

## Equality Impact Assessment (EIA) Screening

An EIA helps to demonstrate how the Council meets its statutory Public Sector Equality Duty. It requires us to pay “due regard” to the impact of our decisions on people with protected characteristics in setting and implementing policies or developing services.

The law does not mean that no changes can be made, even if they have a negative effect on people. However, we must demonstrate that we have considered the impact that could happen and what steps we have put in place to mitigate against any negative impacts. We can also use an EIA screening as an opportunity to enhance positive impacts.

Please refer to the guidance on MySCC to help you complete this EIA Screening or speak to a member of the EIA Review Group.

### Before this EIA screening is completed, please:

- ensure that you have used the latest EIA screening template on [MySCC](#);
- attend an EIA training session, dates on [MySCC](#);
- consider who is affected by the proposed changes to the service or policy and their protected characteristics, for example, the public and staff;
- consider including some input about the change from those affected by the proposed changes before completion of the EIA. i.e. undertake some co-production with people who will or may be affected by the proposed changes;
- make sure the EIA screening will be considered as part of the decision making process to help demonstrate how the Council meets its statutory Public Sector Equality Duty, i.e. the EIA is finalised and published before decisions are made;
- ensure that the EIA is written in plain English and content is appropriate as it will be published on the Suffolk County Council website. Please do not use any abbreviations and acronyms without explaining them;
- use links to websites, if necessary, for any supporting documents as the EIA will be converted into a pdf and published on its own so no embedded attachments will be visible;
- check that the EIA screening is accessible particularly if tables are included. Once you have completed the template, check the accessibility of the document by clicking on the ‘Review’ tab and then clicking on ‘Check Accessibility’;
- understand that this template includes terminology used in the Equality Act 2010. We appreciate that not everyone is comfortable with the term gender reassignment, but it has been used in this template as we need to reflect what the legislation says. The guidance in that section reflects the spectrum of people who are transgender, non-binary or gender non-conforming who should be considered when completing the EIA.
- consider how you might be able to use the EIA process to increase our understanding of those with protected characteristics in order to improve our decision making in the future. Can this be an opportunity to gather more information and data on people with protected characteristics and understand more about their lived experiences and the impacts that changes to SCC policies, procedures and services may have on them?
- consider planning in a feedback process so that you can determine how accurately the EIA predicted impacts on those with protected characteristics so that you can improve your EIAs in the future.

<b>Name of the proposed service or policy change</b>	Suffolk Devolution Deal
<b>Lead officer responsible for the policy or service</b>	Nicola Beach, Chief Executive
<b>Officers carrying out the EIA screening</b> (at least one must have done EIA training, it is recommended that an officer responsible for the policy or service is involved in the screening)	Caroline Davison, Head of Policy and Performance Ian Seggar, Policy & Strategy Officer
<b>Is this a new EIA or a revision to a previous one?</b> (If revision, please provide date of previous EIA)	New
<b>Date this EIA screening was completed</b>	20 January 2023

## Part A: Background

### 1. What is the proposed change?

Briefly describe (max. 250 words) the service/policy and the changes that are being proposed:

The proposed 'minded to' Suffolk Devolution Deal was published on 8 December 2022 with a minded to signing by Government Ministers and the County Council's Leader. It sets out a range of powers and budgets that, if the Deal is agreed (subject to local and central Government due processes) will be devolved by the government and how the Council will need to work in partnership to deliver them.

This report highlights the content of the proposed 'minded to' Suffolk Devolution Deal and the reforms and measures required of the County Council, in order to deliver the Deal, working in partnership with district and borough councils and other local partners, as well as the government.

It also highlights the processes required for enacting the Deal, which include public consultation; consideration of a formal resolution by the Council; and the statutory requirements for making the secondary legislation necessary for the proposed Deal's implementation.

