FOREWORD

Tees Valley Combined Authority (TVCA) is committed to the promotion of equality and diversity and ensuring that all its policies and procedures are fully accessible to everyone within the Tees Valley.

We will achieve this by ensuring the activities undertaken or encouraged by TVCA have a positive impact where possible and ensure none have a negative impact on the groups identified in the equality duty. We recognise that people may be disadvantaged because of their: age; gender; race, colour, ethnic, national, cultural or social origin; disability; religion and belief, or non-belief; marital status, family circumstances or caring responsibilities; sexual orientation; class, level of income or housing circumstances; or a variety of other circumstances, TVCA’s focus on improving the economy will help address economic inequality in the area.

This document sets out how Tees Valley Combined Authority will achieve its aims and respond to its duties under the Equality Act 2010.

Mayor Dave Budd, Chair of the Tees Valley Combined Authority

Paul Booth, Chair of Tees Valley Unlimited, the Local Enterprise Partnership for Tees Valley
EXECUTIVE SUMMARY

The Equality Framework is published by Tees Valley Combined Authority and the intention is to review it annually.

The Equality Act 2010 replaces previous equality laws with a Single Act (the majority of which came into force on the 1st October 2010) and promotes equality and tackling discrimination in all its forms. It also introduces for the first time a single equality duty on public sector organisations, which came into force on 6 April 2011. Further information on the equality duty can be found on pages 10 and 11.

The Framework is consistent with the ambition of the organisation:

**Our ambition is for Tees Valley to become a high value, low carbon, diverse and inclusive economy.**

This ambition incorporates economic, social and environmental priorities and will allow all partners to work towards a sustainable and socially responsible Tees Valley.

Underlying this ambition is a commitment to improving the lifetime opportunities for local people, tackling some of the difficult challenges of social exclusion, providing opportunities across all of the Tees Valley including rural areas and disadvantaged communities, and thereby ensuring that all citizens are able to share in the benefits of economic growth.

This ensures that equality issues are set firmly at the heart of the organisation’s business planning processes.

Due to the strategic nature of the work undertaken by TVCA in relation to driving forward the future development of the Tees Valley economy, engagement activities are undertaken primarily with the private sector, both directly and indirectly through our partner organisations. TVCA also engages with and recognises the important role that the voluntary sector plays in Tees Valley, particularly in relation to regeneration. In terms of engaging with the local community this is usually undertaken at local authority level.

Similarly, as TVCA does not deliver services direct to the public/groups of people identified as having protected characteristics, Equality Objectives have not been set. However as an organisation, we are fully committed to furthering the aims of the general duty by:

- not discriminating in any of the work we do;
- raising awareness amongst staff of the Equality Duty and the importance of EIAs, by issuing Briefing Notes and an accompanying questionnaire;

The aim of the Equality of Opportunity in Employment is to promote equality of opportunity, equality of access and promote good relations between diverse communities.

**The objectives of the Policy are to:**

- set out the Council’s approach to equality;
- ensure that recruitment and selection procedures are fair and equitable;
- ensure equality of access to development opportunities for all employees and that the principles of equality are embedded in the Council’s training programmes;
ensure that all policies and procedures within the Council are free from discrimination by conducting equality impact assessments;

- gather and analyse workforce data in relation to equalities;

- support the provision of a working environment where unacceptable behaviour will be challenged e.g. bullying and/or harassment;

- ensure equality of pay through a fair and transparent job evaluation process;

- provide links to related policies and procedures.

The full policy can be accessed via the following URL: [http://intranet.stockton.gov.uk/media/2750/equal-opportunities.pdf](http://intranet.stockton.gov.uk/media/2750/equal-opportunities.pdf)

**So what has TVCA achieved so far;**

- the production of this Equality Framework;

- raising staff awareness of the issues of equality and diversity;

- completing and reviewing on an annual basis equality impact assessments for all relevant / current policies and strategies, which are listed below:

  - TVCA Events;
  - TVCA Website;
  - Statement of Transport Ambition;
  - Communications and Marketing Strategy;
  - Tees Valley Strategic Economic Plan;
  - Tees Valley Structural & Investment Fund Strategy;
  - Tees Valley Strategic Infrastructure Plan;
  - Tees Valley Innovation Strategy;

- all policies and strategies include an A4 insert detailing that a summary version is available [upon request] in different languages and formats. A sentence is also included on all invitations, briefing notes, newsletters, etc. to this effect;

- developing a new, fully accessible, fit for purpose TVCA website that went live in April 2016.

