

BABERGH DISTRICT COUNCIL and MID SUFFOLK DISTRICT COUNCIL

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| From: Chief Executive | Report Number: S29R |
| To: Babergh District Council Mid Suffolk District Council | Date of meeting: 28 June 2016 29 June 2016 |

DEVOLUTION FOR NORFOLK AND SUFFOLK

1. Purpose of Report

- 1.1 This report sets out Norfolk and Suffolk's ambition for and approach to devolution based on the East Anglia Devolution Deal announced by the Chancellor in the Budget on 16 March 2016. It builds on Government's commitment to enhance local autonomy through devolution, reflected in the *Cities and Local Government Devolution Act*.
- 1.2 It also provides a unique opportunity to access funding for the two counties, now and in the future, in an era of diminishing core funding for local authorities. Those areas entering into Devolution Agreements are being given further opportunities to secure funds for economic growth, e.g. Greater Manchester, who are on their fourth Devolution Agreement with Government.
- 1.3 In light of the opportunity outlined above, this report asks Full Council to endorse the Norfolk and Suffolk Devolution Agreement (Appendix A), support the Governance Review (Appendix B) and agree to publish a Scheme of Governance (Appendix C) for public consultation.

2. Recommendations

- 2.1 That the Authority endorses the signing of the Norfolk and Suffolk Devolution Agreement by the Leader.
- 2.2 That, on the basis of the Governance Review, and having regard to any impact on equalities explored in the Equalities Impact Assessment (EqIA) at Appendix D, the Authority concludes that the establishment of a Mayoral Combined Authority for Norfolk and Suffolk is the option which most fully permits the effective discharge of the functions that Government is prepared to devolve to this area.
- 2.3 That the Authority endorses and supports the publication of the draft Scheme for a Norfolk and Suffolk Mayoral Combined Authority as at Appendix C to this report for consultation purposes, subject to such final revisions as may be approved by the Chief Executive in consultation with the Leader, and prior to the commencement of the formal consultation exercise. Such formal consultation, on the Scheme, to commence once all Norfolk and Suffolk Councils have considered the matters in this report and, in any event, no later than the 4 July 2016. In the event that a Constituent Authority named in the attached Scheme does not agree to endorse the Deal Agreement and/or the Scheme, the Authority authorises, through its Chief Executive, the relevant/any necessary changes to be made to the Deal Agreement, the Scheme and the Governance Review to reflect that Authority's non-participation.

- 2.4 That the outcome of the consultation exercise is submitted to the Secretary of the State by the Chief Executive in consultation with the Leader, by early September.
- 2.5 That Council meets no later than the 28 October 2016 to consider giving consent to an Order establishing a Mayoral Combined Authority for Norfolk and Suffolk.
- 2.6 That, insofar as any of the matters referred to in this report concern the discharge of functions related to the endorsing and signing of the Norfolk and Suffolk Devolution Agreement and the publication of the Scheme, authority is delegated to the Chief Executive in consultation with the Leader, to take all necessary steps and actions to progress the recommendations detailed in this report.
- 2.7 In the event that any technical changes are required to reflect legislative requirements and the contents of the Deal Agreement, authority is delegated to the Chief Executive, in agreement with the other Chief Executives and Managing Directors across Norfolk and Suffolk to make the necessary changes to the Scheme.
- 2.8 That further reports are presented to the Authority as appropriate as the Devolution process develops.

3. Reason for recommendation

- 3.1 If the Authority withdraws at this stage it will lose the opportunity to develop the benefits of the devolution process and may lose access to future government resources and the local determination of policy and spending priorities. It will also deny its residents the opportunity to have their say.

4. Options for consideration

- 4.1 That the Authority supports the recommendations in the report and approves continued working towards the implementation of the Norfolk and Suffolk Devolution Agreement.
- 4.2 That the Authority does not agree to the development proposed and work ceases.

5. The Decision

- 5.1 In taking its decision on the matters in this report there will be an opportunity for all members to debate the Deal Agreement, Review and Scheme. However there will not be an opportunity to move amendments (other than minor typographical or corrective changes) to the Deal Agreement, Review or Scheme. The timetable for publication of the Scheme, being no later than 4 July 2016, and the fact that the documents must pass through all 16 councils in Norfolk and Suffolk for agreement or otherwise, does not give a window for further negotiation. Members will need to decide whether to endorse the Deal Agreement and support publication of the Scheme or reject it. However, they can feed in any comments on the Scheme as part of the consultation process.
- 5.2 If a council decides to reject the Scheme, appropriate changes will need to be made to the Deal Agreement and Scheme prior to publication.

6. Who will be affected by this decision?

6.1 Councils, organisations, residents and businesses in Suffolk and Norfolk.

7. Resource Implications (Finances, Staffing, Property, IT)

7.1 The resource implications are dependent on the next stages of the development of the devolution process. Most will involve the use of existing officer time and resources.

7.2 All council leaders have agreed that the administration costs of setting up the Mayoral Combined Authority will be kept to a minimum, using existing resources within their councils.

7.3 We will be seeking to ensure that the total cost of the delivery of public services in Norfolk and Suffolk is no more than is currently the case and we will be looking to take advantages of the opportunities presented by working together across this area.

7.4 As mentioned in section 30, the Scheme enshrines principles about the costs of the Mayor and Combined Authority, with the aim that the gain or benefit leveraged from the Single Pot (£25m a year) will be far in excess of the Mayoral costs for the Combined Authority.

