion of the overall population there has been a decrease in the size of this group (63.8% in 2011).

The ageing population trend has continued, with more people than ever before in the older age groups. 22.8%, (249,000) of the population in 2021 were aged 65 years and over, up from 19.8% (206,000) in 2011. The size of the population aged 90 years and over (11,100 or 1.0% of the population) has increased since 2011, when 8,800 or 0.8% were aged 90 and over. GL's ageing population has increased 30% faster than the rest of the UK since 2020.

More people in GL define themselves as being religious compared to those who do not. 596,727 said that they were affiliated to a form of religion. This is equal to approximately 54.5% of the entire population.

According to 2021 Census Data 10.4% (approximately 113,880) of the population belong to what would be identified as minority ethnic groups in GL which is less than the England figure of 18%.

GL has a higher rate of disability than the national figure, with a total of 211,250 people having a form of disability which either limits them a little or a lot. This equates to 19.3% of the population of the area and therefore above the national figure of 17.7%.

The 2021 Census information confirms that 24,207 people identified with an LGB+ orientation ("Gay or Lesbian", "Bisexual" or "Other sexual orientation"). This equates to 2.7% of those eligible to answer this question in GL, which is slightly lower than the England and Wales figure of 3.2%.

Census data analysis reveals that 62,648 people (approximately 6.3% of GL) don't have English as their main language.

GL faces increasing challenges which are not helped by the rurality and unique geography of the region. GL has few motorways, dual carriageways and limited public transport networks. This reduces the opportunity to travel to work, learning and leisure, contributing to greater inequality. Costs are often higher and greater investment is required. Access to both higher and further education is



hampered by poor digital connectivity, limiting the development of the skill-base needed within the population.

There are also currently 149,700 people in GL (22.7%) that are economically inactive when compared to the UK figure of 21.3% which presents a wide challenge.

Public spending per head is below average when compared against the UK. The economy has an over-reliance on seasonal jobs, whether that is in tourism or agriculture. The area has carbon-rich heavy industry which is critical to the UK but sees challenges in terms of the green agenda. Education attainment lags behind our neighbours and the rest of the UK with only 29% of our working age residents having a Level 4 Qualification or above.

# Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics.

Protected characteristic	Response
Age	<p><b>Young People (0-25)</b></p> <p><b>Environment</b></p> <p>In GL 16.0% of the population (175,000) are aged under 15 years according to the 2021 census<sup>1</sup>. This generation will see the greatest impact of climate change on the environment in their lifetime. GL is pivotal to the nation becoming a net energy exporter by 2040 and achieving net zero. Devolution to GL is a fundamental part of investing in the North Sea and the onshore infrastructure required to expand our renewable capacity and innovate in carbon capture.</p> <p>Through working towards net zero and investing in renewable energy in GL, younger people will benefit from a green future, cleaner air and opportunities for highly skilled jobs, allowing them to develop a career locally. Through devolution, we are asking for a more co-ordinated approach between relevant stakeholders to the environment and green growth. This will enhance the reputation of GL as a technology leader in renewable energy and carbon capture, attracting further investment and people to the area which will secure a strong future for young people.</p> <p><b>Employment and Skills</b></p> <p>The average increase in median age in 2021 when comparing to the 2011 census across GL was approximately 1.7 years<sup>2,3</sup>.</p> <p>West Lindsey, East Lindsey and South Kesteven all saw their median age increase by 3 years. The use of devolved funds for programmes led by DWP, DfE, and other government sponsored training provisions to a local level will enable support to be tailored to specific areas so that training can be commissioned and targeted on local need. The City of Lincoln was the only local authority area that saw a decrease in its median age, and this was by 1 year from 34 to 33.</p> <p>Over 45,500 children under the age of 16 in GL were living in relative low-income families in 2022, equating to an average figure across all local authorities of 25% in</p>

<sup>1</sup> Greater Lincolnshire Census 2021 summary

<sup>2</sup> 2011 Census: Key Statistics for Local Authorities in England and Wales - Office for National Statistics (ons.gov.uk)

<sup>3</sup> Population and household estimates, England and Wales - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	<p>GL. These figures were high across almost all areas, particularly Lincoln 30.5%, East Lindsey 31.4% and Boston 31.1%<sup>4</sup>.</p> <p>The development of an industry-led GL Careers service will benefit people of all ages and will positively impact on those who may not currently be able to access career services.</p> <p>Given that all areas apart from the City of Lincoln district have shown increases in the average age of the population from the 2011 Census to 2021, this has the potential to impact greatly on the population of GL and it is important that our residents are aware of the wide range of opportunities available to them.</p> <p>The potential to innovate and adapt loans and allowances and funding rules to encourage more adults to train, will help support an increasingly older population, along with a devolved Adult Education Budget.</p> <p>The addition of the opportunity to work with Government to test and design viable solutions to the workforce challenges faced by further education and adult education, will support to remove those barriers faced by those who may be prepared to leave industries and teach the new generation of learners.</p> <p>The roll out of higher-level technical qualifications, working with the area's further education colleges in the area's priority economic sectors will support a more diverse range of ages through the range of educational opportunities. The use of Skills Bootcamps will help to raise skills levels in those occupations which have hard to fill vacancies in critical roles. The development of bespoke apprenticeship arrangements will further diversify the range of opportunities available to those who may have missed out on educational opportunities earlier in life.</p> <p>Of specific benefit to younger people is the proposal to establish a duty to co-operate to enable support for employment and training provisions for those leaving care, along with increased support to access apprenticeships. This will benefit vulnerable young people in their transition from care to training and career or job opportunities.</p> <p><b>Nature</b></p> <p>The environment is of great interest to young people. Woodland Trust research published in March 2023 found that 16-24s are more likely to be 'very worried' about climate change, so devolution plans to address environmental matters will help this passion to be harnessed<sup>5</sup>. Taking local control of environmental policy will</p>

<sup>4</sup> DWP Stat-Xplore, Children in Low Income Families, local authority by age and ONS Nomis, Population Estimates, local authority by age

<sup>5</sup> Young People's Climate Anxiety Soaring - Woodland Trust

Protected characteristic	Response
	<p>help improve and accelerate green economy benefits, in which northern Lincolnshire is a global leader. Ultimately young people and future generations will benefit most from protected resources and investment.</p> <p>Nature is close to most of our residents. However, a survey by Natural England in 2019 found that GL had the second lowest level of residents in England spending time visiting a nature site over the previous month that was recorded<sup>6</sup>. Having a variety of accessible wildlife sites that are well promoted is important for improving the physical and mental health of our residents.</p> <p>It is important to promote nature sites and coastal resorts in order to encourage residents to take part in physical activity. GL has statistics comfortably above the national average when considering weight and obesity levels. According to the latest public health data (2021/22), South Holland and West Lindsey have the two largest percentages of adults classed as overweight or obese in England. South Holland with 77.6% and West Lindsey with 77.3%. North East Lincolnshire is 11th on the list with 73.5%<sup>10</sup>. All but two local authority areas in GL have a score of over 70% with South Kesteven and East Lindsey the only two below this level with scores of 64.3% and 68% respectively<sup>11</sup>.</p> <p><b>Transport</b></p> <p>Of the 175,000 people aged under 15 years<sup>7</sup>, many rely heavily on public transport to get them to where they need to be and require an improved and reliable service which a devolution deal will allow GL to provide. The Campaign to Protect Rural England found 86% of the 16-25 year olds who want to leave rural areas surveyed cite infrequent and unreliable public transport as an important concern<sup>8</sup>.</p> <p>The devolution proposal put forward has requested a multi – year transport infrastructure settlement to be devolved to local leaders to support the delivery of a joint local transport plan which covers road, rail, freight, public transport, walking and cycling. The freedom of controlling these powers and funding locally will allow the resources to be directed into the areas that need them most and support many of the young people who need these services. GL MCCA is also requesting, a multi– year transport and travel settlement to be devolved to local leaders which is to include all funding for public transport and active travel, all of which are currently disparate.</p>

<sup>6</sup> Monitor\_Engagement\_Natural\_Environment\_2018\_2019\_v2.pdf (publishing.service.gov.uk)

<sup>7</sup> Greater Lincolnshire Census 2021 summary

<sup>8</sup> Rural eastern England a public transport desert, MPs told - BBC News