- producing a ‘Guide to making Events Inclusive and Accessible to All’. The aim of the guide is to provide a checklist for organisers of conferences, briefings, training sessions and meetings of the factors that should be taken into account to ensure events are inclusive and accessible.

- continual sponsorship of the Tees Valley BME Achievement Awards for the seventh year running;

- equality information has been collated on the impact TVCA’s policies and strategies have had in furthering the aims of the general equality duty.

Further details on all of the above can be found on pages 14-15.
INTRODUCTION - THE TEES VALLEY AREA

Covering over 3,300 square miles and located on the North East coast, the Tees Valley comprises five Local Authority Areas: Darlington, Stockton-on-Tees, Hartlepool, Middlesbrough and Redcar and Cleveland. Each area is characterised by its communities, architecture, natural assets and industry.

The Tees Valley has a total population of 667,500 and offers over 303,500 jobs across some 16,500 businesses and through self-employment. The economy generates gross value added (GVA) of over £12.3 billion per annum.

As a major settlement with a growing service industry, Stockton-On-Tees is the largest of the Local Authority areas in employment and population terms and is home to Teesdale Business Park. It is followed by Middlesbrough, a large industrial town located close to Teesport, and the home of the University of Teesside.

Darlington, a market town, with its position on the East Coast line provides the main gateway rail station for Tees Valley and has the third largest employment base, while Redcar, a coastal town historically associated with the steel industry has the third largest population. Hartlepool is the smallest Local Authority area in both population and employment terms and as the home to Hartlepool Dock has strong historic links to the maritime industry.

In addition to the industrial base in the North and South Tees area, the urban centres continue to be the economic pull of the area. Approximately 90% of the Tees Valley population live in urban areas and the main town centres of Darlington, Hartlepool, Middlesbrough, Redcar and Stockton, along with a network of smaller towns and villages are key drivers of the area’s distinctiveness. They serve a number of functions, from leisure and culture to retailing and the provision of professional services.
TVCA - THE COMBINED AUTHORITY FOR THE TEES VALLEY

The five Tees Valley Local Authorities (Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees) have worked jointly with public and private sector partners on Economic Development, Transport, Infrastructure and Skills at a strategic level for almost 20 years, most recently through Tees Valley Unlimited (TVU). Building on the strong partnership with the five Tees Valley Local Authorities, a Combined Authority has been created to formalise this joint working and allow devolution of significant funding and powers from Government.

Tees Valley residents and businesses supported the creation of the Combined Authority when consulted in December 2014. The Combined Authority came into effect in April 2016, with proposals for a Tees Valley Mayor to be elected by May 2017.
DEVOLUTION

Following detailed negotiations between the Tees Valley Local Authorities and Government, a devolution deal worth £450 million over 30 years was signed in October 2015. Equivalent to an additional £15 million per year, the deal also provides for the transfer of significant powers for employment and skills, transport and investment from Central Government to the Tees Valley. A new fund (the Single Pot) has been created to deliver a programme of investment in the region over the 30 year period, and the establishment of a Mayoral Development Corporation.

The proposals set out in the Tees Valley Powerhouse Plan, which served as the framework for devolution discussions with Government, are now fully incorporated into a number of the thematic areas of intervention in the refreshed Strategic Economic Plan.
STRATEGIC ECONOMIC PLAN

The recent refresh of the Strategic Economic Plan coincides with the establishment of the Tees Valley Combined Authority and the associated new powers and funding, and takes account of the achievements and changes locally and nationally since the first SEP was published in 2014.

The plan sets out the growth ambitions and priorities for the Tees Valley over the next ten years to 2026 and is now being refreshed to create an Industrial Strategy that includes all of the latest priorities to improve, diversify and accelerate growth in the local economy to benefit businesses and residents.

