

## Equality Impact Assessment (EIA)

### Title of policy/proposal and EIA number

Contract management and service efficiencies in public and community transport in the borough

### Date of assessment

9 October 2019 and 24.01.20

## Overview

This EIA considers the impact of a review of Contract Management & Service Efficiencies in public and community transport in the borough on the protected characteristics groups and the implications for the Public Sector Equality Duty (Equality Act 2010). Where any adverse impact is identified, mitigating actions will be considered. This assessment was revisited after the public consultation on the budget to see if there could be any unforeseen consequences of the proposals on any groups.

### 1. What is being introduced/amended and why? What are the anticipated outcomes?

The council currently supports a wide-range of public and community transport in the borough to supplement services provided by local operators and Hampshire County Council. A pro-active approach is currently taken to reviewing these, as and when opportunities arise. This is an initial assessment of the proposed review of contract management and service efficiencies in public and community transport in the borough. It will be revisited if the proposal is approved and more detailed evidence of usage, local views and potential mitigating actions are available.

### 2. Who is intended to benefit from the policy/proposal etc.?

Any change to these services would go towards covering the current gap in the council's budget, ensuring that essential services are maintained and continue to benefit a range of people in the borough.

### 3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially\* positive, adverse or neutral impact on this/these group/s (read the notes below before you start)

\* A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or adverse = disadvantages / could discriminate). A 'neutral' impact is when something is generally positive or adverse for everyone.

Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)\*\*:

- Eliminating discrimination/harassment - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?
- Advancing equality of opportunity - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?
- Promoting good relations between different groups - promoting understanding or integration between groups, could the proposal build better relationships between communities?

\*\*For marriage and civil partnership, legislation requires you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.

**IMPORTANT:** Give brief reasons and **evidence** for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any negative impact identified, describe actions already taken to address it. **Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.**

<b>Religion &amp; Belief</b>	Atheist/Agnostic/ other belief			
<b>Gender reassignment</b>	Transgender people			
<b>Marriage or Civil Partnership</b>	People in a civil partnership/married			
<b>Pregnancy or Maternity</b>	People who are pregnant/on maternity leave			
<b>Other</b>	Living in rural area		The impact identified above stands for people that live in rural areas as there may not be other public transport available to them who use the service.	
	Poor literacy/numeracy			No differential impact has been identified for this group.
	Caring responsibilities		The impact identified above stands for carers who current use the service with individuals they support.	
	Low income/benefits /unemployed		The impact identified above stands for people on a low income who use the service as they could have issues paying for other forms of public transport. However, this would need to be researched and evidenced to confirm the costs of the different providers.	

**4. Summarise details of any research or consultation carried out to evidence your comments in the table.**

Before decisions are made the following will be considered: evidence of usage (some protected characteristics groups can be identified via the use of concessionary passes), opportunities to downsize / change routes and timings, possibility of taxi sharing, HCC funding for transport in areas that may be affected, possibility of pilot service runs if appropriate. Any changes would only be possible when current contracts come to an end. Local consultation with communities and councillors would take place to consider all possible options before any changes are implemented. This can include looking at ways of promoting the service to increase the current usage.


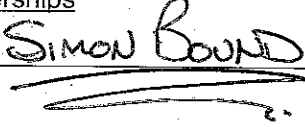
Public consultation was carried out during 7 weeks, from November 2019 to January 2020. Comments included concern about potential changes to public / community transport, especially with regards to the needs of older people and individuals with particular access issues. The current proposal is to review these services, therefore, any future work on this will take into account equalities implications and discussion will be held with key stakeholders to inform decision-making. Specific discussion will be held with the Access4All Working Group who raised concerns about potential changes and the equalities assessment.

**5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified (these should be included in, and monitored as part of, your Business Unit Plan).**

Action	Officer Responsible	Target date
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**Equality Working Group recommendation – this assessment has been successfully reviewed with the following outcome:**

- No major change** – The assessment of this policy/proposal shows no potential for discrimination. The item will meet the aims of the Public Sector Equality Duty. Therefore it can proceed to inform a Member decision.
- Adjust the policy/strategy or function** – This item will better meet aims of the Public Sector Equality Duty if actions to remove barriers or to better advance equality (identified in Sections 3 and 5) are implemented.
- Continue the policy/proposal** – There is some potential for adverse impact or missed opportunities to promote equality, but no unlawful discrimination has been identified. Ensure effective equality monitoring is in place to regularly assess the actual impact on different groups.
- Do not proceed** – Stop and rethink. Adverse equality impacts have been identified/may not be justified for a protected characteristic group/s and have not been sufficiently mitigated. Unlawful discrimination could be taking place. Do not adopt or continue with the policy/proposal until further actions and equality assessment has been undertaken.

<b>Job titles of officers completing assessment:</b>	Executive Director for Borough Services, Policy Officer	
<b>Equality Strategy Group sign off necessary? (if no negative impact has been identified no ESG sign off is necessary):</b>	X Yes <input type="checkbox"/> No	
<b>Job title/signature/s of EIA Validator/s:</b>	<u>Head of HR and Organisational Development</u> 	<u>Portfolio Holder for Communities, Culture and Partnerships</u> 
<b>Validation date:</b>	24/01/20.	