### 2. Why are these changes being proposed?

Briefly describe (max. 250 words) the reasons for making these changes:

1. While many benefit from Suffolk's unique economic, environmental and delivery strengths, the county faces a number of challenges which continue to constrain its economic potential and ability to level up opportunity. The proposed Suffolk Devolution Deal, if approved following public consultation, will support Suffolk in harnessing the area's unique strengths to drive opportunity for all. The proposed Devolution Deal will provide significant new powers and long-term, devolved funding to enable Suffolk to

tackle its challenges, raise living standards for our communities, and make a full contribution to the UK economy.

2. The proposed Suffolk Devolution Deal also offers the opportunity for a step change in Suffolk's relationship with Government, ensuring Suffolk is seen as a key partner for Government. Government sees the proposed ('minded to') Suffolk Devolution Deal as a first step in a process of further devolution and commits to continue working with Suffolk to realise shared ambitions for the county.
  3. Ultimately, the deal represents an opportunity to gain greater control and influence across a range of issues that directly affect Suffolk's residents but are currently decided in Whitehall.
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### **3. What will the effect of the changes be?**

Describe what difference the changes will make on people, communities, localities etc.:

The proposed 'minded to' Suffolk Devolution Deal covers a range of policy areas including climate change, net zero, housing, investment, skills and transport. Therefore, if finally enacted (subject to central and local due process), it has the potential to impact people businesses and organisations that live, work or study in Suffolk. The nature and scope of the impacts on Suffolk people, communities and localities, will depend on future policy decisions that will be needed to implement the content of the proposed Deal.

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### **4. Has co-production been used to help formulate the proposed changes?**

(i.e. have you involved people with lived experience of the protected characteristics in the development of your proposed service/policy change etc? For example, you might talk to current, recent or potential service users, SCC Staff Networks, Suffolk Parent Carer Forum, Healthwatch.) If so, please provide brief details:

Cabinet are being recommended to agree in principle the proposed, 'minded to' Suffolk Devolution Deal and to undertake public consultation in early summer 2023. Therefore, if Cabinet gives its in principle agreement to the proposed Deal, this will enable wider communication, and engagement about the proposed Deal as well as the public consultation.

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### **5. Who (job role or group) will make the decision about whether the proposed changes will be implemented, and when will this happen?**

(Please note: this must be after the EIA screening has been published so that the impact on people from each of the Protected Characteristics identified in the EIA is considered as part of the decision making process). Please provide details:

There are a number of processes that the proposed 'minded to' Suffolk Devolution Deal needs to pass before it can be implemented, both local and national. Locally, it will initially be considered by the Cabinet for 'in principle' agreement on 24 January 2023.

The proposed 'minded to' Suffolk Devolution Deal will then be subject to public consultation and consideration of its outputs by Cabinet. Depending on the outcomes of the consultation and Cabinet consideration, the next local milestone will be to take a resolution to Council. If the resolution is agreed and the Deal ratified, that would be the final local process to enact what is currently the proposed 'minded to' Suffolk Devolution Deal. These local processes are not subject to statutory timescales.

Nationally, implementation of the proposed Deal is subject to Parliamentary approval of the *Levelling Up and Planning Bill*, which is expected to pass into statute in 2023. If the Bill becomes legislation, Government will also need to write secondary legislation to enable powers and funding to be devolved. If agreed and passed, that would signal the end of the national processes needed to enact the proposed 'minded to' Suffolk Devolution Deal.

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## 6. How will the proposed change be implemented?

Briefly describe the timescales and process for implementation:

If the proposed 'minded to' Suffolk Devolution Deal passes the processes outlined in the response to question 5, it would be implemented through the County Council's functions and in partnership with a number of different organisations and/or stakeholders. The importance of collaborative working is embedded in the proposed 'minded to' Suffolk Devolution Deal.

Leaders of Suffolk County Council, Suffolk District and Borough Councils and the Police and Crime Commissioner have agreed a set of principles that will guide how, if agreed, Suffolk's Devolution Deal would be delivered (which are included in the 24 January 2023 Cabinet report). In addition, the Council will work collaboratively with Suffolk Public Sector Leaders (SPSL) and local partners to shape the mechanisms required for delivering the Deal.