8. Legal Implications

8.1 Appropriate legal implications and statutory frameworks including processes and statutory tests have been referred to within the body of this report, which includes the appendices attached.

8.2 There are clear statutory processes that need to be followed in accordance with the Cities and Local Devolution Act 2016 to establish a Mayoral Combined Authority and devolving appropriate powers from central government for May 2017.

8.3 The governance arrangements are set out in the Governance Scheme attached at Appendix C and will be contained in a Constitution for the new Mayoral Combined Authority to be created before the Combined Authority comes into being and the Mayor is elected. All participating Authorities must agree to the Constitution unanimously.

9. Equality Impact Assessment

9.1 An initial equality impact assessment has been carried out for the two counties and is attached at Appendix D. It is the start of a process and will be further developed by officers across the two counties assuming the Deal goes ahead. It is worth noting that three of the core initiatives proposed as part of the Deal – digital connectivity, infrastructure and transport – have particular potential to enhance access for disabled and older people, who form a large and increasing percentage of Norfolk and Suffolk's population.

10. Impact upon the Joint Strategic Plan

10.1 The deal contains very significant new powers and funding for Norfolk and Suffolk and represents an opportunity to gain greater control and influence across a range of issues that directly affect our residents, but are currently decided in Whitehall. It creates a Combined Authority of a size and impact capable of negotiating directly with Government Departments so that our local priorities are recognised and acted upon rather than being side-lined. Devolution will enable both Councils to more readily influence, both at a strategic Norfolk and Suffolk level as well as more locally, the use of resources and exercise of powers that will support the delivery of their Joint Strategic Plan.

11. Risk Management

| Risk Description | Likelihood | Impact | Mitigating Measures |
|---|-------------------|---------------|--|
| Not agreeing to the devolution deal and losing out on new combined authority powers, and substantial funding across Norfolk and Suffolk | Moderate | High | Consult with and work closely with all councils across the Norfolk and Suffolk sub-region. |

12. Main body of report

Introduction

12.1 This report updates the Authority on the progress made in the Devolution proposal by the sixteen local authorities in the Norfolk and Suffolk area and details the process for the next stages in the devolution programme. It includes the latest elements of the devolution proposal and requires council to consider and set direction for the next stages of the devolution process.

13. Context

13.1 The Scottish independence referendum in September 2014 and publication of the Smith Commission report in November 2014 on further devolution to Scotland, promoted wide-ranging debate about similar devolutionary measures in England, at both national and sub-national levels. After the General Election in May 2015, the new Government emphasised its commitment to devolution by swiftly introducing Cities and Local Government Devolution Bill to Parliament on 28 May 2015.

13.2 Initially, the government's focus was on continuing the devolution of powers and/or funding to large urban areas, particularly to the five existing combined authorities. This included a devolution Deal for the Sheffield City Region and the Greater Manchester Health and Care Deal that sees Greater Manchester Combined Authority take control of £6billion of health and social care spending overseen by a new statutory body from April 2016.

13.3 As support for devolution grew, the government announced that all areas were encouraged to come forward with proposals for a devolution Deal. As a result,

many areas across England submitted proposals to the government and have been subject to negotiation. As part of his Summer Budget on 8 July 2015, the Chancellor announced that 'significant' devolution Deals would need to be submitted to the government by 4 September 2015 if they were to inform the Spending Review in November.

13.4 At their respective September 2015 Council meetings (Babergh District Council on 22nd September 2015; and Mid Suffolk District Council on 24th September 2015), both Councils agreed to:

- a. Suffolk's ambition and approach to devolution.
- b. Note and endorse the Expression of Interest (attached as Appendix A to the September 2015 report) submitted to Central Government on 4 September 2015 and agreed that it will provide a strong democratic mandate for future negotiation with Government.
- c. The Expression of Interest (Appendix A of the September 2015 report) being adopted as the basis for future detailed negotiation with Government throughout the autumn.
- d. The Chief Executive, in consultation with the Leader of the Council(s), being given delegated authority to agree to any future changes to the Devolution Proposal.

13.5 In East Anglia, Suffolk and Norfolk submitted Expressions of Interest and a commitment to work together to develop a Deal. The first expressions of interest focused on shared ambition to drive economic growth exploring how devolution could help accelerate this through greater local autonomy and a re-set relationship between local and central government.

13.6 Further to Ministerial feedback, including a 'Challenge Session' with Lord Heseltine in November 2015 and a further meeting with Lord Heseltine and Secretary of State, Greg Clark in February 2016, Leaders agreed that Cambridgeshire, Norfolk, Peterborough and Suffolk should jointly develop their collective asks of Government, in recognition of the economic links between the four areas. A devolution Deal for East Anglia was agreed at a very accelerated pace and announced by the Chancellor in the Budget (March 2016).

13.7 Following further consideration of the most effective way to drive growth through an East Anglia Deal, discussion with Ministers and reflection on what would be best for local people, it was decided to pursue two distinct devolution Deals. One for Norfolk and Suffolk and one for Cambridgeshire and Peterborough. This approach provides opportunity for strategic join up between the two Deals for example, on infrastructure, transport and skills but retains local economic geographies.

13.8 After extensive negotiations, the sum on offer for the two distinct Deals is greater than the sum offered in the original Deal.