Protected characteristic	Response
	<p>Additionally, a devolved and consolidated integrated local transport budget for GL, to provide long term certainty and commitment to transport will assist young people.</p> <p><b>Innovation and Trade</b></p> <p>The growth of the Innovation and Trade sector in GL will be extremely positive for young people. It is important that the area is seen as a good place to live and work when young people are working through school and obtaining qualifications. In the devolution proposal we have requested to pilot four centres of innovation targeting food technology (Holbeach), advanced manufacturing (Scunthorpe), decarbonisation (Stallingborough) and defence (Lincoln). These cover wide ranging sectors and offer variety to young people who are looking for possible careers in GL. GL also wants to see a Regional Defence and Security Cluster which will be a positive option for those young people looking to move into GL’s rich heritage of defence.</p> <p><b>Digital</b></p> <p>More than three-quarters (76%) of young people who want to move away say that poor digital connectivity has influenced their desire to leave their rural area, according to research commissioned by the Campaign to Protect Rural England<sup>9</sup>. Speeding up access roll out as part of devolution could help slow this rate of departure and the resulting loss of skills.</p> <p>Through a devolution deal for GL, additional funding will allow for a planned approach to strategic and long-term investment in digital infrastructure that closes the gap with other areas of the UK. The positive impact of this for young people will be that businesses will have the confidence to invest and relocate to the area and it will enable existing businesses in the area to improve productivity. This will enable them to provide more opportunities for young people to access highly skilled jobs in the future and build careers locally.</p> <p>Improved digital infrastructure will also give young people greater choice and flexibility over how they choose to work in the future and the jobs they can access. Reliable high-speed connectivity and mobile signal opens up learning and job opportunities outside of the area that would otherwise mean relocation was necessary. Young people will also benefit from the improved connectivity in educational and social settings which will enrich their life experience. Parents being able to access highly skilled, high wage jobs in the GL will also benefit young people through growing up in an area with a thriving local economy which attracts investment and offers greater experiences and quality of life.</p>

<sup>9</sup> CPRE survey reveals the factors pushing young people out of the countryside - CPRE

Protected characteristic	Response
	<p><b>Housing</b></p> <p>National data shows how young people struggle to access housing in all areas, but especially rural places. Of the 16-25 year olds surveyed by YouGov (alongside The Countryside Charity) in 2021, 72% of those living in rural areas say affordable housing is their top concern. 84% of those who want to leave their rural homes say it is an important factor in making their decision. Investment as part of devolution will make affordable, decent homes available in the right places to address this challenge<sup>10</sup>.</p> <p><b>Working aged people</b></p> <p><b>Employment and Skills</b></p> <p>By devolving the Adult Education Budget, we aim to widen participation of adult learning, improving access to better paid employment and higher-level qualifications. This will enable GL to access improved Higher Education (HE) &amp; Further Education (FE) provisions through the devolution of the Adult Education Budget.</p> <p><b>Environment</b></p> <p>61.1% of the GL population in 2021 (669,000) were aged 15 to 64 years<sup>11</sup>. The working age population in GL will benefit from the devolution asks mentioned above in similar ways to young people. In addition to these asks, devolution also presents opportunities to ensure that timely investment decisions can be achieved locally to enable new technologies to come to the market faster, this will benefit working age people in terms of the environmental benefits of these technologies as well as new job opportunities and access to greener, more secure forms of energy and water.</p> <p><b>Transport</b></p> <p>GL is a large geography with limited public transport networks. This reduces the opportunity to travel to work, learning and leisure, contributing to greater inequality. There are 149,700 people in GL (22.7%) (<a href="#">Q3, 2022 data</a>) that are economically inactive when compared to the UK figure of 21.3%<sup>12</sup>. This has the possibility of being offset by the development of an improved and accessible transport offer, to encourage people to return to or remain in the workplace.</p>

<sup>10</sup> CPRE survey reveals the factors pushing young people out of the countryside - CPRE

<sup>11</sup> Greater Lincolnshire Census 2021 summary

<sup>12</sup> ONS Annual Population Survey, Q3 2022

Protected characteristic	Response
	<p>GL is also requesting a devolved and consolidated integrated local transport budget, to provide long term certainty and a commitment to transport. This certainty and reliability is crucial for residents knowing that they can get from A to B without any concerns and this is what we strive to achieve through the freedom of devolution.</p> <p><b>Innovation and Trade</b></p> <p>Working Aged people will benefit extensively from a GL Devolution Deal. We believe that it will allow our key sectors to grow and become internationally competitive. GL is a High Potential Opportunity for industrial decarbonisation, and aquaculture. These sectors will continue to grow through devolution and produce skilled jobs for the population. Domestic and Foreign Investment will make GL a key player in these industries and will be hugely appealing to the working aged population.</p> <p><b>Digital</b></p> <p>With greater digital skills and access, brought about by devolution supercharging, flexible working opportunities will be enhanced for this group, which demonstrably enhances quality of life.</p> <p>Working age people will benefit from the devolution asks around digital infrastructure and connectivity in a similar way to young people in terms of greater opportunities to access highly skilled and high wage jobs and the benefits of greater business productivity and investment in the area. Working age people will also benefit from GL having the ability to develop a more collaborative approach to smart cities, smart homes and connected places. Smart cities use data and technology to create efficiencies, improve sustainability, create economic development, and enhance quality of life factors for people living and working in the city, this can be achieved with access to modern digital infrastructure.</p> <p><b>Housing</b></p> <p>The devolution deal will see a partnership with Homes England and the agreement of a pipeline of housing development. This will include a focus on affordable housing which could be of particular benefit to young adults.</p> <p>GLs housing asks have the ambition of enabling the possibility of home ownership to reach as many people as possible. This comes through the development of more affordable housing through collaboration with the private sector.</p> <p><b>Older people</b></p> <p>There is an ageing population in GL, with more people than ever before in the older age groups. 22.8%, (249,000) of the population in 2021 were aged 65 years and over, up from 19.8% (206,000) in 2011. The size of the population aged 90 years and</p>

Protected characteristic	Response
	<p>over (11,100 or 1.0% of the population) has increased since 2011, when 8,800 or 0.8% were aged 90 and over.<sup>13</sup></p> <p><b>Employment and skills</b></p> <p>Older workers looking to regain employment or to progress their skills, will also benefit from the devolution of an adult education budget.</p> <p><b>Environment</b></p> <p>Older people are known to be most at risk from climate related effects such as exposure to air pollution and overheating. In the past two decades, heat-related deaths among people aged 65 and above have almost doubled globally, reaching approximately 300,000 deaths in 2018. The 2022 European summer resulted in 9,226 heat-related deaths among people aged 65-79 years with an increase to 36,848 deaths for those aged 80 and over<sup>14</sup>. Devolution to GL and the opportunities this presents to expand our renewable energy capacity and develop carbon capture technology locally, will help to mitigate these effects and give older people a greener environment to help them live healthily for longer.</p> <p><b>Transport</b></p> <p>In GL we want investment in public transport connectivity and infrastructure so that it no longer holds back our economy, with improvements reducing isolation and loneliness for our more vulnerable residents.</p> <p>The asks of the GL devolution deal want to see a planned approach to strategic and long-term investment for transport which will be achieved effectively with decision makers, funders and influencers and help deliver for all our residents including the older age group. Improved transport will also give greater access to healthcare, reduce isolation and improve independence for GL's older population.</p> <p><b>Digital</b></p> <p>Older people are less likely to use or have skills to use the internet and therefore devolution investment in this area might enhance their skills to benefit their lives.</p> <p>Older people will also benefit from business sustainability and investment in GL, which will make it a place where people will continue to want to live and retire to. Access to reliable high-speed digital connections will have a positive impact on older</p>

<sup>13</sup>Greater Lincolnshire Census 2021 summary

<sup>14</sup> Why older people are some of those worst affected by climate change (theconversation.com) (Gary Haq Senior Research Fellow at the Stockholm Environment Institute, University of York)



