

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed	Steve Burgess
Directorate	Economy and Place

Individual(s) completing this assessment	Name	Job Title
	Steve Burgess	Head of transportation and access
Date assessment completed	30-1-20	

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)	Establishment of rural access grant programme. This programme is being funded from a one-off allocation of funding of £275k from the government's rural services delivery grant.		
What is the aim, purpose and/or intended outcomes of this activity?	<p>To provide funding to community transport providers and other community transport groups to help improve access for rural residents, particularly those with limited or no access to private car transport. The programme will aim to support initiatives which demonstrate a clear contribution to the following objectives:</p> <ul style="list-style-type: none"> • Address an identified need relating to rural accessibility; • Add value to existing supported transport services; • Reduce costs for other public sector services such as adult social care; • Once, established will be viable without ongoing council contribution; • Demonstrate partnership working; and • Will provide learning outputs to enable the council to share best practice and lessons learnt with other groups and communities. 		
Name of lead for activity	Adam Houchen		
Who will be affected by the development and implementation of this activity?	<input checked="" type="checkbox"/> Service Users <input checked="" type="checkbox"/> Patients <input checked="" type="checkbox"/> Carers <input type="checkbox"/> Visitors	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	Staff Communities Other _elderly and/or disabled residents with limited or no car access_____
Is this:	<input type="checkbox"/> Review of an existing activity <input checked="" type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?		

<p>What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.)</p>	<p>Passenger Transport Service Review 2017 – this assessed transport needs, provision and potential impacts of reductions on service users of public and community transport. This included analysis of demographic, disability and locational issues relating to transport needs. Information gained from the review has informed the objectives of this new grant programme. This indicated that public and community transport services are particularly important for maintaining access for:</p> <ul style="list-style-type: none"> • People over 65; • People with disabilities which limit their mobility; and • Females
<p>Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)</p>	<p>The review included public consultation and specific consultation with parish councils which provided over 2000 responses. The consultation findings have informed this proposal and these findings are included in a report published on the council’s website: http://hc-modgov:9070/documents/s50045999/Passenger%20Transport%20Review%20-%20Appendix%201%20-%20Consultation%20Report.pdf</p>
<p>Summary of relevant findings</p>	<p>The consultation sought to understand the potential impacts of reductions in funding for public transport subsidy and support for community transport. Whilst the reduction in funding was not implemented the consultation responses have provided a clear indication of service needs and the dependence of certain groups on rural transport services.</p> <p>Analysis of the consultation responses indicated that 89% of users of town services were over 65 years old and 60% reported having a disability. 62% of journeys made were for shopping and only 10% medical. Given that these services have short journey lengths over 40% indicated that they could either walk or use a taxi for their journey.</p> <p>The consultation indicated that rural and market day services are also disproportionately used by over 65 year olds (78% compared with the average of 68%) and females (74% compared with average of 64%). 39% indicated that they had a disability (which is the same as the overall average) whilst a smaller proportion of these indicated that the disability limited their ability to get about (38% compared with 42%).</p> <p>Some parish councils have already directly commissioned and funded market day type services and it is felt that a number of these services could be funded in future through parish or other local contributions. In addition, local service planning could provide better targeted services and could be undertaken with council support and through local provision such as community transport.</p> <p>The review considered the consultation findings and indicated that the following activities could be progressed to support rural access (and which can now be supported with this grant):</p> <ul style="list-style-type: none"> • Implement a targeted programme to work directly with local communities and parish councils to identify opportunities and funding for local service planning and development. Assess demands and possible area based projects bringing together local service users, local advocates, transport providers and service providers (education, health and employers); • Support for community transport schemes within and bordering the county to adopt more commercial approach to service delivery; and • Develop further opportunities for feeder services with greater local community involvement.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	Y			Consultation indicates higher level of dependence on transport services amongst 65+ age group. This project will aim to improve transport services which should support older residents.
Disability	Y			Consultation indicates higher level of dependence on transport services for people who considered themselves disabled. This project will aim to improve transport services which should support people with disabilities.
Gender Reassignment		Y		No specific impacts anticipated.
Marriage & Civil Partnerships		Y		No specific impacts anticipated.
Pregnancy & Maternity	Y	Y		Whilst consultation did not collect data on pregnant women it is anticipated that the greater reliance on transport services amongst women would also include pregnant women.
Race (including Travelling Communities and people of other nationalities)		Y		No specific impacts anticipated.
Religion & Belief		Y		No specific impacts anticipated.
Sex	Y			Consultation indicates higher level of dependence on transport services amongst women. This project will aim to improve transport services which should support women.
Sexual Orientation		Y		No specific impacts anticipated.
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	Y			Consultation highlighted the importance of transport services amongst unemployed people, people with no access to a car and also carers supporting people. This project aims to improve transport services and is likely to help these groups.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	Y			A very high proportion of people using community transport services do so to attend medical appointments (59% of the 497 respondents in the survey). Additional support for community transport should assist with people accessing health care.

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce/ eliminate negative impact	Who will lead on the action?	Timeframe
	The main risk with any one-off fund is the potential to initiate new services only for these to	One of the key objectives for the grant scheme is: <ul style="list-style-type: none"> Once, established will be viable without ongoing 	Assessment of bids and project monitoring will be	As and when bids are received and throughout delivery.

	cease when grant funding ends.	council contribution; This will be taken into account in assessing bids and subsequent monitoring of funded projects.	undertaken by the delegated grants team in coordination with the Process and Procurement Manager	

4. Monitoring and review

How will you monitor these actions?	Monitoring will be undertaken as part of the grant programme based on returns from successful bidders. Returns will need to identify numbers of people/groups benefiting from the funded initiative providing sufficient information to identify impacts on people with protected characteristics.
When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	This EIA will be reviewed in finalising the grant programme, when the programme has been in operation and monitoring information supplied (c. June 2020) and once again at the end of the programme as part of final reporting which will include lessons learnt and best practice guidance.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA	
Date signed	30-1-20