

## Equality Impact Assessment Template – Stage Two

<b>Name of item being assessed:</b>	Budget Proposal 2016/17 Phase 2: Public Transport
<b>Version and release date of item (if applicable):</b>	
<b>Budget Holder for item being assessed:</b>	Peter Walker
<b>Name of assessor:</b>	Peter Walker
<b>Name of Service &amp; Directorate</b>	Highways & Transport, Environment
<b>Date of assessment:</b>	15 March 2016
<b>Date Stage 1 EIA completed:</b>	28 January 2016

Any actions identified whilst completing this EIA should be recorded in the Action Plan at Step 7.

### STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	✓
Information from Trade Union		Community Intelligence	✓
Previous Equality Impact Analysis	✓	Staff Survey	
Public Consultation	✓	Other (please specify)	

### 2. Please summarise the findings from the available evidence for the areas you have ticked above.

West Berkshire Council's Budget Proposals Phase 2 for 2016/17 asked for some equalities data. This, together with the information already included within the Stage One Equalities Analysis has been considered to review the Consultation proposals.

### 3. If you have identified any gaps in the evidence provided above, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.

No.

## STEP 2 – Involvement and Consultation

**1. Please outline below how the findings from the evidence summarised above will affect people with the 9 protected characteristics. Where no evidence is available to suggest that there will be an impact on any specific group, please insert the following statement ‘There should be no greater impact on this group than on any other.’**

Target Groups	Describe the type of evidence used, with a brief summary of the responses gained and links to relevant documents
<p><b>Age</b> – relates to all ages</p>	<p>From the Council’s Budget Proposals Phase 2 consultation, respondents self-declared the following information:</p> <ul style="list-style-type: none"> <li>• Under 18: 1.5%</li> <li>• 18-24: 1%</li> <li>• 25-34: 3.5%</li> <li>• 35-44: 7%</li> <li>• 45-54: 9%</li> <li>• 55-64: 11%</li> <li>• 65+: 21%</li> <li>• Not declared: 46%</li> </ul>
<p><b>Disability</b> - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out ‘normal’ day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.</p>	<p>From the Council’s Budget Proposals Phase 2 consultation, respondents self-declared the following information:</p> <ul style="list-style-type: none"> <li>• Yes: 9%</li> <li>• No: 44%</li> <li>• Not declared: 47%</li> </ul>
<p><b>Gender reassignment</b> - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.</p>	<p>No further information gained.</p>
<p><b>Marriage and Civil partnership</b> – protects employees who are married or in a civil partnership against discrimination. Single people are not protected.</p>	<p>No further information gained.</p>
<p><b>Pregnancy and Maternity</b> - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place</p>	<p>No further information gained.</p>
<p><b>Race</b> - includes colour, caste, ethnic / national origin or nationality.</p>	<p>From the Council’s Budget Proposals Phase 2 consultation, respondents self-</p>

	<p>declared the following information:</p> <ul style="list-style-type: none"> <li>• White or White British: 49%</li> <li>• Other: 3%</li> <li>• Not declared: 48%</li> </ul>
<p><b>Religion and Belief</b> - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.</p>	<p>No further information gained.</p>
<p><b>Sex</b> - applies to male or female.</p>	<ul style="list-style-type: none"> <li>• Male: 19%</li> <li>• Female: 35%</li> <li>• Not declared: 46%</li> </ul>
<p><b>Sexual Orientation</b> - protects lesbian, gay, bi-sexual and heterosexual people.</p>	<p>No further information gained.</p>

## 2. Who are the main stakeholders (eg service users, staff etc) and what are their requirements?

People who rely on public and community transport, particularly in rural areas, may not be able to access key services if they cannot use other forms of transport, i.e. cannot drive or do not have access to a car.

## 3. How will this item affect the stakeholders identified above?

Information provided by operators, and supported by the ATCO Benchmarking Survey indicate that the elderly and disabled make up 1/3<sup>rd</sup> of passengers on bus services within West Berkshire as a result of benefiting from free bus travel. On the specific routes affected by these proposals up to 80% of passengers use the National free bus pass.

Women are also more likely to use buses and have less access to cars; therefore reductions to bus services could have a greater impact.

Proposed changes to concessionary travel arrangements and Readibus services will have a greater impact on people with disabilities, and those in rural areas without bus services.

## STEP 3 – Assessing Impact and Strengthening the Policy

### What are the measures you will take to improve access to this item or to mitigate against adverse impact?

We are in discussions with other parties to assist with funding of transport services. Several journeys proposed to be cut are now expected to continue as a result of these discussions.

#### STEP 4 – Procurement and Partnerships

Is this item due to be carried out wholly or partly by contractors? Yes

If 'yes', will there be any additional requirements placed on the contractor? Have you done any work to include equality considerations into the contract already? You should set out how you will make sure that any partner you work with complies with equality legislation.

We ask contractors about their policies which promote compliance with the Equalities Act as part of the procurement process.

#### STEP 5 – Making a Decision

Summarise your findings and make a clear statement of the recommendation being made as a result of the assessment. This will need to take into account whether the Council will still meet its responsibilities under the Equality Duty.

The authority will meet its responsibilities; however Conservative Manifesto pledge 43 to maintain access to services for rural residents will be adversely affected as services are reduced to match the reduced budget available.

#### STEP 6 – Monitoring, Evaluating and Reviewing

Before finalising your action plan, you must identify how you will monitor this item following the Equality Impact Assessment and include any changes of proposals you are making.

Once the change has taken place, how will you monitor the impact on the 9 protected characteristics?

Information on passenger numbers and type of tickets (e.g. child, adult, free bus pass) is, and will continue to be, made available to the Council for each bus service. From this information, we are able to determine the benefits of each bus service.

#### STEP 7 – Action Plan

Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.

	<b>Actions</b>	<b>Target Date</b>	<b>Responsible Person</b>
<b>Involvement &amp; consultation</b>	The Budget Proposal consultation takes account of all views.  Posters were placed on affected services, and consultation	Complete.	Transport Services Manager, Environment

	forms made available for those without access to the internet.		
<b>Data collection</b>	<p>Consultation responses were collated as part of the process.</p> <p>399 responses and one petition were received regarding the proposals.</p>	Complete.	Budget Proposals Team, Corporate
<b>Assessing impact</b>	<p>Each service supported by WBC has been re-assessed to determine how the impacts can be reduced in each area of the District.</p> <p>The actual impact will not be known until discussions with bus operators have been completed.</p> <p>The impacts on Handybus / Readibus users will be determined in discussions with operators.</p>	By summer 2016 to implement proposals.	Transport Services Manager, Environment
<b>Procurement &amp; partnership</b>	Ask contractors about their policies which promote compliance with the Equalities Act.	As contracting occurs.	Transport Services Manager, Environment
<b>Monitoring, evaluation and reviewing</b>	Information on passenger numbers and user types are obtained from operators to allow the Council to determine the benefits of each service.	Ongoing.	Transport Services Manager, Environment

### STEP 8 – Sign Off

**The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.**

**Contributors to the Assessment****Name:** Peter Walker**Job Title:** Transport Services  
Manager**Date:** 15 March 2016**Head of Service (sign off)****Name:** Mark Edwards**Job Title:** Head of Highways  
and Transport**Date:** 21 March 2016

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity):  
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