

Equality Impact Assessment - head of service review

Reference: EQIA381506197

Submitted: 26 November 2021 15:59 PM

Executive summary

Title of policy or decision: Proposed Enhanced Partnership Plan and Scheme

Describe the main aims, objectives and purpose of the policy (or decision): ECC is proposing to make an Enhanced Partnership Plan and Scheme with bus operators to support the improvement of bus services across Essex.

What outcome(s) are you hoping to achieve?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Enable inclusive economic growth: Good jobs, Infrastructure, Future growth and investment, Green growth, Levelling up the economy

Which strategic priorities does this support? - Help people get the best start and age well: Net zero, Transport and built environment, Green communities, Levelling up the environment

Which strategic priorities does this support? - Help create great places to grow up, live and work: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

Which strategic priorities does this support? - Transform the council to achieve more with less: Educating outcomes, Family resilience and stability, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: TBA

Please upload any documents which relate to this EqIA, for example decision documents: TBA

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Buses are disproportionately used by older and younger people, people with a disability, women and those on low incomes. Measures to improve the bus network will have a disproportionately positive impact on these groups.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: Yes

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

Is the new or revised policy linked to a digital service (website, system or application)?: Yes

Please describe the steps you have taken to meet the digital accessibility requirements: The workstream relating to the provision of a single information portal is engaging with colleagues to ensure all digital requirements are met.

Please describe the steps you have taken to test the accessibility of the website, system or application:
Testing will take place once the product is in development

Please describe the steps you have taken to maintain accessibility once it has gone live: Maintenance will be agreed as the product is developed

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment, Gender / sex

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: There are no negative impacts

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Improvements to bus services will benefit older and younger individuals

Extent of impact: Low

Please provide more details about the extent of impact: Initial impacts will be low but as work progresses these should increase

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: Improvements to bus services will benefit individuals with a disability

Extent of impact: Low

Please provide more details about the extent of impact: Initial impacts will be low but as work progresses these should increase

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: Improvements to bus services will benefit individuals with a disability

Extent of impact: Low

Please provide more details about the extent of impact: Initial impacts will be low but as work progresses these should increase

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Improvements to bus services will benefit individuals with a disability

Extent of impact: Low

Please provide more details about the extent of impact: Initial impacts will be low but as work progresses these should increase

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Improvements to bus services will benefit individuals with a disability

Extent of impact: Low

Please provide more details about the extent of impact: Initial impacts will be low but as work progresses these should increase

Gender / sex

Nature of impact: Positive

Please provide more details about the nature of impact: Improvements to bus services will benefit women

Extent of impact: Low

Please provide more details about the extent of impact: Initial impacts will be low but as work progresses these should increase

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 26/11/2021

Name of person completing the EqlA: Helen Morris

Email address of person completing the EqlA: Helen.Morris@essex.gov.uk

Your function: Place and Public Health

Your service area: Highways and Transport

Your team: IPTU

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: helen.morris@essex.gov.uk