The Council would also work with the government, SPSL and partners to develop a full implementation plan, covering each policy agreed in the Deal, to be completed ahead of implementation. This plan must be approved by the government prior to delivery.

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## 7. When is it due to start?

(Planned start of new/revised policy/service). Please provide details:

As highlighted in the response to question 5, implementation of the Deal is subject to Parliamentary approval of *the Levelling Up and Planning Bill* and subsequent secondary legislation. The Bill is currently before Parliament and is expected to pass into statute in 2023.

Also highlighted in the response to question 5, are the local processes that proposed 'minded to' Suffolk Devolution Deal is subject to. Timescales associated with these are locally determined and not subject to statutory deadlines.

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## 8. Any other relevant details

Additional information that will help to explain your plans; may be left blank:

## 9. Current service users

### **What do you know about your current service users by protected characteristics (where this data is available)?**

- If it is not currently available state any plans to collect more information so that you are able to use it in future when it is relevant to do so

Please describe below:

All of the people of Suffolk will potentially be affected by the future decisions associated with the proposed 'minded to' Suffolk Devolution Deal, if agreed and implemented.

If agreed, (subject to the processes outlined in the response to question 5) the proposed 'minded to' Suffolk Devolution Deal, would be implemented through an evidence led approach. For example, using sources such as the [Suffolk Observatory](#) and Suffolk Office of Data Analytics to understand need and best target action and resource across Suffolk.

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## 10. Potential service users and the community

### **What do you know about your potential service users and the wider community by protected characteristics (where this data is available)?**

- Who will use the service or be subject to the policy after the change?
- Provide a brief overview of quantitative data (numbers) used and any research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used.
- The [Suffolk Observatory](#) has a prepared EIA profile available at a variety of geographical levels if required.

Please describe below:

All of the people of Suffolk will potentially be affected by the future decisions associated with the proposed 'minded to' Suffolk Devolution Deal, if agreed and implemented.

Specific user profile data will be in the EIA screenings for any policy decisions or programmes of work that follow on from implementation of the Suffolk Devolution Deal.

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## **Part B: Impact on people with protected characteristics**

### **Implications for communities/service users/customers impacted by the proposed changes and workforce/staff, where they may be impacted by the proposed changes:**

**Describe how your plans will specifically affect (or not) people from each of the protected characteristics within the boxes below.**

- Any positive or negative impact not specific to any of the protected characteristics should be covered above in answer to the “What will the effect of the changes be?” section (Question 3 above).
- If both service users and staff will be affected, please ensure the impacts on each are listed separately in each box.
- It is possible to have both a positive and negative impact.

## 1. Disability:

<b>What is the impact of the proposed service or policy on people with <u>any</u> disability and what evidence do you have?</b> <ul style="list-style-type: none"> <li>• If you do not believe there is any impact briefly describe why not.</li> </ul>			
<p>The expectation is that the devolved powers and budgets in the proposed ‘minded to’ Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.</p>			
<b>Please select whether there is a positive or negative impact</b> <ul style="list-style-type: none"> <li>• If there is no expected impact, select N/A.</li> <li>• It is possible to have both a positive and negative impact.</li> </ul>			
Positive impact <input checked="" type="checkbox"/>	Negative impact <input type="checkbox"/>	N/A <input type="checkbox"/>	
<b>If there will be a positive or negative impact, please describe what this will look like</b>			
<p>The exact nature of the anticipated positive impact will be determined on a case-by-case basis.</p>			
<b>Do you expect the extent of the impact to be low, medium or high?</b> <ul style="list-style-type: none"> <li>• If you expect no impact, put N/A.</li> </ul>			
Low impact <input type="checkbox"/>	Medium impact <input type="checkbox"/>	High impact <input type="checkbox"/>	N/A <input type="checkbox"/>
<b>What could be done to mitigate any negative impact or further promote positive impact?</b> <ul style="list-style-type: none"> <li>• If you expect no impact, put N/A.</li> </ul>			
<p>The proposed ‘minded to’ Suffolk Devolution Deal covers a range of policy areas including climate change, net zero, housing, investment, skills and transport. Therefore, if finally enacted (subject to central and local due process), it has the potential to impact people businesses and organisations that live, work or study in Suffolk.</p> <p>It is too early to identify the expected level of impact, which we would expect to be positive. Individual EIA screenings will be carried out for future policy decisions and areas of work.</p>			