14. The Devolution Process

14.1 There are clear statutory processes that need to be followed in accordance with the Cities and Local Government Devolution Act 2016 to establish a Mayoral

Combined Authority and devolving appropriate powers from central government for May 2017. The Norfolk and Suffolk Deal is one of the first to be progressed under this legislation.

14.2 The councils covered by the proposal need to undertake a governance review, publish a draft governance scheme that explains how a Mayoral Combined Authority would work, undertake a statutory public consultation on the scheme and provide a summary of the consultation responses to the Secretary of State. The primary purpose of a governance review is to set out the rationale for creating a Norfolk and Suffolk geographic/economic footprint, to propose the powers that would be required from Government to deliver effectively across that footprint, and to propose options for governance. The governance review and the consultation on the draft scheme will enable the Secretary of State to decide whether the statutory tests on improving the exercise of statutory functions are met and whether it is appropriate to make the order (if parliament approves) establishing the Mayoral Combined Authority. Before making such an order, consent needs to be sought from all of the constituent councils.

14.3 This report sets out the terms of the governance review (Appendix B) and the draft scheme (Appendix C) on which we will consult.

15. The Norfolk and Suffolk Devolution Deal Agreement

15.1 The Norfolk and Suffolk Devolution Deal Agreement is set out at Appendix A to this report. It is based on the East Anglia Devolution Agreement signed by the Chancellor, Secretary of State and Leaders from the Councils across Norfolk, Suffolk Peterborough and Cambridgeshire (except Cambridge City Council), but only applies to all councils in Norfolk and Suffolk.

15.2 Devolution offers a generational opportunity to accelerate growth in the local and national economy whilst improving the life chances and quality of life for every resident in Norfolk and Suffolk. We are a diverse and dynamic area including cities, rural and coastal communities with a globally significant economic offer. The Deal provides for the transfer of significant resources and powers from central government to the region including for infrastructure, housing, economic development, and employment and skills, which will positively impact on the lives of residents by helping create more jobs, improving the skills and employment prospects of residents and boosting the productivity of Norfolk and Suffolk. With devolved powers we can make sure that the housing needed to support this growth is connected to the right infrastructure: roads, rail and digital and means that local communities can thrive.

15.3 For Norfolk and Suffolk the Deal offers the opportunity for a step change in our relationship with government. Devolution means having the power and resources to tackle our challenges and make the most of the opportunities. This is the beginning of the Devolution process. If Council agrees to proceed with the Deal it opens the way to future negotiations. For example the Greater Manchester Deal announced in November 2014 has seen the Combined Authority use its Deal to negotiate on a further four occasions to enhance its powers to deliver economic growth.

15.4 The Deal contains very significant new powers and funding for Norfolk and Suffolk and represents an opportunity to gain greater control and influence across a range

of issues that directly affect our residents, but are currently decided in Whitehall. It creates a Combined Authority of a size and impact capable of negotiating directly with Government Departments so that our local priorities are recognised and acted upon rather than being side-lined. Specifically the Deal includes:

- £25m a year of new money for the next 30 years (£750m) to support economic growth, development of local infrastructure & jobs. 40% of the 'single pot' will be revenue, which can support capital borrowing
- £100m over five years of new money to support the building of new homes across Norfolk and Suffolk. Recognising the housing market conditions in Norwich and Ipswich, Government will also provide the Combined Authority with an additional £30m over five years, split equally for Norwich City and Ipswich Borough, to meet its housing needs
- A guaranteed £225m annual transport budget for the next five years
- Control of an existing c£20m a year Adult skills funding to ensure the training offer match the needs of local businesses and the local labour market
- Control of an existing c£2m Apprenticeship Grant for Employers (AGE grant) to enable funding to better meet the needs of local Norfolk and Suffolk employers
- Greater control over who delivers transport services in Norfolk and Suffolk, and how, rather than it being imposed on us by Central Government
- More control and influence over investment in key roads across Norfolk and Suffolk, so that local priorities and concerns can be met
- A commitment that relevant authorities and partners take a Norfolk and Suffolk wide approach to flood & coastal risk management to get more for our money and ensure problems aren't just shifted from one area to another
- A commitment that local authorities work to improve the planning process for residents and businesses

16. The Norfolk and Suffolk Governance Review

16.1 The Norfolk and Suffolk Governance Review is set out at Appendix B to this report. In accordance with the statutory framework, the purpose of the Governance Review has been to:

- review the exercise of statutory functions in relation to the review area with a view to deciding whether to prepare and publish a scheme under section 108 of the Local Government, Economic Development and Construction Act 2009 and section 6 of the Cities and Local Government Devolution Act 2016
- consider the options available for making changes to existing governance structures and arrangements with a view to improving the exercise of statutory functions
- determine which option is likely to be most beneficial to the area of Norfolk and Suffolk as well as strengthening the overall governance arrangements and delivery of statutory functions

In doing so, the Review has also taken into account the following local priorities:

- The most effective way to deliver economic growth and public service reform through functions such as: transport, infrastructure, spatial planning and skills
- What constitutes functional economic market areas
- Accountability
- Enabling effective joint working between existing statutory and non-statutory bodies
- The principle that decisions should be taken closest to the level where they will have most impact (subsidiarity/double devolution)

16.2 The Governance Review has found that Norfolk and Suffolk function as an integrated economic area. There is significant connectivity across Councils in the area as well as strong relationships with neighbouring areas, particularly Cambridgeshire. Strong collaboration is not only a feature of local government but also evident in the NHS' Sustainability and Transformation Plans. Key economic sectors within and beyond the area have encouraged successful economic join up between the two Local Enterprise Partnerships.