Protected characteristic	Response
	<p>people since it will allow them to stay connected to friends and family. Improved digital connectivity allows for the development of more smart homes, with assistance around the home that will allow older people to stay and manage in their own homes for longer and avoid having to move into specialist facilities or care homes.</p> <p><b>Housing</b></p> <p>Innovation, net zero target control and energy security that form part of the proposal will reduce costs, helping those older people currently living in fuel poverty. In 2022, the Centre for Ageing Better reported that an estimated 2.5million over 60s would be in fuel poverty in 2023<sup>15</sup>.</p> <p>Excess winter deaths are highest among older people. Housing is a known wider determinant of health and therefore providing decent, efficient homes can improve health and reduce negative outcomes for this group in particular.</p>
<b>Disability</b>	<p><b>Employment and Skills</b></p> <p>A more comprehensive industry led approach to GL’s careers service will lead to a higher awareness of jobs that can be performed by those with different abilities. This is of particular importance within GL as there is a higher rate of disability than the national level, with GL having a total of 211,250 people having a form of disability which either limits them a little or a lot<sup>16</sup>. This equates to 19.3% of the population of the area and therefore above the national figure of 17.7%.</p> <p>Being able to innovatively use funding will open more possibilities to direct resources to tackle employment barriers for people with disabilities. East Lindsey is the area where the highest percentage of the population had a form of disability, with 22.2%, which translates to 31,591 people. South Kesteven saw the lowest figure in relation to this with 17.1% of the population or 24,521 residents<sup>17</sup>.</p> <p>Within the area of GL, all three upper tier local authorities have a higher than average figure for the disability employment gap in 2022/23. Lincolnshire at 28.2%, North Lincolnshire at 33.8% and North East Lincolnshire at 29% are all higher than the UK figure of 28%<sup>18</sup>. The devolution proposal to work with Government to test and design viable solutions to workforce challenges would provide significant benefit to those with a disability as they traditionally face greater workforce challenges. The pilot will include supporting those with a disability into the teaching</p>

<sup>15</sup> Ageing Better responds to new statistics showing 25% increase in fuel poverty among over 60s | Centre for Ageing Better ([ageing-better.org.uk](http://ageing-better.org.uk))

<sup>16</sup> [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>17</sup> [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>18</sup> [The employment of disabled people 2023 - GOV.UK \(www.gov.uk\) \(Table LMS008\)](https://www.gov.uk)

Protected characteristic	Response
	<p>workforce from industry. In addition, it could support carers of those with a disability to overcome workforce challenges.</p> <p><b>Nature</b></p> <p>Nature benefits everybody including people with disabilities. This is a simple and effective way of enhancing well-being. Increased promotion and accessibility of the Lincolnshire Coast and Humber Estuary, as well as natural assets across GL, benefit everyone. Natural England has already begun to investigate how to improve coastal access along a 53km stretch of the Norfolk and Lincolnshire coast between Hunstanton and Sutton Bridge<sup>19</sup>, in addition to a 92km stretch of the coast between Sutton Bridge and Skegness<sup>20</sup>.</p> <p><b>Transport</b></p> <p>The devolution deal will positively impact those with disabilities in GL and help make their lives in terms of the journeys they make, as easy as possible. Devolution will present the ability to work with agencies and providers to improve the transport arrangements within Greater Lincolnshire over time, which will be of a significant benefit to those with disabilities.</p> <p>A multi-year transport infrastructure settlement devolved to local leaders will support the delivery of a joint local transport plan which covers road, rail, freight, public transport, walking and cycling and crucially help the large number of those in our area that are disadvantaged and help to make it as accessible as possible.</p> <p><b>Environment</b></p> <p>Although it is recognised that there are significant environmental benefits to be gained by all through the devolution deal, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is recognised if identified.</p> <p><b>Digital</b></p> <p>People with disabilities will benefit from improved digital connectivity through increased reliability of access, allowing them to stay connected more easily. Improved digital connectivity could open up more employment opportunities for people with disabilities as it gives them more flexible working options including the ability to work from home full time if they desire.</p>

<sup>19</sup> King Charles III England Coast Path: Hunstanton to Sutton Bridge - GOV.UK ([www.gov.uk](http://www.gov.uk))

<sup>20</sup> King Charles III England Coast Path: Sutton Bridge to Skegness - GOV.UK ([www.gov.uk](http://www.gov.uk))

Protected characteristic	Response
	<p>People with any type of disability can also benefit from GL having further ability to develop more smart homes as a result of improved digital connectivity which will be supported by a devolution deal. For example, those with more minor care requirements could be aided by support through digital means, for instance where a carer may need to provide advisory help rather than physical assistance. This will also help to provide a more efficient care service and particularly help those with more complex needs.</p> <p>Digital improvements will allow people in some instances, to manage more easily around the home, have more choice over their living arrangements, and the ability to stay in their own homes for longer. This is particularly relevant in more isolated, rural areas where if digital connectivity can be improved and can be relied upon, help and assistance can more easily be provided but it will also ensure people can maintain independence for themselves.</p>
<p><b>Gender reassignment</b></p>	<p><b>Employment and Skills</b></p> <p>There are 1,924 people in GL who have a gender identity that is different to birth. In addition, a total of 4,082 people across the region either have a different gender identity to birth, are Transgender, Non-Binary or other gender identities. There were 709 Trans Women in GL in 2021 and 732 Trans Men. 422 Identified as non-Binary and 295 identified as Other<sup>21</sup>.</p> <p>A high quality, industry led careers service as part of a devolution deal will help to encourage more diverse workforces and contribute to breaking down stereotypes which may exist in certain industries, therefore opening up more career prospects for all.</p> <p>The impact of being able to adapt and use innovative approaches to funding would mean we could target training to address any imbalance in the workforce in our local industries as there will be increased opportunities to train. This would be further supported by having flexibility with how the Adult Education Budget (AEB) is spent and would mean GL could target training to support adequate representation in relation to our local industries.</p> <p><b>Nature</b></p> <p>It is recognised that the positive impacts on wellbeing created by the availability of great natural environments is a benefit for all people.</p> <p><b>Transport</b></p>

<sup>21</sup> Gender identity, England and Wales - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	<p>An improved transport system through devolution makes the life of residents better. GL Devolution will allow funding and powers to be locally controlled and targeted at those areas and people who need help the most. It's important that any developments have a positive impact on this group and in GL there is creation of a transport system that is open to all and is more wide-ranging to cater for the needs of all groups, which a multi-year transport and travel settlement as well as an infrastructure settlement will allow GL to do.</p> <p><b>Environment</b></p> <p>Although it is recognised that there are significant environmental benefits to be gained by all through the devolution deal, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is recognised if identified.</p> <p><b>Digital</b></p> <p>Although it is recognised that there are general benefits for all from greater digital connectivity, it is believed unlikely that the devolution proposals will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>
<p><b>Marriage and civil partnership</b></p>	<p>The proposal should benefit people across the area irrespective of their marital or civil partnership status.</p> <p>It will be beneficial to monitor this protected characteristic when carrying out the consultation which is planned, to build a stronger evidence base upon which to assess potential impacts on these individuals.</p> <p><b>Employment and Skills</b></p> <p>Although it is recognised that there are general benefits to all residents, it is unlikely that these proposals will see a particular impact for this protected group. However, this will be monitored during the consultation which will help to ensure any impact is recognised.</p> <p>North Kesteven had the highest value of eligible people who had been either married or in a Civil Partnership with 50.6%. The City of Lincoln had the lowest number with 39.1% of the population falling into this category and incidentally had the highest number of those who had never been married or been in a civil partnership with 39.8% compared to the England and Wales figure of 37.9%<sup>22</sup>.</p>