## 2. Age:

<b>What is the impact of the proposed service or policy on people due to their age and what evidence do you have?</b> <ul style="list-style-type: none"> <li>• If you do not believe there is any impact briefly describe why not.</li> </ul>			
<p>The expectation is that the devolved powers and budgets in the proposed ‘minded to’ Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and</p>			

working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.
<b>Please select whether there is a positive or negative impact</b>
<ul style="list-style-type: none"> <li>If there is no expected impact, select N/A.</li> <li>It is possible to have both a positive and negative impact.</li> </ul>
Positive impact <input checked="" type="checkbox"/> Negative impact <input type="checkbox"/> N/A <input type="checkbox"/>
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<ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
Low impact <input type="checkbox"/> Medium impact <input type="checkbox"/> High impact <input type="checkbox"/> N/A <input type="checkbox"/>
<b>What could be done to mitigate any negative impact or further promote positive impact?</b>
<ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.
Individual EIAs will be carried out on a case-by-case basis.

### 3. Sex (gender):

<b>What is the impact of the proposed service or policy on people due to their sex (gender) and what evidence do you have?</b>
<ul style="list-style-type: none"> <li>If you do not believe there is any impact briefly describe why not.</li> </ul>
The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.
<b>Please select whether there is a positive or negative impact</b>
<ul style="list-style-type: none"> <li>If there is no expected impact, select N/A.</li> <li>It is possible to have both a positive and negative impact.</li> </ul>
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<b>What could be done to mitigate any negative impact or further promote positive impact?</b>
<ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>

It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.

Individual EIAs will be carried out on a case-by-case basis.

#### 4. Gender reassignment:

**What is the impact of the proposed service or policy on people who are transgender, non-binary or gender non-conforming and what evidence do you have?**

- If you do not believe there is any impact briefly describe why not.

The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.

**Please select whether there is a positive or negative impact**

- If there is no expected impact, select N/A.
- It is possible to have both a positive and negative impact.

Positive impact

Negative impact

N/A

**If there will be a positive or negative impact, please describe what this will look like**

The exact nature of the anticipated positive impact will be determined on a case-by-case basis.

**Do you expect the extent of the impact to be low, medium or high?**

- If you expect no impact, put N/A.

Low impact

Medium impact

High impact

N/A

**What could be done to mitigate any negative impact or further promote positive impact?**

- If you expect no impact, put N/A.

It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.

Individual EIAs will be carried out on a case-by-case basis.

#### 5. Sexual orientation:

**What is the impact of the proposed service or policy on people due to their sexual orientation and what evidence do you have?**

- If you do not believe there is any impact briefly describe why not.

The expectation is for the devolved powers and budgets in the Suffolk Devolution Deal to have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.

**Please select whether there is a positive or negative impact**

- If there is no expected impact, select N/A.
- It is possible to have both a positive and negative impact.

Positive impact

Negative impact

N/A



<b>If there will be a positive or negative impact, please describe what this will look like</b>
The exact nature of the anticipated positive impact will be determined on a case-by-case basis.
<b>Do you expect the extent of the impact to be low, medium or high?</b>
<ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
Low impact <input type="checkbox"/> Medium impact <input type="checkbox"/> High impact <input type="checkbox"/> N/A <input type="checkbox"/>
<b>What could be done to mitigate any negative impact or further promote positive impact?</b>
<ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.
Individual EIAs will be carried out on a case-by-case basis.

