

To complete – press F11 to jump from field to field

Equality Impact Assessment

Name of the strategy or policy
Community Transport Strategy

File ref:		Issue No:	
Date of Issue:		Review date:	

Part 1	Aims and implementation of the strategy or policy	1
Part 2	Consideration of data and research	3
Part 3	Assessment of impact.....	4
Part 4	Children and young people's services.....	11
Part 5	Measures to mitigate disproportionate or negative impact or improve on neutral or positive impacts.....	13
Part 6	Conclusions and recommendations	14
Part 7	Equality impact assessment improvement plan.....	15
Part 8	Equality impact assessment summary report.....	16

Part 1 Aims and implementation of the strategy or policy

1.1 What is being assessed?

a) Name of the strategy or policy.

Community Transport (CT) Strategy

b) Is this new or existing?

New - Review

What is the main purpose or aims of the strategy or policy?

The CT Strategy is designed to contribute towards the following specific policy objectives:

- promote improved transport infrastructure to deliver innovative solutions in rural areas
- encourage better community and voluntary transport provision
- improve access to services by providing greater travel choices focused on those opportunities which are most likely to influence overall quality of life, including access to:
 - employment: to help young people living in rural areas
 - health: to help older people in rural areas
 - healthy affordable food: elderly people in rural areas
- work with the voluntary and community sector to explore sustainable approaches to empowering local communities and villages to develop their own transport solutions
- encourage more integrated public transport to allow interchange wherever possible between rail, bus, community transport, shared cars, cycling and walking

c) Manager(s) and section or service responsible for completing the assessment.

Roger Williams (Head of Transport Operations) Transport and Environment Department

1.2 Who is affected by the strategy or policy? Who is it intended to benefit and how?

All residents in East Sussex are potential beneficiaries, however the strategy is likely to be most useful to those without access to cars to access services such as health, food shopping and social activities.

1.3 Does the subject of this assessment impact positively or negatively on any of the following areas of people’s lives (human rights)? For more information - [see Paper 1](#)

	Positive	Neutral	Negative
Life (capability to be alive)	<input type="checkbox"/>	✓	<input type="checkbox"/>
Physical Security (e.g. free from violence/fear)	<input type="checkbox"/>	✓	<input type="checkbox"/>
Health	✓	<input type="checkbox"/>	<input type="checkbox"/>
Education (learning and skills etc.)	✓		<input type="checkbox"/>
Standard of Living (independence, dignity and respect)	✓	<input type="checkbox"/>	<input type="checkbox"/>
Productive and valued activities (work, care and leisure)	✓	<input type="checkbox"/>	<input type="checkbox"/>
Individual, family and social life	✓	<input type="checkbox"/>	<input type="checkbox"/>
Participation, influence and voice (decision making)	✓	<input type="checkbox"/>	<input type="checkbox"/>
Identity, expression and self-respect	✓	<input type="checkbox"/>	<input type="checkbox"/>
Legal security	<input type="checkbox"/>	✓	<input type="checkbox"/>

1.4 How does the strategy or policy contribute to better community cohesion?

Through working with the voluntary and community sector to explore sustainable approaches which assists communities to develop and understand their transport needs and transport solutions.

1.5 What is the relevance of the aims of the strategy or policy, to the equality target groups and the Council's duty to eliminate unlawful racial, disability and gender discrimination; and promote equality of opportunity?

The strategy is intended to help promote equality of opportunity for those without access to their own personal transport.

1.6 How is, or will the strategy or policy, be put into practice and who is, or will be responsible for it?

The strategy involves:

- finding out and documenting what CT currently exists and how it contributes to access objectives;
- maintaining existing CT services where possible and where these are known to be contributing to ESCC access objectives; and
- identifying and funding new CT schemes.

The strategy will be delivered through an action plan. Implementation of the strategy will be led by ESCC, but will fully involve CT providers and other partners.

1.7 Are there any partners involved? E.g. Primary Care Trusts, NHS Trust, voluntary/community organisations, the private sector?

Yes – community transport providers, Action in Rural Sussex and the Rural Transport Partnership, the NHS, District and Borough Councils and Town and Parish Councils.

1.8 If yes, how are partners involved?

Commissioning partners will be asked to suggest new CT schemes based on their awareness of gaps in transport provision. The strategy will involve devising a toolkit and using this to select the most promising CT schemes – those which achieve the most access objectives in the most cost efficient ways. The strategy will then involve consulting with CT providers and other transport organisations that could provide extended and new services to explore costing and funding implications.

1.9 Is this project or procedure affected by joint commissioning or strategic planning activity e.g. Children's Act, Corporate Area Assessment etc?

Community transport gives a vital link to those suffering from social exclusion and therefore has a very important role to play in developing transport policy and direction. As such the links to the local transport plan are key as well as engaging wider partners in their strategic planning through the East Sussex strategic partnership.

Consideration of data and research

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken.