Since 2011, Tees Valley and local partners have secured £223 million which is set to deliver:

- 11,620 jobs; and
- £1.47 billion of public/private investment (including £773 million of capital investment in the enterprise zones).

This includes £169.8 million of funding from the European Commission through the European Structural Investment Fund. Tees Valley was designated as a Transition Area recognising the low level of Gross Value Add (GVA) compared to other regions in Europe. This funding is vital to the development of skills, both to support individuals into work and to upskill the workforce and to provide support for business start-up, growth and innovation. Without this support it will be extremely challenging to achieve economic growth in the area and it will be essential that replacement resources are available for Tees Valley.

The £223 million of investment secured will provide a return on investment of £1: £6.50 and has to date been used to address the challenges of job losses in the industrial economy, issues of high unemployment and social exclusion and the difficulties of a local housing market and town centres affected by historical under investment.
KEY DIVERSITY STATISTICS
IN THE TEES VALLEY

Race and Ethnicity
Based on the recently released Census results from Office for National Statistics (ONS), the majority, 94.9% (628,100) of the Tees Valleys population are white, with 10,600 of the population being Pakistani (1.6%), 6,900 Mixed race (1.0%), 4,000 Indian (0.6%), 3,400 ‘Other’ Asian (0.5%), 2,800 Black African (0.4%), 2,500 Chinese (0.4%), and the remainder of the population 4,400 (0.6%) being from other backgrounds [Source : 2011 Census, ONS].

In terms of Tees Valley Combined Authority, 96% of the workforce classify their ethnicity as white whilst the remaining 4% chose not to declare this information.

Gender
Based on the ONS 2012 mid year estimates the balance of males and females within the Tees Valley is fairly evenly split with 48.9% (325,500) of the population being male and 51.1% (339,500) female [Source : ONS Mid Year Estimates].

Tees Valley Combined Authority’s workforce also reflects this balance, with 44% of the workforce being male and 56% female.

Gender Reassignment
The Trans community’s [the term used for people whose gender identity and/or gender expression differs from their birth sex] needs must be accounted for however at present there is no data available outlining the number of transgender residents within the Tees Valley.

Faith and Belief
In the Tees Valley, the Census 2011 showed that 68% of residents (449,000) define themselves as Christian, 0.3% (1,800) as Hindu, 2.4% (16,200) as Muslim, 0.3% (1,700) as Sikh, and 0.4% (3,100) as other. Almost 23% of residents (150,000) define themselves as having no religion and 6% (41,510) of people in the Tees Valley did not state their religion - a lower rate than that observed nationally [Source : 2011 Census, ONS].

The majority of staff within Tees Valley Combined Authority, 51% did not specify their religion; 31% classify themselves as Christian; 2% Other and 16% either preferred not to say or opted out of answering the question.
Disability
The 2011 Census looks at self-certified limiting long term illness. The Tees Valley has a higher percentage of people who consider themselves to have a limiting long term illness 20.8% than the national average for England & Wales which is 17.9% [Source: 2011 Census, ONS]. Of the staff within Tees Valley Combined Authority only 4% classify themselves as having a disability, 82% do not have a disability and 14% opted not to declare.

Age
In line with national population trends the Tees Valley expects to see changes in the age structure of the population by 2024.

The age profile of the Tees Valley 30 years ago was younger than the national average, currently (Mid 2014) the Tees Valley has similar proportions of children, lower proportions of those of working age and slightly higher proportions of older people than England as a whole. The ONS projections suggest these relativities will be more or less maintained and that the number of children (0-15 years) will rise by 8% whilst the number of people of working age will decrease by 3%.

The number of people aged 65 and over is projected to increase by 19%, which is in line with the national projections for England and Wales [Source: ONS 2014 Based Sub-national population projections].

The age profile of staff within Tees Valley Combined Authority is as follows: age 20-29 (10%); Age 30-39 (24%); Age 40-49 (31%); Age 50-59 (31%); age 60-69 (4%).