## 6. Race:

<b>What is the impact of the proposed service or policy on people due to their race and what evidence do you have?</b>
<ul style="list-style-type: none"> <li>If you do not believe there is any impact briefly describe why not.</li> </ul>
The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.
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<ul style="list-style-type: none"> <li>If there is no expected impact, select N/A.</li> <li>It is possible to have both a positive and negative impact.</li> </ul>
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<b>What could be done to mitigate any negative impact or further promote positive impact?</b>
<ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.
Individual EIAs will be carried out on a case-by-case basis.

## 7. Religion or belief:

<b>What is the impact of the proposed service or policy on people due to their religion or belief and what evidence do you have?</b>
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<ul style="list-style-type: none"> <li>If you do not believe there is any impact briefly describe why not.</li> </ul>
<p>The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.</p>
<p><b>Please select whether there is a positive or negative impact</b></p> <ul style="list-style-type: none"> <li>If there is no expected impact, select N/A.</li> <li>It is possible to have both a positive and negative impact.</li> </ul>
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Low impact <input type="checkbox"/> Medium impact <input type="checkbox"/> High impact <input type="checkbox"/> N/A <input type="checkbox"/>
<p><b>What could be done to mitigate any negative impact or further promote positive impact?</b></p> <ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
<p>It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.</p>
<p>Individual EIAs will be carried out on a case-by-case basis.</p>

## 8. Marriage/civil partnership:

<p><b>What is the impact of the proposed service or policy on people who are married or in a civil partnership and what evidence do you have?</b></p> <ul style="list-style-type: none"> <li>If you do not believe there is any impact briefly describe why not.</li> </ul>
<p>The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.</p>
<p><b>Please select whether there is a positive or negative impact</b></p> <ul style="list-style-type: none"> <li>If there is no expected impact, select N/A.</li> <li>It is possible to have both a positive and negative impact.</li> </ul>
Positive impact <input checked="" type="checkbox"/> Negative impact <input type="checkbox"/> N/A <input type="checkbox"/>
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<p><b>Do you expect the extent of the impact to be low, medium or high?</b></p> <ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
Low impact <input type="checkbox"/> Medium impact <input type="checkbox"/> High impact <input type="checkbox"/> N/A <input type="checkbox"/>

**What could be done to mitigate any negative impact or further promote positive impact?**

- If you expect no impact, put N/A.

It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.

Individual EIAs will be carried out on a case-by-case basis.

**9. Pregnancy/maternity:**
**What is the impact of the proposed service or policy on people who are pregnant or those with a young child and what evidence do you have?**

- If you do not believe there is any impact briefly describe why not.

The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying, and working in Suffolk. The extent of the impact on each protected characteristic will be set out in Equality Impact Assessments for future policy decisions and areas of work.

**Please select whether there is a positive or negative impact**

- If there is no expected impact, select N/A.
- It is possible to have both a positive and negative impact.

Positive impact

Negative impact

N/A

**If there will be a positive or negative impact, please describe what this will look like**

The exact nature of the anticipated positive impact will be determined on a case-by-case basis.

**Do you expect the extent of the impact to be low, medium or high?**

- If you expect no impact, put N/A.

Low impact

Medium impact

High impact

N/A

**What could be done to mitigate any negative impact or further promote positive impact?**

- If you expect no impact, put N/A.

It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.

Individual EIAs will be carried out on a case-by-case basis.

**Part C: Assessment of additional impacts relating to rurality and socio-economic disadvantage**

In addition to the protected characteristics above, you should consider the impact of living in a rural area as part of this assessment, as well as how a proposed service or policy change might impact on people experiencing socio-economic disadvantage.

These are not characteristics protected by law, but SCC has determined that it is good practice to consider carefully how they may affect people's experience of a policy or service.