Census data: Yes - No [Link](#) Staff survey, Yes No Other info

Other quantitative and qualitative data:

Usage data from existing community transport schemes as well as needs assessments undertaken as part of the community transport pilot schemes. We will also use the national highways and transportation survey data surveys and resident panel to inform our strategies

2.2 Equalities profile of users or those intended to benefit from the strategy or policy.

Census data: Yes - No [Link](#) Staff survey, Yes No Other info

Other data:

2.3 Evidence of complaints against the strategy or policy on grounds of discrimination.

None

2.4 Have you carried out any consultation or research on the strategy or policy?

Yes: Fill out questions 2.5 and 2.6

No: [Go to Part 3](#)

2.5 What does the consultation, research and/or data indicate about the negative impact of the strategy or policy?

Nothing – there are no obvious negative aspects to this strategy.

2.6 What does the consultation, research and/or data indicate about the positive impact of the strategy or policy?

So far there have been good support for improving and extending CT in East Sussex, and also confidence that several groups could benefit equally. The CT strategy should not be seen as a strategy just for older people or people with disabilities, but should also help young parents and people access jobs and training. One important message from the consultation is that successful CT development is likely to require good promotion and take time to achieve. These considerations have been built into the strategy. We are developing community transport pilot scheme

to enhance community transport in the county, giving greater access to all residents to services.

Part 3 Assessment of impact

3.1 Ethnicity: Testing of disproportional, negative, neutral or positive impact

a) From the evidence available, does the strategy or policy affect or have the potential to affect ethnic groups differently?

Yes: No: If No [go to 3.2](#)

b) Identify the effect of this strategy or policy on different ethnic groups from information available.

c) How is the target group reflected in the take up of the strategy or policy?

Census data: Yes - No [Link](#) Staff survey, Yes No
Other info

d) If yes, do any of the differences amount to?

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	
Neutral Impact	
Positive impact	

e) If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for one ethnic group or for another legitimate reason?

3.2 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact

a) From the evidence available, does the strategy or policy affect or have the potential to affect men, women or transgender people differently?

Yes: No: If No [go to 3.3](#)

b) Identify the effect of this strategy or policy on different gender groups from information available.

Women users are a disproportionately high CT users in East Sussex, this data is gathered from existing usage data of CT schemes. Gender focus is not the intention of the CT strategy but a reflection of the likely needs of this group.

c) How are men, women and transgender people reflected in the take up of strategy or policy?

Census data: Yes - No [Link](#) Staff survey, Yes No

Other info

Existing and future community transport operators provide usage data, which is analysed to understand usage patterns and tailor services to suit.

d) If yes, do any of the differences amount to?

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	
Neutral Impact	
Positive impact	Providing improved access to services for women which would be more difficult without CT

e) If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for one gender or for another legitimate reason?

3.3 Disability: Testing of disproportionate, negative, neutral or positive impact.

a) **From the evidence available, does the strategy or policy affect or have the potential to affect disabled people differently?**

Yes: No: If No [go to 3.4](#)

b) **Identify the effect of this strategy or policy on disabled people from information available.**

Although CT schemes are likely to be usable by anyone living in East Sussex, it's likely that a high proportion of users will have a disability (either permanent or temporary).

c) **How are disabled people reflected in the take up of the strategy or policy?**

Census data: Yes - No [Link](#) Staff survey, Yes No
Other info

Existing community transport operators provide usage data, which is analysed to understand usage patterns and tailor services to suit.

d) **If yes, do any of the differences amount to?**

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	
Neutral Impact	
Positive impact	Providing access to services for people with a disability that would be difficult without CT

e) **If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for disabled people or for another legitimate reason?**

3.4 Age: Testing of disproportionate, negative, neutral or positive impact

a) From the evidence available, does the strategy or policy affect or have the potential to affect age groups differently?

Yes: No: If No [go to 3.5](#)

b) Identify the effect of this strategy or policy on different age groups from information available.

CT services are likely to be of most uses for those without cars, and this will include older people and younger people. This is based on current usage from existing CT schemes.

c) How are the different age groups reflected in the take up of the strategy or policy?

Census data: Yes - No [Link](#) Staff survey, Yes No
Other info

Existing and future community transport operators provide usage data.

d) If yes, do any of the differences amount to?

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	Young potential CT users could be put off using a CT service if it has the image of a service which is designed and used mainly for older people
Neutral Impact	
Positive impact	

e) If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for one age group or for another legitimate reason?

This issue will need to be more fully considered when specific new CT proposals are received

3.5 Gay, Lesbian, Bisexual and Heterosexual : Testing of disproportionate, negative, neutral or positive impact

a) From the evidence available, does the strategy or policy affect or have the potential to affect gay, lesbian, bisexual and heterosexual people differently?

Yes: No: If No [go to 3.6](#)

b) Identify the effect of this strategy or policy on gay, lesbian, bisexual and heterosexual groups from information available.

c) How is sexual orientation reflected in the take up of the strategy or policy?

Census data: Yes - No [Link](#) Staff survey, Yes No

Other info

d) If yes, do any of the differences amount to?

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	
Neutral Impact	
Positive impact	

e) If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for gay, lesbian, bisexual and heterosexual people or for another legitimate reason?