16.3 There is a shared ambition across Norfolk and Suffolk to drive growth which is already being demonstrated through successful joint working on: the Growth Deals, City Deals and Enterprise Zones. However, the case for change is compelling:

- Existing arrangements are fragmented and not fit for driving forward Norfolk and Suffolk's shared ambition to: drive growth, fulfil global economic potential, integrate public services and deliver the best for local people
- Norfolk and Suffolk's commitment to unlocking growth and housing and invest in infrastructure needs greater devolved powers and funding, which requires formal robust and accountable joint decision making
- Robust strategic governance is needed to drive public service reform, deliver more integrated services and re-set the relationship between central and local government paving the way for future devolution Deals
- Creating a single strategic voice and champion for Norfolk and Suffolk would enable strategic join up supported by appropriate local delivery

16.4 The conclusion of this Governance Review is to recommend that the functional economic area of Norfolk and Suffolk will be best served by the establishment of a Mayoral Combined Authority. It also maximises opportunities to negotiate for devolved budgets, powers and responsibilities with Government and therefore, is consistent with the ambition to re-set the relationship with Government.

16.5 Government have been clear that without a democratically elected Mayor, any devolution Deal would be much smaller in range and value and this would not deliver Norfolk and Suffolk's ambition.

16.6 Combining strategic strength and coherence with connections to local functional economies, it is considered that this model will improve the exercise of statutory functions and, more importantly, provide robust but flexible integrated and locally accountable decision making.

17. The Norfolk and Suffolk Scheme of Governance

17.1 The Norfolk and Suffolk Scheme of Governance is set out at Appendix C to this report.

17.2 The Scheme establishes the functions and powers that the Governance Review identifies as necessary to be devolved from Government, in order to meet the Secretary of State's statutory tests. It reflects the new Mayoral and Combined Authority functions and powers as proposed under the Deal Agreement.

These include:

- The Mayor's responsibility for a multi-year, consolidated and devolved local transport budget
- Responsibility for a Key Route Network which will be managed and maintained on behalf of the Mayor
- Powers over strategic planning and housing including £130m ring-fenced funding over 5 years to deliver new homes
- The Combined Authority's receipt of an additional £25m a year funding allocation over 30 years to boost growth
- The Combined Authority's review of 16+ skills provision and devolved 19+ adult skills funding

17.3 In addition to powers and functions the Scheme also sets out, at high level, how the Mayor and the Combined Authority will operate. However the detailed governance of the Combined Authority will be established in the Combined Authority's Constitution.

17.4 The Constitution will contain details of how the new powers and functions will be delivered and enshrine the principles of double devolution. The Scheme recognises that the Combined Authority will operate through thematic, geographic and/or district clusters, to ensure that delivery is exercised at the appropriate local geographies primarily based on functional economic area and travel to work areas.

17.5 The Scheme also enshrines principles about the costs of the Mayor and Combined Authority. Those principles are that:

- The Combined Authority costs will be met as far as possible from existing resources, with statutory officers and support provided by the Constituent Authorities; and
- Any levy on the Constituent Authorities for Mayoral costs will be treated as a loan and repaid to the Constituent Authorities by the 3rd anniversary of the Mayoral election.

17.6 The aim is that the gain or benefit leveraged from the Single Pot (£25m a year) will be far in excess of the Mayoral costs for the Combined Authority.

18. Consultation

- 18.1 Legislation requires devolution deal areas to publish a scheme of governance setting out plans for the scope of the combined authority, the arrangements for local representation, and decision making. The public must be consulted on these arrangements, and the Secretary of State will then take the outcome of consultation into account before further legislation can be taken forward.
- 18.2 The draft scheme will be the subject of a statutory consultation exercise which will commence no later than 4 July 2016. The results of the consultation exercise will be reported back to council and the Secretary of State.
- 18.3 Key elements of the consultation will be based on an online consultation that is accessible and open to all so the requirement to formally consult with residents on the proposed governance scheme is met. Evidence from other areas suggests that on-line alone will not reach the number of people we would like to reach, and those who do will be self-selecting and unrepresentative of the population as a whole. Therefore, in order to fully consult residents and ensure we get more representative views there will be:
- 18.4 A booster telephone survey to ensure that we get representative consultation feedback that enables us to compare public opinion at district level and ensure that our elected members can base their decision on robust data. This will mean 5,320 individual telephone interviews across the two deal areas to give a robust sample (380 per district).
- 18.5 The telephone survey will also include 250 interviews with businesses across both counties.
- 18.6 During the consultation period each authority is also likely to receive direct representations from stakeholders in writing and email. Each participating authority will collect the responses they receive directly.
- 18.7 Upon completion of the consultation, we will submit an overall report with executive summary to the Secretary of State as a joint submission from all councils in Norfolk and Suffolk. Each participating authority will submit copies of all stakeholder representations they receive by hard copy or email along with their own representations.
- 18.8 The process requires the consultation to take place over the summer months. The maximum time we can have the consultation open is seven weeks. Whilst this is fewer weeks than standard consultations, it is balanced by the extensive telephone interviews which ensure the robustness of the exercise. The consultation will open on July 4th and run until August 19th. The submission of responses to the Secretary of State will be on September 9th.
- 18.9 Consultation during the pre-Scheme Submission stage of the Devolution Deal has been complicated by the need to ensure that negotiations with Central Government are kept as confidential as possible at their request. However, Suffolk Councils have commissioned some consultation and some headline findings are attached as Appendix E to this report. The results show the priorities and views on the key elements of the deal as the consultation has focused on the desirability of the elements of the Deal.