<sup>22</sup> Marriage and civil partnership status in England and Wales - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	<p>However, many jobs are focused in the City of Lincoln area and many residents of GL choose to commute. Therefore, these people need to be supported with simple access routes into the city. We want to see a devolved and consolidated integrated local transport budget for GL, to provide long term certainty and commitment to transport in GL which allows people to trust and rely on the system in place. We have requested a multi-year transport which will include all funding for public transport and active travel, all of which are currently disparate.</p>
<p><b>Pregnancy and maternity</b></p>	<p>GL as of 2021 has a birth rate of 1.62 children per woman. The England and Wales figure was 1.61<sup>23</sup>.</p> <p>A Government Equalities Office Report from 2019 showed that nationally, fewer than one-in-five of all new mothers, and 29 per cent of first-time mothers, return to full-time work in the first three years after maternity leave. This falls to 15 per cent after five years<sup>24</sup>. It is important that any devolution deal for GL helps to improve these figures and make the workplace accessible for those returning.</p> <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 have no access to their own vehicle or to single vehicle owning households, to enable them to access services. The improved choice and availability of housing will also offer more flexibility for extended families.</p> <p><b>Employment and Skills</b></p> <p>The use of devolved funds to shape and delivery a high quality, industry led GL careers service will provide more flexible opportunities and support for parents returning to work following a career break. Additionally, where retraining is needed for career switchers, innovative use of loans, allowances and funding rules along with the development of boot camps could support parents returning to work. This advantage will also be contributed to by flexible use of the Adult Education Budget (AEB).</p> <p>Working with Government to test and design viable solutions to the workforce challenges faced by further and adult education can help get residents moving from low value jobs that can be automated, into high value jobs.</p> <p><b>Transport</b></p> <p>A multi – year transport infrastructure settlement will allow GL to make the improvements necessary to public transport to assist pregnant women and those on</p>

<sup>23</sup> Births in England and Wales - Office for National Statistics (ons.gov.uk)

<sup>24</sup> How women's employment changes after having a child | Understanding Society

Protected characteristic	Response
	<p>maternity leave with young children to access better transport facilities and receive an improved service.</p> <p><b>Environment</b></p> <p>Although it is recognised that there are significant environmental benefits to be gained by all through the devolution deal, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is recognised if identified.</p> <p><b>Digital</b></p> <p>Although not a replacement for in-person pregnancy and maternity care, improved digital connectivity in GL will help expectant and new mothers to access services where they are offered online to support the midwife and hospital care they receive in-person. Health visitor activities (where appropriate) could be delivered through a digital means, for example roles where the Health Visitor is acting in an advisory or review capacity where they do not need to see the child in person. An improved digital offer through devolution will help to improve the efficiency of the service on offer.</p> <p>This can help prevent them from having to travel long distances to clinics, especially if they live in rural areas. Services like online forums to ask questions to midwives and health care professionals can be made easier for people to access with reliable, high-speed connections and improved mobile network coverage.</p>
<b>Race</b>	<p><b>Employment and Skills</b></p> <p>According to 2021 Census Data 10.4% (approximately 113,880) of the population belong to what would be identified as minority ethnic groups in GL which is much less than the England figure of 18%<sup>25</sup>.</p> <p>It is the ambition that the proposal will help to encourage more diverse workforces and open up more career prospects for all. There is an opportunity through a more aligned careers service, led by industry, to ensure that there is a greater understanding of which sectors are actively trying to increase their BAME representation. The opportunity to use devolved funds to work with DfE to shape and deliver a high-quality industry led careers service, will support this. This, in turn, has the opportunity to increase the diversity of the area.</p>

<sup>25</sup> Ethnic group, England and Wales - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	<p><b>Transport</b></p> <p>According to 2021 Census Data those who identified as White: English, Welsh, Scottish, Northern Irish or British across GL totalled 981,636 out of the total population of 1,095,000, a percentage of 89.6% in this group. Some areas have a distinctly higher representation of this group, with East Lindsey for example totalling 95.6% of its population. The lowest figure was seen in Boston with 74.5% of the population in this data set<sup>26</sup>.</p> <p>62,648 people (approximately 6.3% of GL) don't have English as their main language<sup>(OBS)</sup>. A better-connected transport system will allow people from all backgrounds to travel easier between areas of GL allowing different communities to connect in a simpler way.</p> <p><b>Environment</b></p> <p>It is important that the engineering and other sectors within GL is made more diverse and accommodates all groups of people since currently this is not the case on a wide scale. The asks within the devolution deal particularly around the development of the infrastructure to enable carbon capture and storage innovation and the development of the renewable energy sector in GL, presents a unique opportunity to do this in a way which promotes accessibility for the long term. This will help to give people from minority ethnic groups more opportunities to forge a career in this sector.</p> <p><b>Digital</b></p> <p>Although it is recognised that there are general benefits for all from greater digital connectivity, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>
<p><b>Religion or belief</b></p>	<p>The Proposal should benefit people across the area irrespective of their religion or belief.</p> <p>When analysing religion, more people in GL define themselves as being religious compared to those who do not. 596,727 said that they were affiliated to a form of religion. This is equal to approximately 54.4% of the entire population<sup>27</sup>.</p>

<sup>26</sup> Ethnic group, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>27</sup> Religion, England and Wales - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	<p>The total of non-religious people was 432,787 which is 39.5% and is just above the England and Wales figure of 37.2%<sup>28</sup>.</p> <p>Christianity was the most prominent form of religion. 572,106 people were classed as Christian, which was 52.2% of the entire population and represents 95.9% of the entire religious community in GL<sup>29</sup>.</p> <p>Islam was the next most leading single religion in GL with 11,534 people, which is just under 1.1% of people, and this represents 1.9% of the overall religious population<sup>30</sup>. The largest number of Muslims reside in North Lincolnshire with 2.5% of the population in this area identifying as following Islam (36.4% of the entire GL Muslim population)<sup>31</sup>.</p> <p>Buddhists total 2,647 (0.2%), Hindus 3,337 (0.3%), Jewish Population 623 (0.1%), Sikhs 1,430 (0.1%). Other religions total 5,050 people (0.5%)<sup>32</sup>.</p> <p><b>Employment and Skills</b></p> <p>Although accepting that the proposal will help to encourage more diverse workforces and open more career prospects for all, it is believed unlikely that the proposal will result in any significant impacts with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is recognised if identified.</p> <p><b>Transport</b></p> <p>Improved transport would improve connectivity for different groups to their religious communities which a multi – year transport infrastructure settlement will be able to contribute to as we want this to cover road, rail, freight, public transport, walking and cycling, so that there is accessibility for all.</p> <p>Improved transport would improve connectivity to religious communities, particularly in rural areas.</p> <p><b>Environment</b></p> <p>Although it is recognised that there are significant environmental benefits to be gained by all through the devolution deal, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected</p>

<sup>28</sup> Religion, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>29</sup> Religion, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>30</sup> Religion, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>31</sup> Religion, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>32</sup> Religion, England and Wales - Office for National Statistics (ons.gov.uk)



Protected characteristic	Response
	<p>characteristic. This will be monitored during the consultation which will help to ensure any impact is recognised if identified.</p> <p><b>Digital</b></p> <p>The improved digital connectivity that will be made possible through the devolution asks could benefit people who practice a religion as it will give them the ability to connect more easily with people of the same faith both locally and further afield. The ability to do this is a positive benefit as not all people are able to attend a place of worship.</p> <p>Improved digital connectivity will also allow places of worship to connect with people and make them aware of community worship, events, without having to find the funds to do so as they will have the opportunity to spread their message at low cost online.</p>
<b>Sex</b>	<p>The gender pay gap within the East Midlands in 2022 stood at 11.6%. This is much lower than the levels of 1997 where the figure was 20.7% (full-time employees)<sup>33</sup>. This figure is higher than the 2022 UK figure of 8.3%<sup>34</sup>.</p> <p>A devolution deal has the potential to help aid the reduction of the gender pay gap through the availability of more skilled jobs, greater training opportunities and re-skilling. A place-based and joined-up approach to careers education locally will allow GL to further develop a specialised local offer which encourages all sexes into our key sectors (such as engineering and manufacturing). These sectors are in need of skilled individuals.</p> <p>These skills-based proposals will help to get more women into higher paid jobs in the long-term and help to reduce the pay gap locally.</p> <p><b>Employment and Skills</b></p> <p>Within GL, gender is almost evenly split, across the entire area the figures are 536,952 for Males and 558,058 for Females which is an approximate split of 49% Male and 51% Female which directly matches the national average for England and Wales<sup>35</sup>.</p> <p>A high quality, industry led careers service will help to encourage more diverse workforces and contribute to local industries as there will be increased</p>

