

Evidence based equality analysis – can include documents, quotes, and web links for photos and videos

Policy / procedure / function / project / decision:

Review of financial support for passenger transport services by Cheshire West and Chester Council. (CWaC)

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

To review the criteria for providing financial support for passenger transport services, including dialogue with bus service operators to reduce the need for this support towards achieving a more sustainable basis for CWaC. (Including Park & Ride services)

To introduce potential efficiencies within the procurement process for these services.

Further use of solutions other than main stream bus services to meet accessibility needs, such as non fixed route community based transport services.

Through these collective measures, to minimise the extent of curtailment of passenger transport services, supporting the quality of life of communities, whilst providing environmentally sensitive opportunities for travel and social inclusion.

Lead officers: Chris Hindle & Steve Williams

Stakeholders: Passenger transport operators, service user representatives, Members, parish & town councils, disability and older people group representatives and third sector organisations.

While process is important, equality analysis is essentially about **outcomes**.

Lack of evidence of discrimination is not evidence of a lack of discrimination.

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas overleaf, an assessment needs to be made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a **high, medium or low assessment**. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and Ethnicity <i>(including Gypsies and Travellers; migrant workers, asylum seekers etc.)</i>		Identified no aspects of this work that will have any disproportional impact on this group.	Barrier to using these services for those whose first language is not English. – Will need to consider prioritised options to contain this impact.

<p>Disability <i>(as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</i></p>		<p>Greater use of flexible route community based transport services using accessible vehicles, will benefit this group, and where needing to reach a bus stop is otherwise a barrier to making a trip.</p> <p>Effective network planning including the integration and collaboration of existing specialist social care, community and public transport services, will overall increase availability of these services.</p> <p>Helping to sustain the passenger transport network supports independent living and social inclusion.</p> <p>Recognize the importance to provide clear and simple information in a diverse range of formats. The work will also include development of use of on line facilities.</p> <p>These measures have the collective impact of reducing accessibility barriers to passenger transport services.</p>	<p>Reduction of any passenger transport provision will adversely affect service users with a disability, particularly if they have no suitable alternative.</p> <p>Withdrawal of evening and Sunday community transport will remove a transport facility for those unable to use (Because of a disability)any bus services otherwise available.</p> <p>Some would need or benefit from travel training to help adapt to change.</p> <p>Introduction of a charge on community transport and of full fares on week day bus services before 0930 may have a proportionally greater impact on those with a disability and limited disposable income. However, the charge will help safeguard the sustainability of these services.</p> <p>To recognize the extent of characteristics that form actual or potential barriers to using these services by people with a disability. This work needs to ensure regular and meaningful dialogue with relevant stakeholder representatives to manage and address these.</p> <p>MEDIUM IMPACT</p>
---	--	--	---

Gender/Gender Reassignment			Proportionally, use of public transport for personal business and social purposes is greater by females rather than males, with females tending to express more personal security concerns.
Religion and Belief			<p>Service withdrawal curtailing ability to attend places of worship when desired.</p> <p>Importance of relevant awareness training regards potential attitude and behaviour sensitivity impacts on religious groups.</p> <p>MEDIUM IMPACT</p>
Sexual Orientation <i>(including heterosexual, lesbian, gay, bisexual)</i>			Importance of relevant awareness training regards potential attitude and behaviour sensitivity impacts on gender or sexual orientation
Age <i>(children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs).</i>		<p>These measures seek to maintain some non statutory home to school transport services that would otherwise be withdrawn.</p> <p>These measures seek to minimise the impact of service reduction against the otherwise full potential impact from the budget constraints.</p>	<p>Any reduction of passenger transport services will constrain upon users of all ages in terms of quality of life, social inclusion and holding an active lifestyle. This is also applicable in respect of additional charges for using these services.</p> <p>Perception of risk of children / young people experiencing hearing inappropriate language or conduct deterring use of these services.</p>

