

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: Place Commissioning - Passenger Transport

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Chelmsford Park and Ride Re-Procurement

Officer completing the EqlA: Helen Morris Tel: 07894 964518 Email: helen.morris@essex.gov.uk

Date of completing the assessment: ongoing - Started November 2015

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? Change to an existing programme.
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): This EIA relates to the proposed re-procurement of the operational contracts for the Chelmsford Park and Ride Sites.</p> <p>The primary aim for this service is to provide a cost-effective, high quality Park and Ride service for Essex Residents facilitating a continued reduction in traffic volumes in Chelmsford City Centre.</p> <p>The re-procurement of the Park and Ride contracts include the development of the contract design to provide additional capacity and convenience through increased frequency, scope for the introduction of Low Emissions Buses, providing scope for residents to undertake zero-emissions home to work journeys and improving air quality in Chelmsford and competing for three contracts to deliver greater levels of Value for Money for Essex Residents.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <ul style="list-style-type: none">- Run a competitive procurement process for the three operational contracts in February 2016 with an award in March 2016.- Implementation of the revised contracts including 9 new low emissions buses in September 2016.- Improve air quality and reduce rates of preventable death amongst those suffering from health inequalities.
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>The 2500 car parking spaces across both sites facilitate approximately 1.2m passenger journeys per annum across both Park and Ride sites at Sandon and Chelmer Valley. The Park and Ride services are use largely by commuters (70%) from across Essex and wider region as well as a growing number of daytime leisure travellers. (30%)</p> <p>These leisure travellers are largely undertaken by concessionary pass holders which is by default made up of from groups with protected charracteristics</p> <p>Cobined, both Park and Ride services remove in excess of 400,000 private vehicle journeys from Chelmsford City Centre annually leading to significant air quality improvemetns. However the service directly produces 394,000kg CO2 and 1035 kg NO2 emissions. Over the life of the initial 5 year Park and Ride contract electric operation will result in a reduction in CO2 emissions of: 1,970,000kg, NOx emissions of: 9675kg and PM10 emissions of: 110.4kg compared to the current buses. This will postively affect residents and visitors with disabilities, primarily those suffering from chronic respiratory conditions.</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?</p> <p>The current contract value of £1.66m per annum will be reduced as part of efficiency savings to between £1.55m and £1.50m per annum. The cost to the Council will be further reduced as a defecit of £45,000 per annum to a surplus of £250,000 depedning on the income generation options and outcome of the Low Emissions Buses Scheme Bid.</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>The Park and Ride re-procurement will support the delivery of all of the Council's Seven Outcomes.</p>



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	<p>What does the information tell you about those groups identified?</p> <p>We know that a large number of customers using the Park and Ride are dependant on the service as a means of accessing education and employment in Chelmsford.</p>
3.2	<p>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?</p> <p>We have passenger information at a high level which broadly enables us to identify concessionary fare travel.</p> <p>Additionally we take receive regular feedback from users of of the service who live and work in Essex about their use of the park, their priorities and criticisms of the current service. This feedback will advise the ongoing work and has provided the basis for the redesigning the service in order to provide additional capacity for customers.</p> <p>We have undertaken initial consultation with operator groups and supportive of the overall aims and objectives of the re-procurement but will be keen to see the detailed impacts of implementation of the new contracts.</p>
3.3	<p>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:</p> <p>Provider and stakeholder consultation events are planned during the period between the cabinet decision and the issue of the invitation to tender. Feedback from this will be included for consideration within the drafting of the final specifications.</p>

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 - we have designed the revised Park and Ride service to ensure that all residents who are currently able to access the service continue to be able to do so. Children are able travel on the Park and Ride service for a discounted fare and travel free on Saturdays. Older people who use the concessionary bus pass are disadvantaged if they wish to use their pass before 0900.	L
Disability	Postive - The redesigned service has been developed so as to have a positive impact overall. Low floor buses will be specified to operate the service. Over 20 DDA compliant parking spaces at both Park and Ride sites will support access for those with disabilities, providing an increase in opportunities for these residents to access to Chelmsford. There may be very specific adverse impacts but work has been done to ensure that all residents who are currently able to access the service cotinue to be able to do so.	L
Gender	Neutral - Although a higher proportion of men than women are Park and Ride users, the services have been designed to have a positive effect overall. Individual changes to the service may potentially have localised or very specific adverse impacts but the redesign work has been done to ensure that all residents who are currently able to service area able to do so.	L
Gender reassignment	Neutral - The Park and Ride will serve all users regardless of their Gender	L



Marriage/civil partnership	Neutral - The Park and Ride will serve all users regardless of their Marital Status.	L
Pregnancy/maternity	Neutral - The Park and Ride service provides priority seating for those who are pregnant, supporting access to the City Centre. Additional capacity provided by the redesigned service will provide enhanced seating capacity in the morning and evening peak periods. Individual changes to the service may have very specific adverse impacts but the work has been done to ensure that all residents who are currently able to use the service.	L
Race	Neutral - The Park and Ride will serve all transport users regardless of their race	L
Religion/belief	Neutral - The Park and Ride will serve all transport users regardless of their religion / belief	L
Sexual orientation	Neutral - The Park and Ride will serve all transport users regardless of their sexual orientation.	L
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 Park and Ride service enables residents to access employment, education and training provision supporting socio-economic development.	H
Environmental, eg housing, transport links/rural isolation	Positive - The Park and Ride service provides a key transport link for residents from across Essex to access Chelmsford.	H



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: Helen Morris

Date: 14/12/15

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.