- 18.10 The survey also addressed the general feeling about devolution. It concluded that 61% of residents either strongly support or tend to support giving more decision making powers to East Anglia – with 15% actively against this proposal. Whilst the results are not directly comparable with the Ipsos MORI 2015 survey, because the question asked generically about *the local area* rather than *East Anglia* specifically, it is interesting to note that support within the East of England at the time was 42% ‘for’ and 18% ‘against’ – suggesting an increase in support over the last ten months.
- 18.11 Residents aged between 18 and 34 are significantly more likely than other age groups to support the concept (66% vs. 61% overall). Support is consistent across the County. “

19. Conclusion

- 19.1 After extensive negotiations between Government and the Norfolk and Suffolk Leaders a proposed Devolution Agreement has been developed. The council will need to assess whether to endorse the Devolution Agreement and authorise the Leader to sign it.
- 19.2 The Authority is asked to support the Governance Review and agree the publication of the Scheme of Governance. This will allow the council to report to the Secretary of State such views to inform his decision on the Devolution Deal and the Scheme for the Mayoral Combined Authority.
- 19.3 The Devolution Agreement attached is just the start of the Devolution process. Greater Manchester, the model for a number of the Devolution Deals, has now agreed the content of its 4th Deal, and in April 2016 took on responsibility for the Health budget in the area. There is a great deal of potential to extend the range of responsibilities, powers and funding in the coming months and years, should we be so minded. This report seeks to put into place the mechanisms to deliver increased local leadership for public services and greater autonomy over the levers for growth in our area.

Appendices attached to this report: (for clarifications these appendices form part of this report)

[Appendix A: The Norfolk and Suffolk Devolution Agreement June 2016](#)

[Appendix B: Governance Review](#)

[Appendix C: Governance Scheme](#)

Appendix D: Equality Impact Assessment (Phase 1 findings and recommendations)

Appendix E: Summary of Consultation Responses to Suffolk’s survey on Devolution (May-June 2016)

Sources of further information

- a) Report(s) to Council
- b) [Babergh District Council – 22 September 2015 – Report Number \[R48\]](#)
[Mid Suffolk District Council – 24 September 2015 – Report Number \[C/42/15\]](#)
- c) Cities and Local Government Devolution Act 2016

The Norfolk and Suffolk Devolution Deal

Equality Assessment Phase 1 Findings and Recommendations

June 2016

Summary

1. This report summarises the findings of Phase 1 of the equality assessment of the Norfolk and Suffolk Devolution Deal. It sets out:
 - The purpose of equality assessments (see this page)
 - The legal context (see this page)
 - Overview of the assessment process (see this page)
 - Which people with ‘protected characteristics’ⁱ are likely to be affected (Page 3)
 - Potential impact, issues and risks (pages 3 to 5)
 - Human rights implications (Page 5)
 - Recommended actions (Page 5 - 6).

The purpose of an equality assessment

2. Equality assessments enable decision-makers to consider the impact of proposals on people with protected characteristics, prior to decisions being made. Every opportunity can then be taken to promote equality, build positive community relations and eliminate discrimination as part of the proposal.
3. If any potential for adverse impact is identified, mitigating actions can be developed.

Legal and policy context

4. Public authorities have a legal duty under the Equality Act 2010 to consider the implications of proposals on people with protected characteristics. The Act states that public bodies must pay 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 people who share a relevant protected characteristic and people who do not share itⁱⁱ;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share itⁱⁱⁱ.
5. The full Act is available [here](#).

The assessment process

6. The equality assessment of the Deal comprises two phases, to enable the authorities involved to consider a wide range of evidence before drawing conclusions about likely impacts. This involves reviewing, for example, data about people and services that might

be affected, contextual information about local areas and populations, and crucially, the findings of public consultation:

- **Phase 1** – Draft equality assessment published. Public consultation launched. Where public consultation highlights any specific issues affecting people with protected characteristics, further evidence is gathered to explore these issues and, where appropriate, mitigating actions are identified.
- **Phase 2** - Public consultation closes, the results are analysed. The equality assessment is revised to reflect any equality or accessibility issues highlighted by residents or stakeholders. The revised equality assessment is published.

Who is affected?

7. The Deal will affect everyone in Norfolk and Suffolk – including people who live, work in and visit the region with the following protected characteristics:

| | |
|--|------------|
| Age (people of different age groups; older and younger people) | YES |
| Disability (all disabilities and long-term health conditions) | YES |
| Gender reassignment (e.g. people who identify as transgender) | YES |
| Marriage/civil partnerships | YES |
| Pregnancy & Maternity | YES |
| Race (different ethnic groups, including Gypsies and Travellers) | YES |
| Religion/belief (different faiths, including people with no religion or belief) | YES |
| Sex (i.e. men/women) | YES |
| Sexual orientation (e.g. lesbian, gay & bisexual people) | YES |

Potential impact

8. The Deal seeks to improve the quality of life for every resident in Norfolk and Suffolk. It has the potential to significantly enhance accessibility and equality of opportunity for people with protected characteristics^{IV}. This is because:
- The Deal represents a lifetime opportunity for the 16 local authorities covering Norfolk and Suffolk to systematically integrate accessibility considerations into core initiatives proposed by the Deal – accelerating progress on equality and accessibility, and addressing persistent barriers to participation.