Sexual Orientation
There were 7,037 civil partnerships (3,446 male and 3,591 female) formed in the UK in 2012, of which 48 (12 male and 36 female) were in the Tees Valley. In terms of the sexual orientation of staff within Tees Valley Combined Authority 3% have classified themselves as gay/lesbian; 64% heterosexual and 33% either didn’t specify or answer the question.
THE DUTY TO PROMOTE EQUALITY

The Equality Act 2010 replaced previous equality laws with a Single Act, the majority of which came into force on 1 October 2010. A key remaining measure in the Act which came into force on 6 April 2011 is the Public Sector Equality Duty.

The aim of the Equality Duty is to embed equality considerations into the day to day work of public bodies, so that they tackle discrimination and inequality and contribute to making society fairer.

The duty consists of a general duty and specific duties that protect people from discrimination on the basis of certain characteristics. These are referred to as protected characteristics and cover the following:
- age;
- disability;
- gender reassignment;
- pregnancy & maternity;
- race, religion or belief;
- gender; and
- sexual orientation.

Marriage and civil partnership, are also covered but only in respect of having due regard to the need to eliminate discrimination.

The duty also requires public bodies to publish more information on equality than previously and demonstrate how they are delivering improvement. However, such information should be proportionate to the organisation’s size, resources and relevance to the issues of equality and good relations.

The general duty

The general duty has three main aims and requires public bodies to have due regard to meet the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
2. advance equality of opportunity between people from different groups; and
3. foster good relations between people from different groups.
Having ‘due regard’ simply means consciously thinking about the three aims of the general duty as part of any decision-making processes, thereby considering the need to:

1. **remove or minimise disadvantages** suffered by people due to their protected characteristics;

2. **meet the needs of people with protected characteristics**; and

3. **encourage people with protected characteristics to participate in public life or in other activities** where their participation is low.

**The specific duties**

The specific duties provide a framework to help public bodies meet their obligations under the general duty. The duties require them to set **specific, measurable equality objectives** and to **publish information about their performance on equality**, in a format that makes it easy to access.

In order to show compliance with the duties public bodies must publish:

- **equality information** to show that they have considered the three aims of the general duty across all their policies and procedures. This information must also detail what effect policies and procedures have had in furthering the aims of the general duty. **Information had to be published by 31 July 2011 and subsequent information published at least annually.**

- **evidence of equality analysis undertaken** (in the early stages of development) to establish whether their policies and procedures will further the aims of the general duty. **Details of information considered in conducting the analysis had to be published by 31 July 2011.**

- **equality objectives** that will help them to further the aims of the general duty. These must be based on published equality evidence and analysis, and be specific and measurable. **The equality objectives and details of how progress will be measured had to be published by 6 April 2012, with subsequent objectives and accompanying information published at least every 4 years.**

- **details of engagement undertaken** with people who have an interest in furthering the aims of the general duty, for example, groups that are representative of the protected characteristics. Details of the engagement undertook in developing the equality objectives must also be published. **Information on general engagement activity had to be published by 31 July 2011 and subsequent information published at least annually.**
WHAT HAVE WE ACHIEVED SO FAR?

Equality Framework

Tees Valley Combined Authority’s Equality Framework, has been produced and published on the Equality & Diversity pages of the TVCA website: https://www.teesvalley-ca.gov.uk/tees-valley-combined-authority/accountability/equality-and-diversity

The Framework, which will be revised on an annual basis (as a minimum) shows the organisation’s commitment to the promotion of equality and diversity by ensuring that all our policies and procedures are fully accessible to everyone within the Tees Valley.

Raising Staff Awareness

In order to raise staff awareness of the issues surrounding equality & diversity two Briefing Notes were produced on the ‘The Equality Duty’ and ‘Equality Impact Assessments’. Written in ‘plain English’ the purpose of the Briefing Notes was to ensure all staff are aware of and have a good basic understanding of:

- the general principles of the public sector equality duty and what it means for the organisation in terms of meeting our legal obligations and ensuring equality considerations are embedded into our business planning processes and procedures (at the developmental stage);
- how to complete an Equality Impact Assessment (EIA) as well as explaining what an EIA is, why they are completed and what needs to be assessed.