<sup>33</sup> Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

<sup>34</sup> Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

<sup>35</sup> Sex - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	<p>opportunities to train. This would be further supported by having flexibility with how the Adult Education Budget (AEB) is spent and would mean we could target training to support adequate representation in relation to our local industries.</p> <p>The use of Skills Bootcamps to target less represented groups will lead to more choice for our residents and therefore more fulfilling careers for all genders.</p> <p><b>Nature</b></p> <p>The GL devolution deal will help to protect the natural environment of our area for all who want to utilise it. Whilst there is no obvious additional impact on an individual sex in this area as a result of a devolution deal, undoubtedly the proposal will seek to keep the natural environment accessible and sustained for everyone.</p> <p><b>Transport</b></p> <p>An improved transport offer through a GL devolution deal will benefit all those who currently have difficulty from getting to place to place within our large area. Additionally, further development of active travel will allow everyone to access healthy forms of travel to promote a more active lifestyle for all.</p> <p><b>Environment</b></p> <p>A devolution deal can help deliver the skills which our area needs to sustain the environment not just regionally but nationally with the move to net zero. This will be delivered with the involvement of all residents from all backgrounds. This can be approached in a way which prioritises and embeds equality, diversity and inclusion for the long term, providing more opportunity for all to forge a career in this sector.</p> <p><b>Digital</b></p> <p>Although it is recognised that there are general benefits for all from greater digital connectivity, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>
<p><b>Sexual orientation</b></p>	<p>The Proposal should benefit people across the area irrespective of their sexual orientation.</p> <p>The Census 2021 information confirms that 24,207 people identified with an LGB+ orientation (“Gay or Lesbian”, “Bisexual” or “Other sexual orientation”). This</p>

Protected characteristic	Response
	<p>equates to 2.7% of those eligible to answer this question in GL, which is slightly lower than the England and Wales figure of 3.2%<sup>36</sup>.</p> <p>815,857 people in GL who answered said that they were straight or heterosexual. This is the equivalent to 89.9% compared to the England and Wales figure of 89.4%. North Kesteven, South Kesteven and West Lindsey had the highest number of straight/heterosexual residents with 91.3%, 91.3% and 91.2% respectively. The City of Lincoln had the lowest figure with 84.7%<sup>37</sup>.</p> <p><b>Employment and Skills</b></p> <p>A devolution deal for GL will seek to upskill and offer a variety of new opportunities to people from across GL from all different backgrounds in order to help improve their quality of life and to give them every chance of success.</p> <p><b>Nature</b></p> <p>A GL devolution deal will help to protect the natural environment of our area for all who want to utilise it. Whilst there is no obvious impact on individual sexual orientation as a result of a devolution deal, undoubtedly the proposal will seek to keep the natural environment accessible and sustained for everyone.</p> <p><b>Transport</b></p> <p>An improved transport offer through a GL devolution deal will benefit all those who currently have difficulty from getting to place to place within our large area. Additionally, further development of active travel will allow everyone to access healthy forms of travel to promote a more active lifestyle for all.</p> <p><b>Environment</b></p> <p>Although it is recognised that there are significant environmental benefits to be gained by all through the devolution deal, it is believed unlikely that the devolution proposal will result in any significant impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is recognised if identified.</p> <p><b>Digital</b></p> <p>Although it is recognised that there are general benefits for all from greater digital connectivity, it is believed unlikely that the devolution proposal will result in any significant positive impacts on people with this protected characteristic. This will be</p>

<sup>36</sup> Sexual orientation, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>37</sup> Sexual orientation, England and Wales - Office for National Statistics (ons.gov.uk)

Protected characteristic	Response
	monitored during the consultation which will help to ensure any impact is identified and recognised.

**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.**

Positive impacts
<p><b>Business community</b></p> <p>The Proposal specifically aims to help generate and improve the area’s economy to attract financial investment, improve skills and address skills shortages. They will also seek to ensure that land and resources and transport are improved to support investment by the private sector in GL.</p> <p>This is intended to support the expansion and development of businesses and industry, modernising the area’s economy and making it more competitive. Dependent upon the different approaches which are taken, this could mean that individual businesses and sectors of the economy receive financial and other support as well as investment.</p> <p>This will also be the case for housing developers and contractors stemming from the housing related priorities.</p> <p><b>Employment and Skills</b></p> <p>The development of an industry led GL careers service will lead to people thriving in a career that is better for them and the area and will clearly lead to benefits for the local economy and business community.</p> <p>The connections between learning, training and employment will be enhanced and the requirements of the business community are much more likely to be met. Subsequently there will be increased potential to attract more business to the area as they will know that innovative approaches are being used to meet demand.</p> <p>With the economic difficulties faced within the area of GL at the same time as the exciting opportunities which exist moving forward, the proposals relating to employment and skills have the opportunity to drive a significant positive impact on the business community.</p> <p>Many of our key sectors are already struggling to recruit and the predicted growth in our game changing sectors means that that the gap will widen further. By having a GL careers service and greater AEB flexibility we can work with our businesses to develop talent pipelines.</p> <p>The opportunities outlined in our prospectus, in the energy sector, our ports and the UK Food Valley, have the potential, collectively, to create over 50,000 brand new jobs.</p>

## Positive impacts

- UK's Food Valley: ambition to deliver 11,000 jobs by 2030 (Local Skills Report 2022<sup>38</sup>)
- Humber Freeport: ambition to deliver on 7,000 jobs by 2040 (Local Skills Report 2022)
- Energy through maximising offshore wind, decarbonisation, and hydrogen opportunities, to create over 32,000 jobs by 2040 across the Humber (Offshore to create approx. 10,000 by 2030; taken from Humber Offshore Wind Cluster) (Decarbonisation 22,800 by 2040, from Humber Industrial Cluster Plan<sup>39</sup>).

Additionally, over this time, we will experience considerable growth of opportunity within the workforce.

Research shows that between now and 2035 around 250,000 jobs will need to be filled because of people retiring. (Local Skills Report 2022)

## Nature

The proposal to develop the Lincolnshire Food Security and Natural Capital Delivery Group will support biodiversity and agriculture in protected landscapes for a number of years. The new Environmental Land Management Scheme and Biodiversity Net Gain are opportunities to provide new funding in this area. This group will help ensure a strategic overview is achieved and best practice from the Area Of Outstanding Natural Beauty (AONB), informs projects across the rest of GL therefore serving to benefit the business community in GL.

The strengthening of partnerships between GL and government agencies is key to delivering more coherent and better outcomes and to assist in finding the right balance between economic growth and protecting and enhancing our natural assets.

## Environment

Around 45% of employment in GL is in businesses with fewer than 50 employees, far higher than the national figure<sup>40</sup>. The devolution deal looks to specifically help SME's (Small and Medium-sized Enterprises) through piloting an investment model which incentivises the switch to low or non-carbon energy models, the cost of which could be prohibitive otherwise. The ability to switch to low or non-carbon energy models will have positive consequences for the environment and give SME's the ability to trade with larger organisations seeking green supply chains allowing them to grow, provide more jobs and invest in the future.

## Digital

Businesses in GL are currently hampered by poor digital connectivity and mobile phone signals, through devolution, this problem can be tackled in a much shorter timescale which will enable businesses to improve productivity. Greater availability of high-speed connectivity will also drive business growth, innovation, and sustainability which in turn, will attract businesses and skilled

<sup>38</sup> [Greater Lincolnshire Local Skills Report January 2022.pdf \(greaterlincolnshirelep.co.uk\)](#)

<sup>39</sup> [Talkbook portrait template \(humberindustrialclusterplan.org\)](#)

<sup>40</sup> Analysis of enterprises in the UK by SME employment size band for specified unitary and local authorities in the East Midlands and Yorkshire and the Humber regions and LEPS 2022 - Office for National Statistics

## Positive impacts

people to invest in the area as they will have access to excellent high speed digital technology. Improvements in digital infrastructure in GL will also contribute to improved movement of goods across the UK from the ports and field to support the UK economy as a whole which will bring wider benefits to businesses and communities.

### **Armed Forces Community (Veterans, reservists and those still serving)**

Approximately 59,500 GL residents have served in the armed forces (6.6% of the eligible population) as of 2021<sup>41</sup>; one of the highest figures in the UK and significantly higher than the UK number of 3.8%. Given the commitment of the constituent authorities to the Armed Forces Covenant and the recent introduction of the Armed Forces Public Duties, the MCCA will engage with this community and ensure that within its functions, it takes account of the duties, especially those relating to employment and housing.