- The Deal will uniquely position the region to address regional ‘grand challenges’, some of which specifically impact on people with protected characteristics. For example, Norfolk and Suffolk have higher than average numbers of disabled and older residents compared to other areas of the UK. The Deal will enable the region to accelerate health and social care integration, promoting independence and building resilience for future generations^Y.
- The Deal prioritises a number of core initiatives - infrastructure, transport, digital connectivity, housing, economic development, employment and skills, all of which are well documented to have a fundamental impact on the life chances of people with protected characteristics – particularly disabled people, women, Black, Asian and minority ethnic (BAME) people, young people and people who identify as lesbian, gay, bisexual or transgender (LGBT).
- It is worth noting that three of the core initiatives proposed as part of the Deal – digital connectivity, infrastructure and transport – have particular potential to enhance access for disabled and older people. Disabled and older people face persistent barriers in these areas and consistently highlight this in public consultation.
- The Deal will create a better connected region, improving the digital and broadband offer. This could particularly benefit disabled and older/younger people living in rural communities, who are at greater risk of social exclusion and isolation.

Issues and risks

9. Unless a robust mechanism is established to ensure that equality and accessibility are systematically and routinely integrated into all regional strategic planning, design and commissioning activities, there is a risk that sometimes, basic considerations may be missed. This would have the following consequences:
 - Accessibility for people with protected characteristics (particularly older and disabled people, due to the focus of the core initiatives) may be significantly reduced.
 - Opportunities to promote equality for people with protected characteristics may be overlooked – for example, BAME people, disabled and older people, LGTB people, younger people and women.
 - It may be necessary to make reasonable adjustments retrospectively – which is costly, inefficient and inconvenient for the end user.
10. When accessibility is integrated into service design it greatly improves access for disabled and older people. Proposals to enhance the region’s infrastructure and use more technology will particularly impact on different groups of disabled users. For older and disabled people, blind and visually impaired people, Deaf and hearing impaired people, people with learning disabilities/difficulties and people with mental health issues, it will be critical to ensure that infrastructure and technological innovations are accessible.

- 11. In view of this it is recommended that, if the Deal is implemented, equality assessments should be undertaken at the design stage of all core regional strategic planning and commissioning activities. This will enable accessibility and equality to be routinely and systematically reviewed. In particular, as part of the assessment, guidance should be sought on the minimum and maximum access considerations that could be applied to any given initiative.
- 12. This would enable decision-makers to consider what would be the most reasonable approach in the circumstances, taking all relevant factors into account - such as regional aspirations for equality; available resources; demand and future proofing. In the medium term, this would have obvious benefits for service quality and would stretch performance on accessibility as far as reasonably practicable. It would also ensure consistency across all aspects of the Deal.
- 13. It will not always be possible to adopt the course of action that will best promote accessibility and equality for all. However, equality assessments enable informed decisions to be made, that take into account every possible opportunity to minimise disadvantage.
- 14. If the Deal is implemented, the region should consider adopting a universal equality and accessibility standard. A sample is attached at Annex 1.

Human rights implications

- 15. Public authorities in the UK are required to act compatibly with the Human Rights Act 1998. This assessment does not identify any human rights issues arising from the Deal. Any specific issues will be addressed in individual equality assessments.

Actions

| | Action | Lead | Date |
|----|--|--------------|---------------------|
| 1. | If the Deal is implemented, equality assessments to be undertaken at the design stage of all core regional strategic planning and commissioning activities ^{vi} . | All councils | From implementation |
| 2. | Consider adopting a universal accessibility standard, to clarify expectations and ambitions for creating a more accessible region – now and for future generations. | All councils | From implementation |
| 3. | Ensure that arrangements for public consultation on the Deal are accessible and inclusive, and engage with local communities proportionately. | All councils | From 4 July 2016 |
| 4. | Ensure that all health and social care integration initiatives developed take full account of the voice of disabled and older service users (“Nothing about us | All councils | From implementation |

| | Action | Lead | Date |
|----|--|--------------|---------------------|
| | without us”). | | |
| 5. | Ensure that, in the determination of new democratic arrangements, all appropriate measures are taken to encourage people who share a protected characteristic to participate in public life or in any related activity in which participation is disproportionately low. | All councils | From implementation |

Next steps

Phase 2 commences with the analysis of the results of the consultation at the end of August. The equality assessment will be revised to reflect any equality or accessibility issues highlighted by residents or stakeholders, then published.

If the Deal is approved by Councils at the end of October 2016 and the order is laid by the Secretary of State to establish the Combined Authority, further steps would be to implement the actions in the table above.

Evidence used to inform this assessment

- Equality Act 2010
- Public Sector Equality Duty
- Accessibility best practice guidance
- Consultation findings (to be confirmed:
- Respondent numbers and demographic background

Further information

For further information about this equality impact assessment please contact xxxx

Sample universal equality and accessibility standard

The region is committed to providing equality of opportunity and accessible services for everyone in Norfolk and Suffolk.

We do not tolerate unlawful discrimination, harassment or victimisation in service delivery or employment on the grounds of age, disability, gender reassignment, race/ethnicity, religion or belief, sex/gender, sexual orientation, marriage/civil partnership, and pregnancy and maternity (known as 'protected characteristics'). We will not treat anyone less favourably than any other, on the grounds of any protected characteristic, except when such treatment is within the law and determined by lawful requirements.