An accompanying questionnaire was circulated with the Briefing Notes, which staff were asked to complete and feedback any comments. Any issues raised were subsequently countered with staff on an individual basis. The results collated from the questionnaire and points countered can be found in Annex One.

Equality Impact Assessments

Equality Impact Assessments (EIAs) have been completed for all relevant/current policies and strategies. A full copy of the assessments including review information can be found on the Equality & Diversity pages of the TVCA website: https://www.teesvalley-ca.gov.uk/tees-valley-combined-authority/accountability/equality-and-diversity

Availability of Information in other languages/formats

An A4 sheet is included on the inside cover of all policies and strategies stating that a summary of the document is available (upon request) in different formats i.e. large print, audio, other languages (spoken throughout the Tees Valley). A copy of the insert can be found on the inside cover of this document. In addition, a sentence is also included on all briefing notes, invitations, newsletters, etc. circulated stating “that if you would like this information in any other language or format e.g. large print or audio, please contact Tees Valley Combined Authority on (01642) 524400”.

**TVCA Website Development**

The aim was to develop a fully accessible, functional and user friendly beacon website that not only represents TVCA as an organisation and service provider in a clear and transparent way but ensures that equality considerations are taken into account and embedded into the site.

**TVCA Events Guide**

A ‘Guide to Making Events Inclusive and Accessible to All’ has been produced to ensure that future events organised by TVCA accommodate individual requirements and consider the different needs of all invited delegates and speakers. In order to achieve this TVCA will:

- provide an accessibility statement to all delegates prior to the event giving them the opportunity to inform the organiser of any special requirements such as dietary, accessibility or any other special requirements they may have.

- ensure the venue is accessible to people with a range of access needs including: adequate disabled parking, wheelchair access, stairs and ramps with handrails, a lift wide enough to accommodate a wheelchair and/or wheelchair user with personal assistant, toilets within easy reach of the meeting room including one which will accommodate a wheelchair user, possibly accompanied by personal assistant, a place of safety available for people who in the event of an emergency may not be able to use stairs, etc.

- time the event to take into account, where possible, factors which could influence people’s availability such as religious festivals or school holidays.

**Continued Sponsorship of the Tees Valley BME Achievement Awards**

The aim of the Tees Valley BME Achievement Awards are to celebrate, showcase and highlight the significant contributions and attainment achieved by a range of individuals and groups with respect to economic, social and cultural development across the sub-region. The awards, delivered annually, provide a unique opportunity to raise the awareness of BME communities in the Tees Valley and draw attention to their outstanding achievements and successes in business in addition to creating a platform to inspire and promote community cohesion.

For the past six years Tees Valley Combined Authority has been the main sponsor for the Awards, which helps raise awareness of TVCA and demonstrates our commitment to BME progression and sends a positive message in engaging with diverse groups.

Further information on the Awards can be accessed via: [http://www.bmeawards.co.uk](http://www.bmeawards.co.uk)

**Equality Information collated on impact**

Information on the effect the organisation’s policies and procedures have had in furthering the aims of the general equality duty has been collated. Information relating to impact can be found in the following pages under the relevant strategy heading.
IMPACT OF TVCA’S POLICIES AND STRATEGIES

Tees Valley Combined Authority Events
It is the intention that all future events organised by/on behalf of TVCA will further the aims of the general equality duty and have a positive impact by taking the different needs of different people into account. We hope to achieve this by ensuring that the ‘Guide to making events inclusive and accessible to all’ is utilised and acts as a checklist for organisers to consider factors such as accessibility, dietary requirements, timings and the provision of materials in alternative formats.

Tees Valley Combined Authority Website
It is difficult to measure what impact TVCA’s website will have in furthering the aims of the general equality duty. However, by ensuring that it is both fully accessible, exceeding the basic level of compliance recommended and has website functionality embedded within i.e. translation services, colour & text change for the visually impaired and the ability to listen to the site it is envisaged that it will have a positive effect on everyone identified as having protected characteristics.