3.6 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact

a) **From the evidence available, does the strategy or policy affect or have the potential to affect religious, belief groups differently?**

Yes: No: If No [go to 3.7](#)

b) **Identify the effect of this strategy or policy on different religious, belief groups from information available**

Operating days and hours of CT schemes could be seen to discriminate against particular religious groups

c) **How are religious and belief groups reflected in the take up of the strategy or policy?**

Census data: Yes - No [Link](#) Staff survey, Yes No
Other info

Not known

d) **If yes, do any of the differences amount to?**

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	
Neutral Impact	
Positive impact	

e) **If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for one religious, belief or for another legitimate reason?**

This issue will need to be more fully considered when CT proposals are received

3.7 Other: Additional groups that may experience impacts - testing of disproportionate, negative, neutral or positive impact.

a) From the evidence available, does the strategy or policy affect or have the potential to affect other groups differently?

Yes: No: If No [go to Part 4](#)

b) Identify the effect of this strategy or policy on different other groups from information available

Community transport plays a vital role for those in rural communities access to services.

c) How are other groups reflected in the take up of the strategy or policy?

Census data: Yes - No [Link](#) Staff survey, Yes No
Other info

d) If yes, do any of the differences amount to?

	Reason, evidence, comment
Barriers, negative impact or unlawful discrimination	
Neutral Impact	
Positive impact	

e) If there is a negative impact, can it be justified on the grounds of promoting equality of opportunity for other group or for another legitimate reason?

Part 4 Children and Young People’s Services only

Link to the Children and Young People’s Equality Strategy

Desired outcome	How can your project or service address this?	Resource (Staff, Budget)	Timescale
Effective data collection and monitoring (including ethnic origin, language, religion, disability, age and gender, sexual orientation)			
Fair access to services that ensure better outcomes for different groups, and developing inclusive services			
Effective engagement with different and minority groups and individuals (Publication of EqIA report)			

Desired outcome	How can your project or service address this?	Resource (Staff, Budget)	Timescale
<p>Effective and inclusive commissioning and procurement</p> <p>Commissioned services meet all the needs and aspirations of all sectors of the community.</p> <p>Independent and commissioned providers and partners follow good equality and diversity practice</p>			
<p>Ensuring personal safety and challenging harassment</p>			
<p>Workforce development</p> <p>Developing confidence and competence in equality and diversity</p> <p>Ensuring a diverse and representative workforce</p>			
<p>Improving community cohesion and promoting good relations between different groups of people</p>			

Part 5 Measures to mitigate disproportionate or negative impact or improve on neutral or positive impacts.

5.1 If there is any negative impact on any target equality group identified in Section 3, is the impact intended or legal?

no negative impacts were identified.

5.2 Specify measures that can be taken to remove or minimise the disproportionate or negative effect identified in Section 3. If none were identified in Section 3; identify how disproportionate impact or adverse effect could be avoided in future.

Need to:

- make sure that promotional material markets CT services for all;
- ensure that CT booking arrangements do not unwittingly discriminate against particular groups of user; and
- check CT usage data to show passenger breakdowns (by equality group) are as intended.

5.3 If there is no evidence that the strategy or policy promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

Not applicable – CT strategy does each of these.

**5.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?
What are the improvements that can be made?
Can they be applied elsewhere in the ESCC?**

To be considered when actual increases in usage are known.

5.5 How will any amended strategy or policy be implemented, including any necessary training?

Part 6 Conclusions and recommendations

6.1 Does the strategy or policy comply with equalities legislation, including the duty to promote race, disability and gender equality?

Yes: No:

6.2 What are the main areas requiring further attention?

Likely to be promoting CT schemes to maximise impact for different groups of user.

6.3 Summary of recommendations for improvement

6.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks on the effects of the strategy or policy?

(Give details)

It will be difficult to monitor impact of the strategy until new CT services have been selected. Should ensure that a separate EqIA service assessment is carried out as part of the selection process for pilots.

6.5 When will the amended strategy or policy be reviewed?

December 2009 – by which time three new CT pilot schemes will have commenced and there will be clearer ideas about EqIA compliance.

Date completed:	August 2009	Signed by (person completing)	
		Role of person completing	
Date:	August 2009	Signed by (Manager)	

Part 7 Equality impact assessment improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact
4. If no actions [go to Part 7](#)

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative/neutral impact	Changes proposed	Lead Manager	Timescale	Resource implications	Comments
Likely to be promoting CT schemes to maximise impact for different groups of user.	Working with communities and communities transport operators to raise awareness	Roger Williams	12 months	Existing project	

Part 8 Equality impact assessment summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the County Council's website.

Date of assessment: August 2009

Manager(s) name: Roger Williams **Role:** Head of Transport Operations

Strategy or policy, project or service, that was impact assessed:

CT strategy

Summary of findings:

Summary of recommendations and key points of action plan:

Groups that this strategy or policy will impact upon															
Race		Gender		Sexual Orientation		Age		Disability		Religion/ Belief		Other		All	
+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
<input type="checkbox"/>	<input type="checkbox"/>	+	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+	<input type="checkbox"/>	+	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>