In adopting the aims of this standard, we will:

- Take steps to remove any barriers which might deter people from accessing services or working in the region
- Promote equality of opportunity between people who share a protected characteristic and people who do not share it
- Take steps to promote understanding, tackle prejudice and foster positive relations between different communities
- Eliminate unlawful discrimination, harassment and bullying
- Undertake equality assessments at the design stage of all core strategic planning, policy development and commissioning activities ([hyperlink to guidance](#))
- Encourage people who share a protected characteristic to participate in public life or in any other activity in which participation is disproportionately low
- Be inclusive by engaging with local communities fairly and proportionately.

Accessibility standard:

Our accessibility standard clarifies our expectations on regional accessibility:

- ✓ Accessibility is embedded in all policies and procedures, service design, planning and commissioning
- ✓ Accessibility is embedded in all employment policies and ways of working
- ✓ Our premises are accessible to customers and staff
- ✓ All ICT equipment and web services are accessible.

As part of our commitment to equality, new elected members and staff are required to undertake [e-learning modules] on equality within their first six months in post. This is part of our commitment to develop understanding of equality and accessibility across the region.

Who this standard affects

This standard affects elected members and all workers including employees, consultants, temporary workers, agency staff and other third parties working on behalf of Norfolk and Suffolk. It also applies to suppliers, sub-contractors and agencies in our supply chain.

| |
|---|
| <p>This standard applies to (but is not limited to) the planning, design, operation, construction and delivery of services, the provision of goods, facilities and services, exercising of public functions, recruitment and selection, conditions of service, benefits, facilities and pay, training and development, opportunities for promotion, conduct at work, grievance and disciplinary procedures and termination of employment.</p> |
|---|

We expect all staff to take personal responsibility for familiarising themselves with this standard and conducting themselves in an appropriate manner.

Communication

This standard will be made available to the public, staff and elected members.

Review

We will review the terms of this standard and any associated codes of practice and guidance every three years.

Relevant legislation

In implementing this standard we have regard to our legal obligations under relevant legislation, including the [Equality Act 2010](#) and the Public Sector Equality Duty.

ⁱ The protected characteristics specified by the Equality Act 2010 are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

ii The Act specifies that having due regard to the need to advance equality of opportunity might mean:

- Removing or minimizing disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic;
- Taking steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of others;
- Encouraging people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.

iii Having due regard to the need to foster good relations between people and communities involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

^{iv} 'Access' is defined as the ability of a user to access a service in relation to physical access, ICT, organisational culture, policy and procedure. It involves meeting any reasonable access needs an individual might have because of a disability, their age, gender, race, sexual orientation or religion or belief. For example, reasonable access could mean a blind person being able to obtain information via self-serve, or an older gay person in residential care feeling comfortable about being open about his sexual orientation with carers. It could also mean a wheelchair user being able to use public transport.

vi This will enable accessibility to be routinely and systematically reviewed. In particular, guidance can be sought on the minimum and maximum access considerations that could be applied to any given initiative. This would enable decision-makers to consider what would be most reasonable approach in the circumstances, taking all relevant factors into account - such as the ambition of the region to provide equality for all; available resources; demand and future proofing. In the medium term, this would have obvious benefits for service quality and would stretch performance on accessibility and equality as far as reasonably practicable. It would also ensure consistency across all aspects of the Deal.

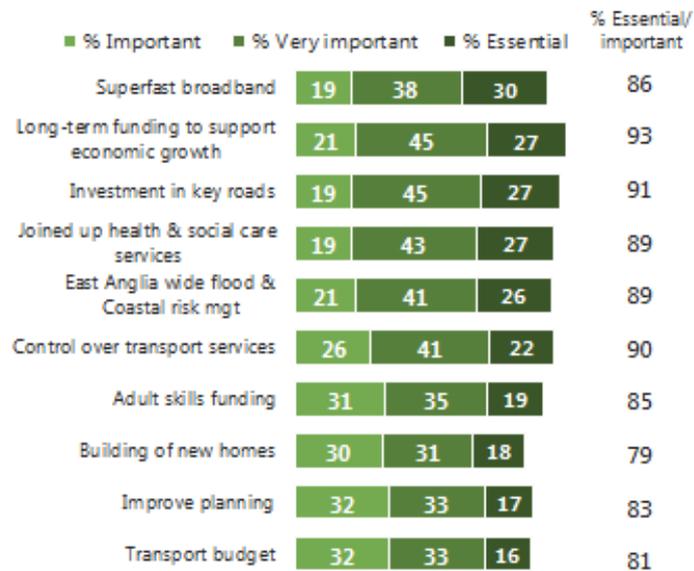
Summary of Consultation Responses to Suffolk’s survey on Devolution (May-June 2016)

What should the priorities be?

Q6. The following are some key elements of the proposed deal. Thinking about your own situation, how important is each of these?

Residents were told about the elements of the proposed deal and were asked which they considered to be most important. The following slides show each element in detail, but by way of summary they are presented together in this chart to highlight the priorities.

Whilst all of the elements of the proposed deal are considered important; from long term funding to support economic growth (93%) through to the building of new homes (79%), there some elements more than others which are considered essential. For example, 30% of residents consider superfast broadband to be a key priority (30%) whilst half this proportion (16%) believe control over an annual transport budget is essential.