Statement of Transport Ambition
Social inclusion and equality are at the core of the Statement of Transport Ambition, which aims to ensure that all members of society are given good access to their requirements (employment, education, healthcare, leisure, etc.) The Statement continues to deliver this aim through improvements to the Tees Valley’s transport networks. This includes improved access to buses and trains and improved information for all users. The impact of this on the different groups has not been measured directly and it is still too early to assess the overall impact, however the group continues to be involved in the consultation and development of the schemes.
The Tees Valley Combined Authority Communications & Marketing Strategy

The aim of the strategy is to deliver clear and consistent messages to a variety of key audiences. The strategy is designed to ensure that communication is inclusive for all. By its very nature, its implementation will seek to ensure the elimination of any potential discrimination in communication activity.

The Tees Valley Strategic Economic Plan

The recently refreshed Tees Valley Strategic Economic Plan aims to set out a vision for economic growth in Tees Valley, summarising where we are as an economy, where we want to get to and the interventions needed to deliver this. As its core aims are to create jobs, grow and diversify our economy, it aims to have a positive impact on Tees Valley residents through job creation, widening employment opportunities, improving skills and employability, putting vital infrastructure in place and attracting and retaining wealth.

The Tees Valley Innovation Strategy

The Tees Valley Innovation Strategy aims to position Tees Valley as a leading area for innovation in the UK, describe the support on offer to help Tees Valley businesses to innovate (current rates of commercialisation and research and development are low in the area) and how this is important to the growth of our economy and success of our business base. It particularly focuses upon support for SMEs.

The Tees Valley Strategic Infrastructure Plan

The Strategic Infrastructure Plan sets out the key infrastructure assets and strengths of Tees Valley, while presenting the barriers to growth (both in terms of businesses accessing markets and skilled labour; and residents accessing employment opportunities). Examining themes across transport, energy, utilities, flood risk and broadband, it aims to set out the measures needed to grow our economy.

The Tees Valley European Structural and Investment Funds Strategy

The Tees Valley European Structural and Investment Funds Strategy (ESIFS) sets out the priorities of the Tees Valley across the main themes of the next European programme, namely ERDF (with a focus upon supporting our businesses to innovate and grow), ESF (focussed upon reducing unemployment, particularly youth unemployment, and social inclusion) and EA-FRD (boosting employment opportunities in our rural areas and reducing rural isolation). Key groups continue to be involved in the development of these themes.
WHAT DO WE AIM TO ACHIEVE IN THE NEXT 12 MONTHS?

- Continue to ensure that Equality Impact Assessments are completed at the developmental stage of all strategies, policies and procedures.
- Continue to ensure that when new staff are appointed they receive copies of the ‘The Equality Duty’ and ‘Equality Impact Assessment’ Briefing Notes and associated questionnaire in order to raise awareness of equality considerations.
- Annually review EIAs completed to ensure the resulting action plan has been implemented and reported upon in terms of anticipated and actual impact. Information relating to the reviews undertaken will be published on the ‘Equality Impact Assessments’ page of the TVCA website.
- Ensure that all future events organised in-house or by external organisations, refer to the ‘Event Guide’ at the development stage.
EQUALITY IMPACT ASSESSMENTS

Equality Impact Assessments are a crucial mechanism for ensuring the embedding of equality and diversity within Tees Valley Combined Authority. Impact assessments are carried out covering all 8 groups identified as having ‘protected characteristics’ (age, disability, gender reassignment, pregnancy & maternity, race, religion or belief, gender, sexual orientation and marriage & civil partnership) and identify both good practice as well as areas where our performance in diversity could be improved.

The assessments are based on a variety of data held by Tees Valley Combined Authority, the five Tees Valley local authorities or our partner organisations to give as full a picture as possible of the impact of individual policies and procedures and, where weaknesses are identified ensure that they are addressed in the shortest possible timeframe.

**Impact assessments – new policies & procedures**

All impact assessments are carried out by individuals with appropriate support from the organisation’s diversity champions and Stockton Borough Council’s Diversity Team (as TVCA’s Administrative Body). The results of impact assessments are published on the Equality & Diversity pages of the TVCA website: [https://www.teesvalley-ca.gov.uk/tees-valley-combined-authority/accountability/equality-and-diversity](https://www.teesvalley-ca.gov.uk/tees-valley-combined-authority/accountability/equality-and-diversity)

The Corporate Support Officers and Office Manager within TVCA check all equality impact assessments to quality assure before seeking approval from SBC’s Diversity Team. They support staff in completing assessments where necessary, including awareness raising, helping with data analysis and scoring. They will also review impact assessments on an annual basis to ensure the resulting action plan has been implemented and reported upon in terms of anticipated and actual impact.