## 1. Rurality:

<p>The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village or hamlet, and dispersed.</p>
<p><b>What is the impact of the proposed service or policy on people who live in an urban or rural area and what evidence do you have?</b></p> <ul style="list-style-type: none"> <li>If you do not believe there is any impact briefly describe why not.</li> </ul>
<p>The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would to have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on people living in urban or rural areas will be set out in Equality Impact Assessments for future policy decisions and areas of work.</p>
<p><b>Please select whether there is a positive or negative impact</b></p> <ul style="list-style-type: none"> <li>If there is no expected impact, select N/A.</li> <li>It is possible to have both a positive and negative impact.</li> </ul>
<p>Positive impact <input checked="" type="checkbox"/>                      Negative impact <input type="checkbox"/>                      N/A <input type="checkbox"/></p>
<p><b>If there will be a positive or negative impact, please describe what this will look like</b></p>
<p>The exact nature of the anticipated positive impact will be determined on a case-by-case basis.</p>
<p><b>Do you expect the extent of the impact to be low, medium or high?</b></p> <ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
<p>Low impact <input type="checkbox"/>                      Medium impact <input type="checkbox"/>                      High impact <input type="checkbox"/>                      N/A <input type="checkbox"/></p>
<p><b>What could be done to mitigate any negative impact or further promote positive impact?</b></p> <ul style="list-style-type: none"> <li>If you expect no impact, put N/A.</li> </ul>
<p>It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.</p>
<p>Individual EIAs will be carried out on a case-by-case basis.</p>

## 2. Socio-economic disadvantage:

<p>To enable SCC to tackle poverty in Suffolk it is important that due consideration is given to socio-economic disadvantage when considering changes to services, developing new services, procuring services etc. For instance, complicated or time-consuming application processes can have a negative impact on take-up from people in poor socio-economic situations. In terms of access there can often be barriers to accessing services that are very specific to people in socio-economic disadvantage which if thought through and overcome can ensure greater take-up.</p>
<p><b>What is the impact of the proposed service or policy on people due to socio-economic disadvantage and what evidence do you have?</b></p> <ul style="list-style-type: none"> <li>If you do not believe there is any impact briefly describe why not.</li> </ul>
<p>The expectation is that the devolved powers and budgets in the proposed 'minded to' Suffolk Devolution Deal, if agreed, would have a positive impact on the people living, studying and working in Suffolk. The extent of the impact on people experiencing socio-economic</p>

disadvantage will be set out in Equality Impact Assessments for future policy decisions and areas of work.
<b>Please select whether there is a positive or negative impact</b> <ul style="list-style-type: none"> <li>• If there is no expected impact, select N/A.</li> <li>• It is possible to have both a positive and negative impact.</li> </ul>
Positive impact <input checked="" type="checkbox"/> Negative impact <input type="checkbox"/> N/A <input type="checkbox"/>
<b>If there will be a positive or negative impact, please describe what this will look like</b>
The exact nature of the anticipated positive impact will be determined on a case-by-case basis.
<b>Do you expect the extent of the impact to be low, medium or high?</b> <ul style="list-style-type: none"> <li>• If you expect no impact, put N/A.</li> </ul>
Low impact <input type="checkbox"/> Medium impact <input type="checkbox"/> High impact <input type="checkbox"/> N/A <input type="checkbox"/>
<b>What could be done to mitigate any negative impact or further promote positive impact?</b> <ul style="list-style-type: none"> <li>• If you expect no impact, put N/A.</li> </ul>
It is too early to identify the expected level of impact, which will be determined on a case-by-case basis.
Individual EIAs will be carried out on a case-by-case basis.

## Part D: Recommendation to EIA Review Group

In your opinion, should a full EIA\* be carried out for this policy or service change?

Yes                       No

Briefly give your reasoning for this:

The proposed 'minded to' Suffolk Devolution Deal covers a range of policy areas including climate change, net zero, housing, investment, skills and transport. Therefore, if finally enacted (subject to central and local due process), it has the potential to impact people businesses and organisations that live, work or study in Suffolk.

It is too early to identify the expected level of impact, which we would expect to be positive. Individual EIA screenings will be carried out for future policy decisions and areas of work.

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\*A full EIA involves consultation with all stakeholders, which may include actual and potential service users, community groups, staff and managers, partner agencies and trade unions. For guidance contact the Lead for Equalities, Diversity and Inclusion via [EIA.mailbox@suffolk.gov.uk](mailto:EIA.mailbox@suffolk.gov.uk).