Base: All valid responses (1819) | Fieldwork dates: 20th – 30th May 2016 | Source: Ipsos MOR1

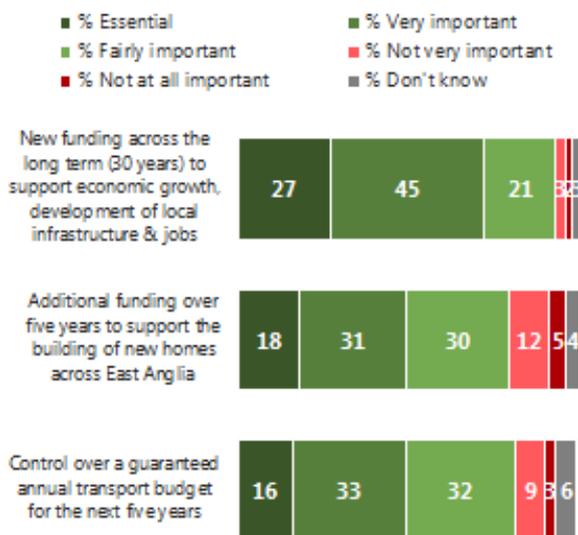
Ipsos MOR1 - Public Affairs
18-016109-00 Suffolk Devolution Poll Report (June 2016) | Version 1.0 | Internal Use Only

Importance of key elements (1)

Q6. The following are some key elements of the proposed deal. Thinking about your own situation, how important is each of these?

Looking at each of these key elements in more detail, in many ways, the priorities of residents reflect their life stage. Residents aged 18 – 24 are for example significantly more likely to say that long term funding to support economic growth, development of local infrastructure & jobs is important (74% vs. 66% overall) as is the building of new homes (71% vs. 61%).

Whereas workless residents i.e. those who are of working age but are either unemployed or sick/disabled believe more than others, that control over a guaranteed transport budget is essential (28% vs. 16% overall), or that there should be more control over investment in key roads (38% vs. 27% overall).



Base: All valid responses (1819) | Fieldwork dates: 20th – 30th May 2016 | Source: Ipsos MOR1

Ipsos MOR1 - Public Affairs
18-016109-00 Suffolk Devolution Poll Report (June 2016) | Version 1.0 | Internal Use Only

Importance of key elements (2)

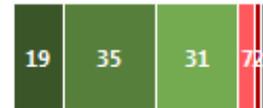
Q6. The following are some key elements of the proposed deal. Thinking about your own situation, how important is each of these?

Older residents aged 55+ years are generally more likely than other age groups to think that the majority of elements of the proposed deal are essential, the exception is superfast broadband and sustained economic growth.

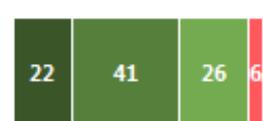
Retirees specifically believe control of a transport budget is essential (22% vs. 16% overall) as is the delivery of transport services so there are more options for local residents (29% vs. 22% overall). A significantly greater proportion of retirees also believe the investment in adult skills to match the local labour market is essential (22% vs. 19% overall) and that an East Anglia wide approach to flood & coastal risk management should be a priority (33% state it is essential vs. 26% overall).

- % Essential
- % Very important
- % Fairly important
- % Not very important
- % Not at all important
- % Don't know

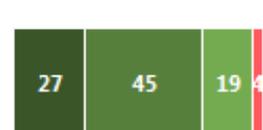
Gain control of an existing adult skills funding to ensure the training offer match the needs of local businesses and the local labour market



Greater control over who (and how) delivers transport services in East Anglia, ensuring that transport integrates better and there are more options for local residents



More control and influence over investment in key roads across East Anglia, thus ensuring maintenance and improvements can be prioritised locally, rather than having to compete with other works across the country



Base: All valid responses (1819) | Fieldwork dates: 20th – 30th May 2016

Source: Ipsos MOR1

Ipsos MOR1 - Public Affairs

16-016129-01_Life02-02-DevolutionForRegion - June 2016 | Version 02 - Internal Use Only

11

Importance of key elements (3)

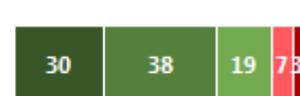
Q6. The following are some key elements of the proposed deal. Thinking about your own situation, how important is each of these?

Priorities are generally similar across the County although residents in Ipswich place greater emphasis on support to build new homes (25% of residents in this Borough believe this to be essential vs. 18% overall). They are also more likely to believe that there should be a guaranteed annual transport budget for the next five years (21% vs. 16% overall).

Residents in the Waveney District are more likely to prioritise an East Anglia wide approach to flood and coastal risk management than other parts of the County (32% of residents feel this is essential vs. 26% overall).

- % Essential
- % Very important
- % Fairly important
- % Not very important
- % Not at all important
- % Don't know

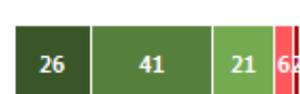
A commitment to providing superfast broadband and improved mobile phone reception in more communities, particularly in rural areas



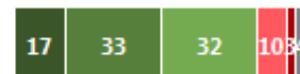
That the relevant councils will bring together health & social care services to provide a more joined up, single service for residents



Relevant authorities and partners take an East Anglia wide approach to flood & coastal risk management to better protect people, property and land from flooding



Local authorities work to improve planning for new buildings and developments



Base: All valid responses (1819) | Fieldwork dates: 20th – 30th May 2016

Source: Ipsos MOR1

Ipsos MOR1 - Public Affairs

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12