Due to the strategic nature of the work undertaken by the organisation in terms of driving forward the future development of the Tees Valley economy, engagement activities are undertaken primarily with the private sector, both directly and through our partner organisations (a list of partners can be found in Annex Two). TVCA also engages with and recognises the important role that the voluntary sector plays in Tees Valley, particularly in relation to regeneration. In terms of engaging with the local community this is usually undertaken at local authority level.

Of the EIAs undertaken up until 31st December 2015 none have demonstrated negative impacts for Tees Valley residents.
## annex one

### the equality duty

**Q1:** Did the Briefing Note achieve its aim of providing a general overview of the new Equality Duty?

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<thead>
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If ‘no’ or ‘in part’ why and suggestions for improvement?

**Comments (ST):** It was a little complicated to understand the relevance to TVCA.

**Response:** Relevance would be explained fully prior to an EIA being completed.

### equality impact assessments

**Q2:** Do you now have a better understanding of:

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- What an EIA is?
- Groups with protected characteristics?
- Why EIAs are undertaken?
- What needs to be impact assessed?
- Who can help if not?

**Q3:** Did you find section 2.0 helpful?

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**Q4:** Are you clear what data needs to be assessed?

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**Q5:** Did you find section 2.2 useful?

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**Q6:** Did the Briefing Note achieve its aim - providing guidance on completing EIAs?

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GENERAL

Q7: Were the Briefing Notes informative / written at the correct level?

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Q8: Any other comments?

Comments [SH]: I still appreciated the one-to-one session to take me through the process and I’m sure that I’ll probably need help with completion.
ANNEX TWO - TVCA BOARD, LEP BOARD MEMBERS AND PARTNER ORGANISATIONS

Tees Valley Combined Authority Board Members
- Mayor David Budd, Middlesbrough Council (Chair)
- Councillor Christopher Akers-Belcher, Hartlepool Borough Council
- Paul Booth, Chair of Tees Valley Unlimited
- Councillor Bob Cook, Stockton Borough Council
- Councillor Bill Dixon, Darlington Borough Council
- Councillor Sue Jeffrey, Redcar & Cleveland Borough Council

Leadership Board Members
- Paul Booth, Chair of Tees Valley Unlimited
- Councillor Christopher Akers-Belcher, Hartlepool Borough Council
- Phil Cook, Stockton Riverside College
- Councillor Bob Cook, Stockton Borough Council
- Nigel Perry, Centre for Process Innovation (CPI)
- Alastair MacColl, BE Group
- Mayor David Budd, Middlesbrough Council (Chair)
- Paul Croney, Teesside University
- David Robinson, PD Ports
- Councillor Bill Dixon, Darlington Borough Council
- Councillor Sue Jeffrey, Redcar & Cleveland Borough Council
- Naz Parkar, Homes & Communities Agency
- David Soley, Camerons Brewery
- Ian Kinnery, Team Massive Results

A wide range of stakeholders from the private, public, civic, voluntary and community sectors are involved in the partnership.

Public Sector
- 5 Local Authorities
- Teesside University
- Durham University
- FE Plus
- Colleges
- Schools
- Skills Funding Agency (SFA)
- Connexions
- Jobcentre Plus
Next Steps

- National Apprenticeship Service (NAS)
- Sector Skills Council
- Environment Agency
- Homes and Communities Agency (HCA)
- Natural England
- UK Trade and Investment
- Health and Safety Executive (HSE)
- Highways Agency
- Young Peoples Learning Agency (YPLA)
- National Skills Academy
- Centre for Process Innovation (CPI)
- NHS

