

Equality Impact Assessment

Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - gender and sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published at:
<http://cmis.essexcc.gov.uk/essexcmis5/Home.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:
Shammi Jalota shammi.jalota@essex.gov.uk
Head of Equality and Diversity
Corporate Law & Assurance
Tel 0330 134592 or 07740 901114



Section 1: Identifying details

Your function, service area and team: Passenger Transport, Commercial, STC

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: Director for Commissioning: Connectivity

Title of policy or decision: Financial Arrangements for the English National Concessionary Travel Scheme for financial year 2017/18

Officer completing the EqlA: Dominic Lund-Conlon Tel: 03330 136 346 Email: dominic.lund-conlon@essex.gov.uk

Date of completing the assessment: 30/08/2016

Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? New decision
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): The English National Concessionary Travel Scheme legislation requires each Concessionary Travel Authority to have a concessionary bus pass scheme in place for 1st March in each year.</p> <p>The report outlines the options for a scheme of reimbursement including any legal challenges that might arise and requests that the Cabinet Member for Highways and Transportation, in association with the Director for Commissioning: Connectivity is given authority by Cabinet to negotiate and agree a final scheme.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Negotiation and issue of a Concessionary Travel Scheme as statutorily required.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>Yes</p> <p>Will the policy or decision influence how organisations operate? No</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? No</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p>

	<p>Operating a Concessionary Fares Scheme is a statutory duty laid on the County Council by the Transport Acts 1985 and 2000 and the Concessionary Bus Travel Act 2007.</p> <p>A Vision for Essex 2013-17 sets out the Council's Corporate Plan. A key aim is to spend taxpayers' money wisely. Although we have no option but to provide the mandatory concession, this report sets out how we can seek to achieve best value in concessionary fares in order to minimise risk for the Council.</p> <p>The Concessionary fares scheme and its discretionary elements also help to achieve the aim of</p> <ul style="list-style-type: none"> • develop and maintain the infrastructure that enables our residents to travel and our businesses to grow • improve public health and wellbeing across Essex • safeguard vulnerable people of all ages • respect Essex's environment
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Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? The decision affects older and disabled people, regardless of any other equality groups they may be a member of (for example, race, gender, sexuality, etc)
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? No.
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: There is no planned change to the existing Concessionary Travel Scheme parameters or offering to eligible customers. The decision is to offer an equivalent Concessionary Travel Scheme and requires renegotiation with bus operators. Therefore there is no need to consult.

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
with links to JSNA and 2011 Census.

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Neutral - People who have reached the female age of eligibility for their state pension (be it male or female, as the bus pass enables males to become eligible at the same time as females) will become eligible for their bus pass.	L
Disability	Neutral - People who are considered eligible disabled under the criteria of the Transport Act 1985, 2000 and Concessionary Travel Act 2007 can apply for a concessionary travel Bus Pass.	L
Gender	None	
Gender reassignment	None	
Marriage/civil partnership	None	
Pregnancy/maternity	None	
Race	None	
Religion/belief	None	
Sexual orientation	None	
Cross-cutting themes		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	Positive - the bus pass encourages people to use the bus to visit local amenities and services as well as meet other people both on the bus and socially. Disabled people find that it enables them to travel more, when they might not have access to any other mode of transport	H



Environmental, eg housing, transport links/rural isolation	The bus pass enables people to make use of local bus services and contributes to reducing rural isolation as well as encouraging people to use the bus over the car, reducing congestion and emissions.	H
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Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.



Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:

Date:

Signature of person completing the EqlA: Dominic Lund-Conlon

Date: 16/09/15

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