			<p>Impact of increasing demand from older people, including those with mobility constraints.</p> <p>MEDIUM IMPACT</p>
<p>Rural communities</p>		<p>Effective network planning including the integration and collaboration of existing specialist social care, community and public transport services, will increase availability of these services in some rural communities. This will potentially enhance the travel opportunity for education, employment and training purposes.</p> <p>These measures seek to minimise the impact of service reduction against the otherwise full potential impact from the budget constraints.</p> <p>The criteria of supported services will include a broader range of measures that will include those affecting rural communities. The criteria model has been trialled to assess a small cross section of existing contracts , and was found to be a robust assessment basis.</p>	<p>Many rural communities have less frequent passenger transport availability than those in urban areas; therefore any reduction will have a proportionally greater impact. – This is also applicable regards the impact of greater charges, particularly where a greater distance is travelled to access services and facilities.</p> <p>HIGH IMPACT</p>

<p>Areas of deprivation</p>		<p>Effective network planning including the integration and collaboration of existing specialist social care, community and public transport services, will increase availability of these services in some communities.</p> <p>These measures seek to minimise the impact of service reduction against the otherwise full potential impact from the budget constraints. This is particularly important for areas of deprivation where residents are less likely to have access to alternative or private transport.</p> <p>There is a relative greater use of public transport in deprived areas than from more affluent communities, therefore the increased travel opportunities will have a greater potential impact in these areas.</p>	<p>Any reduction of passenger transport services will have a proportionally greater impact on areas of deprivation, where there is dependence on these services. (Quality of life, access to primary and preventative health care, social inclusion and holding an active lifestyle.)</p> <p>Increasing charges will adversely affect those with limited disposable income.</p> <p>MEDIUM IMPACT</p>
<p>Human Rights</p>			<p>Potential impact of harassment or intimidation for users from minority groups.</p>
<p>Health and Wellbeing <i>(consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)</i></p>		<p>Effective network planning including the integration and collaboration of existing specialist social care, community and public transport services, will increase availability of these services in some communities. This supports leading an active and</p>	<p>Any reduction of passenger transport services reducing accessibility to key services and facilities impacting on lifestyle, will adversely affect health & well being. This is also applicable in respect of additional charges for using these</p>

		<p>inclusive life style, access to health care and independent living.</p> <p>These measures seek to minimise the impact of service reduction against the otherwise full potential impact from the budget constraints.</p> <p>Promoting use of passenger transport services as an alternative to car based journeys has a positive environmental impact, particularly air quality in urban areas. (Particularly helping those with respiratory conditions)</p>	<p>services.</p> <p>MEDIUM IMPACT</p>
<p>Procurement/Partnership <i>(if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)</i></p>		<p>Procurement efficiencies will help offset the financial impact on operational service delivery. This includes ensuring that the financial return of increased charges is embraced.</p> <p>Efficient procurement processes and contractual arrangements help ensure a vibrant and competitive market of suppliers , helping to contain costs.</p>	<p>Potential reluctance of some transport providers responding to change.</p> <p>LOW IMPACT</p> <p>Increases of charges not adequately off setting costs.</p> <p>MEDIUM IMPACT</p>

Evidence (see guidance note for details of what to include here):

Presented to the Community & Environment (C&E) Policy Development Board (PDB) working group on “alternative transport services for communities”.

Stakeholder event held in March 2011 regards integration of pre booked services (e.g. community & social care transport) shared discussion on the issues and benefits this could achieve.

Discussion of these proposals within the CWaC revenue budget challenge sessions.

Action plan:

Actions required	Key activity	Priority	Outcomes required	Officer responsible	Review date
Approval of this policy	Present report to CWaC Executive	High	Approval to implement	Chris Hindle / Steve Williams	
Implementation plan	To identify the key stages, timescales and stakeholders. From this to create the implementation plan including engagement and consultation as appropriate.	High	Implementation of the policy with support of stakeholders.	Chris Hindle / Steve Williams	

Sign off	
Lead Officer:	
Approved by Head of Service:	
Moderation and/or Scrutiny	

Date:	
Date analysis to be reviewed based on rating (high impact – review in 1 year, medium impact - review in 2 years, low impact in 3 years)	

Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website