Private Sector

- Work-based Learning Providers
- North East of England Process Industry Cluster (NEPIC)
- Network Rail
- Northern Rail
- East Coast Rail
- Major Transport Operators
- Progressive Energy
- Utility Companies
- Process Industry Carbon Capture and Storage Initiative
- Engineering Employer’s Federation (EEF)
- The Welding Institute
- Northern Offshore Federation (NOF)
- Key Private Sector Businesses
- North East Chamber of Commerce (NECC)
- Institute of Directors (IoD)
- PR Companies
- Confederation of British Industry (CBI)
- Local Media
- Regional Providers
- Federation of Small Businesses (FSB)
- Mussel Group
Civic Sector
- Department for Communities and Local Government (CLG)
- Department for Business Innovation and Skills (BIS)
- Department for Transport (DfT)
- Department for Environment, Food and Rural Affairs (DEFRA)
- Department for Work & Pensions (DWP)
- Department for Energy & Climate Change

Voluntary / Community Sector
- Tees Valley Rural Community Council (TVRCC)
- Work Based Learning Providers
- Tees Valley Voluntary Sector Local Development Agencies
- Voluntary Organisations Network North East
If you would like this information in any other language or format for example large print or audio please contact 'Tees Valley Combined Authority' on 01642 524400.

Arabic
إذا كنت ترغب الحصول على هذه المعلومات بلغات أخرى أو بأشكال أخرى على سبيل المثال 'Tees Valley Combined Authority' بالطبعة الكبيرة أو بالشريط المسمول فارجوا الإتصال 'بدأفرضتي نيمر' على هاتف رقم 01642 524400.

Bengali
আপনি যদি এই তথ্যকে অন্য ভাষায় প্রদান করার জন্য চান, তাহলে আপনার সাথে যোগাযোগ করুন 01642 524400 এ টেলিফোনে অনলাইন মিতিনকার এর সাথে যোগাযোগ করুন।

Cantonese
如果您想获取本信息的其它语言版或其它格式，例如大字体或音频，请致电 01642 524400 联系‘Tees Valley Combined Authority’

Farsi
اگر شما این اطلاعات را به زبان یا شکل دیگری می‌خواهید لطفا با نیم دایورسیتی (گوتاگونی) 01642 524400 تماس بگیرید.

French
Si vous souhaitez obtenir ces informations dans d'autres langues ou sous un autre format, par exemple, en aros caractères / version audio, veuillez contacter l'équipe 'Tees Valley Combined Authority' au no 01642 524400.

Hindi
यदि आपको यह जानकारी किसी और भाषा या किसी और फार्मैट में चाहिए तो कृपया “01642 524400” पर तीस दैली अनलिमिटेड को पोन करें।

Kurdish
ئەگەر شۆوتە لەبە نەپێکەی کە کەسەیە لەبارەیە، دەستەوە بە دەکەوێتەوە دەکەیە بە دەبەشێکەیە. بە وەڵامەکەی بە تێبەوە دەپێکەوە 'Tees Valley Combined Authority' لە شەم زەمرە لە 01642 524400.

Kurdish Surani
یەکە لەبە نەپێکەی کە کەسەیە لەبارەیە، دەستەوە بە دەکەوێتەوە دەکەیە بە دەبەشێکەیە. بە وەڵامەکەی بە تێبەوە دەپێکەوە 'Tees Valley Combined Authority' لە شەم زەمرە لە 01642 524400.

Mandarin
欲要这份资讯的其它语言版或其它版式例如大字体印刷/录音带，请致电 01642 524400 接洽‘多元活队’‘Tees Valley Combined Authority’

Polish
"Chcąc uzyskać niniejsze informacje w jakimkolwiek innym języku lub formacie, np. dużym drukiem lub w formie pliku dźwiękowego, prosimy o kontakt z ‘Tees Valley Combined Authority’ pod numerem 01642 524400."

Punjabi

Urdu
آپ کس ایک ماہر ایسے ہیں کہ آپ این ایسے اور پرکشون کا لئے کسی بھی ہنس میٹھے دیکھ سکیں تھیں تاکہ آپ آپ کی کوشش میں سامنے آجائیں۔ آپ کو کسی بھی رقم سےکھا سکتے ہیں 'Tees Valley Combined Authority' کا نمبر 01642 524400.