### **Employment and Skills**

Traditionally there has always been Armed Forces presence in GL and there is a significant Armed Forces Community with specific needs to support them.

An industry led GL Careers service will lead to people thriving and will provide the Armed Forces community with more career options. This is particularly the case for those who are leaving the forces and will serve to open opportunities that may not have been available. In addition, the Adult Education Budget (AEB) will be of particular importance to adults from a variety of marginalised groups such as veterans and should make a significant impact on their choices and future development.

A number of proposals, including the availability of greater opportunities for accessing alternative high-level qualifications in the area's priority economic areas, as opposed to university, and the development of bespoke apprenticeship arrangements may be of particular value to the Armed Forces community. These proposals have the potential to create opportunities that otherwise might not be available to them by widening participation, access to training and subsequent highly skilled jobs that they may not have previously known about. Additionally, skills bootcamps will support further widening of participation and will support those adults without Level 3 qualifications to train in an in-demand sector.

Although the whole area has significant proportions classed as part of the Armed Forces Community, North Kesteven had the second highest figure for percentage of the population that had served in any of the UK Armed Forces nationwide, at 10.2% or 10,009 people<sup>42</sup>. Through devolved funds, the creation of skills programmes specific to local need with greater alignment between services, will benefit individuals that are unemployed where they currently have several service providers with similar offers.

<sup>41</sup> UK armed forces veterans, England and Wales - Office for National Statistics (ons.gov.uk)

<sup>42</sup> UK armed forces veterans, England and Wales - Office for National Statistics (ons.gov.uk)

## Positive impacts

### Nature

It is recognised that the positive impacts on wellbeing created by the availability of great natural environments could serve to benefit those groups known to suffer higher levels of distress and ill health. Having a variety of accessible wildlife sites that are well promoted is important for improving the wellbeing of all people.

### Deprived communities

In North East Lincolnshire, 19.0% of the population was income-deprived in 2019, this is approximately 29,800 residents. Of the 106 neighbourhoods in North East Lincolnshire, 42 were among the top 20% most income deprived in England. North East Lincolnshire overall ranks 26<sup>th</sup> most income deprived out of all the 316 local authority areas in England. Of the 57 neighbourhoods in the Lincoln local authority area, 19 of these were in the top 20% most income deprived in England and Lincoln overall ranked 66<sup>th</sup> most income deprived. East Lindsey also ranked highly on this list (56/316), meaning it has high levels of income deprivation<sup>43</sup>.

The proposal should specifically impact positively on people living in the area's poorest and deprived communities, and it would be expected that significant focus is placed, especially within skills related activities, transport, and housing on improving opportunities for people from these communities.

### Employment and Skills

There are significant areas of deprivation within the GL area and the importance of employment and skills to make a difference cannot be understated.

The greater alignment of a careers service which means better access to training and support to employment, can help to make a positive impact upon the levels of deprivation within GL. The Adult Education Budget (AEB) will be of particular importance to adults from a variety of marginalised groups, including those from deprived communities. The proposal works to provide greater opportunities for access to careers and to improve the availability of alternative high-level qualifications.

Those in deprived areas often lack qualifications and a range of proposals seek to address this including skills bootcamps, creating skills programmes specific to local need and widening participation in apprenticeships to those without Level 3 qualifications, will serve to greatly improve the life chances and options available. Additionally, a total of 45,500 children under the age of 16 in GL were living in relative low-income families in 2022 this equates to an average figure across all local authorities of 25% in GL. These figures were high across almost all areas, particularly Lincoln 30.5%, East Lindsey 31.4% and Boston 31.1%<sup>44</sup>.

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<sup>43</sup> Exploring local income deprivation (ons.gov.uk)

<sup>44</sup> Children in low income families: local area statistics - GOV.UK (www.gov.uk)

## **Positive impacts**

Specifically in relation to younger people, the improved access to training and support to employment will lead to those from deprived communities being able to access more flexible opportunities for their own development.

### **Nature**

Having a variety of accessible wildlife sites that are well promoted is important for improving the wellbeing of all people. Innovation and net zero targets that form part of the proposal will stabilise energy security and reduce costs, which will also likely impact families on lower incomes.

### **Digital**

In a similar way to businesses in GL, deprived communities are also hampered by poor digital connectivity and mobile phone signals. Deprived communities, particularly in rural areas will benefit from the many and varied improvements realised by faster fixed line and mobile connectivity. Through devolution, powers over infrastructure and resources could be held locally to create investment in infrastructure, accelerate growth and level up opportunities for all. Improved digital connectivity will open up opportunities for deprived communities through easier access to services to support them and improved opportunities to make their voices heard and collaborate on the things that will make the biggest difference to their lives.

### **Visitors**

Those visiting GL will be offered better public transport infrastructure and connectivity which will also benefit local businesses.

### **Digitally Excluded**

Most parts of GL are classified as rural. According to Quickline's spring update in 2023, they deployed ultrafast fixed wireless access broadband to 4000 rural premises in postcode areas prefixed by LN and DN. By the end of 2023, this number will rise to 8000 and devolution has the potential to accelerate this further<sup>45</sup>. It is also important to consider that older people are more likely to be digitally excluded. The proposal will encourage further investment in digital infrastructure in ultrafast broadband and 5G that GL needs for the future, ensuring that within the region, digital connectivity improves.

### **Employment and Skills**

The devolution of the Adult Education Budget (AEB) aims to widen participation of those furthest from the labour market. This may include supporting those that are digitally excluded by flexing the funding rules to support people's access to digital training offers.

Digital skills are part of the core AEB entitlement offer and will remain free for adults to access.

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<sup>45</sup> Rural Broadband Update: Postcodes LN and DN Areas – Lincolnshire County Council



## Positive impacts

Having an open access careers service, that is face to face, rather than website based, will help to support those that are digitally excluded by having a contact that can support and signpost them to the training that they may need.

### Nature

People living with a disability have been identified as more likely to be digitally excluded and many of these people, including people with severe mental illness, already experience health inequalities.

In addition, there are many rural areas across GL that find it difficult to connect to the internet. Research from Ofcom (Digital Exclusion Review, 2022<sup>46</sup>) found that younger and less affluent groups were likely to have difficulty affording connectivity due to the cost. These individuals are having to find other activities to undertake at low or nil cost, such as walks and visits to the countryside in their locality.

### Coastal or rural communities

In 2021, the then Chief Medical Officer highlighted deprivation issues in coastal towns and the impact of this on physical and mental health. As well as experiencing poorer health, higher disability rates and shorter life expectancy, access to healthcare was also limited by a lack of skilled staff and services. There were 14.6% fewer postgraduate medical trainees, 15% fewer consultants and 7.4% fewer nurses per patient in coastal towns when compared with the national figures.<sup>47</sup>

### Employment and Skills

The devolution of the Adult Education Budget in conjunction with an aligned careers service, aims to ensure that those in our rural and coastal communities can benefit from the same learning and career opportunities as the rest of GL.

Some providers are unable to reach those in smaller communities due to the viability of funding small, remote classes. Devolution would enable the MCCA to flex the funding rules of certain courses or for certain geographies to ensure equality of provision.

The current fragmentation of the careers service means that the access to high quality careers guidance is limited for our rural and coastal residents, and aligning this service to a GL Careers service aims to increase access for these groups.

### Nature

The development of a Coastal Partnership for GL will bring together the many interest groups along the coast in GL and serve to benefit coastal communities within GL.

