

As a public sector organisation, we need to ensure that all our strategies, policies, service and functions both current and proposed have given proper consideration to equality and diversity. In all appropriate instances we will need to carry out an equality impact assessment. These are assessments that public authorities often carry out prior to implementing a policy, with a view to ascertaining its potential impact on equality. They are not required by law, although are a way of facilitating and evidencing compliance with the Public Sector Equality Duty.

This form:

- can be used to prompt considerations when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation of where impacts are foreseen or why you do not consider an impact arises.

How to complete an SYMCA Equality Impact Assessment form:

- Section 1 – [Initial Screening](#) needs to be carried out for ALL SYMCA Impact Assessments;

If after completing initial screening, there are;

- NO FORESEEN negative impacts,
- The change proposed does not result in the reduction of a service

You DO NOT need to complete a Full Impact assessment.

- Submit initial screening and obtain signatory approvals in section 4

- Section 2 – [Full Impact Analysis](#) is to be completed where initial Screening identifies;
 - There will be Negative impacts
 - The proposed change involves the removal or reduction of a service
 - There are compliance issues

Please FULLY complete Section 2, 3, 4, and 5 (where appropriate.)

- Section 3 – [Equality Impact Assessment Action Plan](#) - provide summary Action Plan, overcoming or mitigating any impacts arising from the analysis.
- Section 4 – [Signatory Approvals](#): Please obtain relevant signatures
- Section 5 – [Supporting Evidence](#): Please attach any supporting evidence documentation such as consultation documents.

Section 1 – Initial Screening

Title of function/service /policy/procedure:	South Yorkshire Plan for Growth
Department function it belongs to:	Growth, Business and Skills
Lead Officer Name:	Joe Gardner
Executive Leadership Sponsor Name:	Tom Bousfield
Assessment Team: (please list names)	Alice Rubbra Paul Johnson
Is this function/service/ policy/procedure:	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing

What is the current function/service/policy/procedure?
SYMCA does not currently have a plan of action for how it will deliver growth through investing in businesses and jobs.
How is it proposed this will change? What are the proposed changes?
<p>The Plan for Growth will set out:</p> <ol style="list-style-type: none"> 1. Our 'Growth Zones' – these will be our sensible economic bets for where we think sectorally and geographically we have the greatest chance of growing businesses and good jobs 2. Our priorities for economic and social infrastructure across the region
Why is this being proposed? (e.g. policy, deliverables, changes to systems and process, service delivery offer etc)
To ensure we have a clear framework to engage government, businesses, investors and residents.

Will this proposal affect people with protected characteristics and if so, in which group?

<p>Age: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on age, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.</p>
<p>Disability: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on disability, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.</p>
<p>Gender reassignment: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on gender, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.</p>
<p>Marriage or civil partnership: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on marriage or civil partnerships, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.</p>
<p>Pregnancy or maternity: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on pregnancy or maternity, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.</p>
<p>Race: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on race, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.</p>
<p>Religion or belief: <i>Select the level of impact below:</i> No Impact</p>	<p>Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.</p> <p>Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on religion, but future investment</p>

	decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.
Sex (Gender): <i>Select the level of impact below:</i> No Impact	Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.
	Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on gender, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.
Sexual orientation: <i>Select the level of impact below:</i> No Impact	Why do you consider it will have this effect? State any evidence you have, and explain what you feel the financial/non-financial impact might be.
	Publication of the Plan for Growth will create a framework through which the MCA will engage key partners such as government, businesses, and investors on investing in the region. The document has limited/no impact on sexual orientation, but future investment decisions following from this framework will hopefully benefit all residents and workers in South Yorkshire by creating better jobs and better places to live.

Is a FULL IMPACT ANALYSIS required?

No – There are no foreseen negative impacts.

Yes – You have identified that there are negative impacts, or a service is being removed/reduced that requires further analysis.

Please complete the Full Impact Analysis.



Please note: if this impact assessment refers to removal of a service or legal compliance issues a full impact analysis must be completed.

Assessment Summary – please provide a summary of the outcome here:

The Skills Strategy proposes mission areas of focus which are intended to be inclusive through moving those far from the labour marketing into work, or to be ready for work; and to raise attainment of core knowledge and skills.

Whilst certain protected characteristics are identified as clear drivers for the strategy (e.g. age, disability and race), the intent is for the strategy to provide an inclusive offer that enables opportunity for all residents, including those with other protected characteristics

See evidence base document for further detail

Negative impact (please tick):	<input type="checkbox"/>	High	<input type="checkbox"/>	Medium	<input checked="" type="checkbox"/>	Low
Assessor's Name:	Click here to enter text.		Signed		Date	Click here to enter a date.
	If there are negative impacts or a removal of service identified please complete Section 2: Full Impact Analysis .					
	If there are no negative impacts identified please obtain the signatory approvals in Section 4 .					

Section 2 - Full Impact Analysis

Only complete this section if you have identified negative impacts, a service is being removed or if the impact is not clear from [Section 1: Initial Screening](#).

Proposed new /revised function/service/policy/procedure: Give further details of the arrangements being made if applicable.

Add details to the Equality Impact Assessment Action Plan ([Section 3](#))

[Click here to enter text.](#)

Consultation – Engagement is good practice and a useful tool to demonstrate that due regard has been paid.

Please indicate the consultation/engagement carried out below:

Peer research?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary:
Data study?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary:
Statistics?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary:
Other research?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary:

Which protected groups should be consulted with (tick all that apply) and identify numbers of people affected:


<input type="checkbox"/> Age	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Disability	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Gender Reassignment	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed:			

	Click here to enter text.			
<input type="checkbox"/> Marriage or civil partnership	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Pregnancy or Maternity	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Race	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Religion or belief	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Sex (Gender)	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> Sexual Orientation	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<p>Give details of any consultation undertaken. Add resulting actions to the Equality Impact Assessment Action Plan (Section 3)</p> <p>Click here to enter text.</p>				

Section 3: Equality Impact Assessment Action Plan

PTAP theme it relates to: <small>Select one from the drop down:</small>	Protected group it impacts:	Impact Assessment Details:	Mitigating Action(s) identified:	Outcome(s) required:	Financial/resource implications (if applicable):	Target Date:	Person responsible for identified action(s)
Choose an item.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.	Click here to enter text.
Choose an item.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.	Click here to enter text.
Choose an item.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.	Click here to enter text.
Choose an item.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.	Click here to enter text.

Section 4: Signatory approvals

Executive Leadership Sponsor responsible for Impact Assessment:	Tom Bousfield		
Signed		Date	12/02/2024



Please retain this final version as it may be required for audit purposes.

Section 5:

Supporting Evidence

Please attach any supporting evidence such as consultation documents here.
[Click here to enter text.](#)