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<sup>46</sup> [Digital exclusion: a review of Ofcom's research on digital exclusion among adults in the UK](#)

<sup>47</sup> Chief Medical Officer's Annual Report 2021 - Health in Coastal Communities  
(publishing.service.gov.uk)

# Adverse or negative impacts

Protected characteristic	Response
Age	<p><b>Employment and skills</b></p> <p>Budgets and decisions will move from Government to the GL MCCA, which will focus on young and working-aged people. No specific decisions have yet been made about where investment will occur to generate employment opportunities or in education and improving skills, but it's likely that it could disproportionately benefit those under the state retirement age.</p> <p>Mitigation – Adult education will target all age groups. The additional income generated from higher pay and therefore higher taxes will benefit those who are over state retirement age by contributing to their services. The new MCCA will need to establish mechanisms for considering and ensuring that investment is appropriately distributed across all areas. These mechanisms will be reinforced and bolstered by the proposed governance arrangements and decision-making processes set out in the proposal.</p> <p><b>Nature</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this. The different themes have interdependencies so investing in transport and roads will make access easier for younger and older people for example.</p> <p><b>Transport</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Innovation and Trade</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Digital</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Housing</b></p>

Protected characteristic	Response
	<p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Engagement</b></p> <p>Relying solely on digital engagement could reduce participation among young and older people. Surveys yield very low response numbers from young people and proportionally more from over 50s, which could lessen the young person’s voice and distort results.</p> <p>Approximately 11% of Lincolnshire county’s population is aged 15-24<sup>48</sup>. In strategic surveys undertaken on Let’s talk Lincolnshire in the last two years, the average proportion of responses from under 25s is 2%.</p> <p>Mitigation – The use of a range of engagement methods to include all stakeholders and undertake direct engagement with young people through services for them, education establishments, and partner promotions to encourage representative contributions.</p> <p><b>Environment</b></p> <p>It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p> <p><b>Digital</b></p> <p>Whilst there are many benefits to greater digital connectivity, not all ages have the skills and confidence to use digital technology to its full advantage and those in older age groups may feel they are being left behind and feel more excluded. This needs to be researched further and understood so that skills gaps can be identified, and people can be signposted to programmes to help them improve their skills, to enable all ages to realise the benefits of improved digital inclusion.</p> <p>Younger and/or people on lower incomes may be adversely impacted due to the current cost-of living crisis resulting in them having difficulty affording the digital technology. This will need to be further researched and understood in terms of locations and scale of this problem.</p>

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<sup>48</sup> Build a custom area profile - Census 2021, ONS

Protected characteristic	Response
Disability	<p><b>Employment and Skills</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this. However, when more detailed decisions are taken, it's crucial that people with disabilities are seen as a priority group within the work and projects to support employment, skills, and qualifications.</p> <p><b>Nature</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Transport</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Innovation and Trade</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Housing</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Engagement</b></p> <p>Some engagement methods make it harder for people with disabilities to take part.</p> <p>Mitigation – A range of engagement methods will be utilised such as, screen readers, accessible venues and tools, and telephone calls to include all stakeholders should they wish to be involved.</p> <p><b>Environment</b></p> <p>It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>

Protected characteristic	Response
	<p><b>Digital</b></p> <p>People with disabilities are identified as more likely to be digitally excluded.</p> <p>Mitigation- This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>
<p><b>Gender reassignment</b></p>	<p><b>Employment and Skills</b></p> <p>Continuing misunderstanding means that some may not wish to participate or feel able to benefit from devolution. YouGov data (working alongside the charity Stonewall) from 2018 shows that one in eight (12%) trans people had been attacked in work. Almost a third of non-binary people (31 per cent) and one in five trans people (18 per cent)<sup>49</sup> don't feel able to wear work attire representing their gender expression. There is a possibility that heterosexual people might benefit more from changes resulting from devolution.</p> <p>Mitigation – To reach out to minority communities via organisations representing their interests so people feel more comfortable taking part in engagement on devolution. When more detailed decisions are taken, people whose gender is not the same as was assigned at birth are seen as a priority group within the work and projects to support employment, skills and qualifications.</p> <p><b>Nature</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Transport</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Innovation and Trade</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Digital</b></p> <p>It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on people with this protected characteristic. This will be</p>

<sup>49</sup> [lgbt\\_in\\_britain\\_work\\_report.pdf](https://www.stonewall.org.uk/resources/reports/lgbt-in-britain-work-report.pdf) (stonewall.org.uk)

Protected characteristic	Response
	<p>monitored during the consultation which will help to ensure any impact is identified and recognised.</p> <p><b>Housing</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Engagement</b></p> <p>For the reasons highlighted by data in the employment and skills section above, some people might not feel comfortable taking part in face-to-face consultation.</p> <p>Mitigation – To reach out to minority communities via organisations representing their interests so people feel more comfortable taking part in engagement on devolution. The use of inclusive, non-judgemental venues will ensure everyone feels welcome, and no one feels they will face ridicule or discrimination. An online engagement and telephone offer will also be available should people decided not to join face-to-face events so that everyone has the opportunity to express their views in their preferred way.</p> <p><b>Environment</b></p> <p>It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>
<b>Marriage and civil partnership</b>	<p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic in any theme areas, although we will monitor this during the consultation will help check this.</p>
<b>Pregnancy and maternity</b>	<p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic in any theme areas, although we will monitor this during the consultation will help check this.</p>
<b>Race</b>	<p>Decisions are currently made centrally, based on national populations which are more diverse than Lincolnshire. Moving decision making closer to local people can benefit a majority, but misconceptions and lack of awareness/understanding could unintentionally disadvantage some cultures.</p> <p>Mitigation – To ensure all protected characteristics are considered when proposing and making key decisions and significant changes. This is already part of the pre-decision reports, and robust analysis of impacts will be vital.</p>

Protected characteristic	Response
	<p><b>Employment and Skills</b></p> <p>A national CIPD report found that BAME employees are significantly more likely to say your identity or background can have an effect on the opportunities you're given than white British employees<sup>50</sup>, particularly those from an Indian/Pakistani/Bangladeshi background.</p> <p>Mitigation- To reach out to different communities so people feel more comfortable taking part. Face to face engagement should take place in a mix of welcoming, non-judgemental venue-types. An online engagement offer will also be available, should people decided not to join face-to-face events, so everyone can express their views in their preferred way.</p> <p><b>Nature</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Transport</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Innovation and Trade</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Digital</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Housing</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Engagement</b></p> <p>Census data analysis reveals that English proficiency for residents whose main language is not English is lower in Lincolnshire than in England. In England, 79.7% of</p>

<sup>50</sup> 36057 (peoplemanagement.co.uk)

Protected characteristic	Response
	<p>people who speak a foreign language could speak English well or very well, compared to 77.5% on average for GL. Census data analysis reveals that 62,648 people (approximately 6.3% of GL) don't have English as their main language. 5.2% of the population in Boston cannot speak English and across GL the average figure is 3%. Subsequently, there are still significant numbers who will be excluded from understanding the technicalities if translations are not available<sup>51</sup>.</p> <p>Mitigation – A subscription to DA Languages services is in place so that key devolution information can be translated for those speaking the top languages in target areas. Accessible html pages can be added to the council website for easy translation and Let's talk Lincolnshire has an inbuilt translation tool so potential respondents can see text and questions in their chosen language. Working with representative bodies to reach non-digital audiences will be key.</p> <p><b>Environment</b></p> <p>It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>
<p><b>Religion or belief</b></p>	<p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic in any theme area, although monitoring this during the consultation will help ensure this is still the case.</p> <p><b>Engagement</b></p> <p>Different religious and belief groups may not feel directly addressed by the specifics of the proposal, so it is important that they are involved and consulted throughout the process.</p> <p>Mitigation – To reach out to communities via leaders and organisations representing their interests so people feel more comfortable taking part. Face to face engagement should take place in a mix of welcoming, non-judgemental venue-types. An online engagement offer will also be available, should people decided not to join face-to-face events, so everyone can express their views in their preferred way.</p>
<p><b>Sex</b></p>	<p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic in any theme area, although monitoring this during the consultation will help ensure this is still the case.</p>

<sup>51</sup> Language, England and Wales - Office for National Statistics (ons.gov.uk)



Protected characteristic	Response
<b>Sexual orientation</b>	<p><b>Employment and Skills</b></p> <p>A 2018 Stonewall report showed that more than a third of LGBT staff (35%) have hidden or disguised that they are LGBT for fear of discrimination and nearly two in five bisexual people (38%) have not disclosed their sexuality to anyone at work. There is a possibility therefore that they might not benefit from employment and skills improvements to the same extent as their heterosexual colleagues<sup>52</sup>.</p> <p>Mitigation – To reach out to minority communities via organisations representing their interests so people feel more comfortable taking part in engagement to identify the best methods to address the issue.</p> <p><b>Nature</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Transport</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Innovation and Trade</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Digital</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Housing</b></p> <p>It is believed unlikely, at this time, that the proposal will result in adverse impact or any type of prohibited conduct upon people with this protected characteristic, although monitoring this during the consultation will help check this.</p> <p><b>Engagement</b></p> <p>Continuing discrimination means that some may not wish to participate in open engagement.</p>

<sup>52</sup> [lgbt\\_in\\_britain\\_work\\_report.pdf \(stonewall.org.uk\)](https://www.stonewall.org.uk/resources/reports/lgbt-in-britain-work-report.pdf)

Protected characteristic	Response
	<p>Mitigation – To reach out to minority communities via organisations representing their interests so people feel more comfortable taking part. Use inclusive, non-judgemental venues so everyone feels welcome, and no one feels they will face ridicule or discrimination. An online and telephone engagement offer will also be available should people decided not to join face-to-face events so that everyone can express their views in their preferred way.</p> <p><b>Environment</b></p> <p>It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on people with this protected characteristic. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.</p>

<b>Negative impacts</b>
<p>There is a risk that the exercise of certain functions by the GL MCCA 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.</p> <p>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 GL MCCA</li> <li>• the role and participation of district and borough councils in the GL MCCA</li> <li>• the role and participation of other groups and voices in the GL MCCA</li> <li>• the GL MCCA’s proposed governance arrangements and decision-making processes, and the phased transfer of some powers to the GL MCCA over time</li> </ul> <p><b>Armed Forces Community (Veterans, reservists and those still serving)</b></p> <p>Those belonging to the Armed Forces Community may not feel that the proposal directly addresses their concerns. Therefore, sustained consultation with this group is essential in order to keep them informed.</p> <p>Mitigation – The MoD will continue to make operational decisions and support this community. All three upper tier councils are committed to the Armed Forces Covenant and the recently introduced Armed Forces Public Duties, so their needs will be considered at all stages of the deal, including a variety of ways to participate in engagement and test assumptions made in this EIA.</p> <p><b>Businesses</b></p> <p>None envisaged for businesses. They are already actively involved in stakeholder conversations.</p> <p><b>Environment</b></p>

## Negative impacts

It is believed unlikely that the devolution proposal will result in any significant adverse or negative impacts on the business, armed forces, or deprived communities. This will be monitored during the consultation which will help to ensure any impact is identified and recognised.

### Digital

Despite the overall positive impact that devolution will bring in terms of digital connectivity, there could still be people who are digitally excluded because their income level prevents them from being able to afford the digital technology they need to benefit from digital infrastructure improvements and full fibre roll out, leaving them feeling more excluded.

Mitigation-This will be monitored during the consultation which will help to ensure any impact is identified and recognised.

### Deprived Communities

There is potential for the MCCA to be formed and high-profile projects to be developed, but for the poorest and most deprived to miss out on the potential benefits as funding may be used in different areas, i.e. UK Shared Prosperity Fund (UKSPF). The MCCA will need to ensure that this does not happen.

Mitigation – A range of plain English messages and engagement methods will be used to encourage participation in consultation to test this assumption.

### Visitors

Whilst improved transport will aid visitors in the long term, in the short-term travel disruption through road repairs & development will cause delays for those visiting GL.

Mitigation- To keep those who may be affected, informed of any changes.

### Digitally excluded communities/individuals

Moving to a digital first approach can prevent some people benefitting from devolution and participating in engagement about it.

Mitigation – A range of engagement methods will be used and promoted to ensure everyone can take part. For example, the spring 2023 County Views survey was included in County News, which is delivered to all households in the county of Lincolnshire. North and North East Lincolnshire have similar tools to do the same. Devolved budgets to enhance and speed up digital inclusion will themselves help to resolve issues of skills and access for many in the longer-term.

## Summary

This EIA shows clearly the wide and varied population of GL and the importance of keeping residents as informed as possible as devolution progresses. It is clear from the findings that a devolution deal for GL can have a positive impact on a wide number of protected characteristics groups in a variety of ways.

The proposal will reduce barriers to upskill the local labour force across all age groups and reduce the productivity gap which GL faces nationally. The power to be able to innovatively use funding will open more possibilities to direct resources to tackle employment barriers for people with disabilities. The impact of being able to adapt and use innovative approaches to funding would mean we could target training to address any imbalance in the workforce in our local industries, as there will be increased opportunities to train. There is an opportunity through a more aligned careers service, led by industry, to ensure that there is a greater understanding of which sectors are actively trying to develop a representative workforce.

Improved digital infrastructure will also give people greater choice and flexibility over how they choose to work in the future and the jobs they can access.

Improved transport infrastructure will provide GL residents with reliable means of getting from A to B, whether this be to school, work or socially, throughout the region. An improved transport system will also give the older generation greater access to healthcare, reduce isolation and improve independence. The ambition is to also improve accessibility to public transport for those who currently don't feel it meets their needs and requirements.

The EIA also clearly identifies some possible negative implications which will need due consideration before full implementation of the changes that arise as a result of devolution in GL.

Across many areas, budgets and decisions will move from Government to the GL MCCA. Within Employment and Skills for example, no specific decisions have yet been made about where investment will occur to generate employment opportunities or in education and improving skills. It is a possibility that this could inadvertently benefit one group over another. Therefore, due consideration and process must take place prior to implementation of any policy to ensure that this risk is reduced as much as possible.

When striving to improve digital connectivity there is a risk that those who aren't currently confident with the technology could be left further behind and feel more excluded and subsequently increase the gap that is currently exists. Therefore, it is crucial that this is researched further so that skills gaps can be identified, and people can be signposted to programmes to help them improve their skills to enable people of all ages to realise the benefits of improved digital inclusion.

Public consultation will be used to seek a representative sample of responses to the plans set out within the devolution proposal. A wide range of engagement methods will be utilised to obtain views. This includes a series of public events, direct engagement with representative groups, and extensive information sharing through a wide range of media channels. The feedback from the consultation will be used to review the content of this document and recommend amendments to the proposal where needed.

## Stakeholders

<b>Objective(s) of the EIA consultation or engagement activity</b>
<p>This EIA has informed the devolution deal consultation stakeholder analysis.</p> <p>To ensure everyone has a fair and open opportunity to share their views on the devolution deal.</p> <p>To test assumptions made about potential impacts of devolution on the general population, but particularly those with protected characteristics and additional communities identified in this document or as part of stakeholder conversations.</p>

Who was involved in the EIA consultation or engagement activity?

Detail any findings identified by the protected characteristic.

<b>Protected characteristic</b>	<b>Response</b>
<b>Age</b>	<i>To be added from consultation plan – do we need to repeat, or can this have a link to a different plan?</i>
<b>Disability</b>	
<b>Gender reassignment</b>	
<b>Marriage and civil partnership</b>	
<b>Pregnancy and maternity</b>	
<b>Race</b>	

Protected characteristic	Response
Religion or belief	
Sex	
Sexual orientation	
<p><b>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?</b></p> <p>The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	
<p><b>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?</b></p>	

## Further details

Personal data	Response
Are you handling personal data?	No
If yes, please give details	

Version	Description	Created or amended by	Date created or amended	Approved by	Date approved
V5	Cleaned up core version created after input from representatives from across GL.	Samantha Long & Equality Impact Analysis Team I	11/07/23		
V0.06	Review	Daniel Larkin	21/08/23		
V.0.7	Reviewed version in preparation for review meeting	Samantha Long	22/08/23		
V.0.8	Reviewed and partially cleaned up	Daniel Larkin	25/08/23		
V.0.9	Meeting to discuss the text for positive impacts	Samantha Long & Equality Impact	20/09/23		

Version	Description	Created or amended by	Date created or amended	Approved by	Date approved
		Analysis Team			
V.0.9	Reviewed and developed further	Daniel Larkin/ Samantha Long	28/09/23 – 29/09/23		
V0.10	Legal comments considered and reviewed	Daniel Larkin/ Samantha Long	04/10/23		
V0.10	Version further developed during meeting	Equality Impact Analysis Team	16/10/23		
V0.11	Questions from meeting addressed and meeting and cleaned up	Daniel Larkin/ Samantha Long	18/10/23		
V1.0	Final cleaning up for version 1.0	Samantha Long	20/10/23		
V1.1	Amendments following legal review	Daniel Larkin/ Samantha Long	14/11/23		
V1.2	Final editing and proofread	Daniel Larkin	17/11/23		