

Moving Rutland Forward

Equality impact assessment of Rutland County Council's:

- Passenger Transport Strategy



Rutland
County Council

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1 OVERVIEW

RCC is committed to promoting equality of opportunity for everyone in Rutland and strives to eliminate discrimination, advance equality of opportunity between different groups and foster good relations between groups in Rutland.

The screening report and full EqlA that follow consider how our Passenger Transport Strategy will impact on our community and ensure that, through its implementation, residents are not treated unfairly or discriminated against due to:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion or belief,
- sex, or
- sexual orientation.

2 PROCESS

Our Passenger Transport Strategy has been taken through a three stage, equality impact assessment process, as identified below.

- **Stage 1: Screening** – Screening was carried out during the early stages of strategy development. Through the screening process, an assessment was completed to identify whether the strategy is likely have a detrimental impact on any of the protected characteristics. A copy of the screening assessment can be seen in section 3.
- **Stage 2: Full equality impact assessment:** Where a screening assessment identifies potential discriminatory impacts, a full equality impact assessment is required – as was the case for our Passenger Transport Strategy. Through the assessment, the following tasks are undertaken:
 - gathering of information, research and consultation,
 - analysis of information, and
 - changes, mitigation and performance monitoring.
- **Stage 3: Revised equality impact assessment:** In light of feedback received during the public consultation (and any resulting changes made to the Passenger Transport Strategy in response), the full equality impact assessment (stage 2) has also been revised – with steps 4 onwards being updated.

A copy of the revised full equality impact assessment for the Passenger Transport Strategy can be found in section 4.

3 STAGE ONE - EQUALITY IMPACT ASSESSMENT SCREENING

An Equality Impact Assessment Screening Tool (below) has been completed for our draft Passenger Transport Strategy - enabling us to determine whether a full equality impact assessment is necessary.

EQUALITY IMPACT ASSESSMENT SCREENING TOOL			
Subject Title:	Draft Passenger Transport Strategy		
Officer completing:	Heather Caldicott		
Purpose of Report & Ref:	Our strategy for passenger transport provisions within the county		
		Yes/No	Comments
1.	Could the impact of the report affect one group less or more favourably than another on the basis of:		
	<ul style="list-style-type: none"> Age 	Y	<p>Our draft Passenger Transport Strategy sets out the policies and procedures that will be used to determine and influence the passenger transport provisions available within the county (including concessionary travel schemes). The strategy also provides information on community and voluntary transport services. As such, the strategy may impact on the following groups:</p> <p>Children and young people:</p> <ul style="list-style-type: none"> - school and post 16 transport policies, and

EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Subject Title:	Draft Passenger Transport Strategy
Officer completing:	Heather Caldicott
Purpose of Report & Ref:	Our strategy for passenger transport provisions within the county

		Yes/No	Comments
			<ul style="list-style-type: none"> - social inclusion. <p>Older residents:</p> <ul style="list-style-type: none"> - reliance on public transport network, - access to healthcare appointments, - social inclusion, and - accessibility of marketing and timetable information for those with reduced eye site.
	<ul style="list-style-type: none"> • Disability 	Y	<p>The strategy considers within it community and voluntary transport services. It also sets out our intention to review concessionary travel arrangements and scope, and as such may impact on:</p> <ul style="list-style-type: none"> - transport for individuals with special educational needs or disabilities, and - access to healthcare

EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Subject Title:	Draft Passenger Transport Strategy		
Officer completing:	Heather Caldicott		
Purpose of Report & Ref:	Our strategy for passenger transport provisions within the county		
		Yes/No	Comments
			provisions and services. - social inclusion.
	• Gender reassignment	N	
	• Marriage and civil partnership	N	
	• Pregnancy and maternity	Y	The strategy will consider our future transport provisions which in turn may impact on pregnant women, young mothers and families in the following ways: - access to healthcare provisions and services, - social inclusion.
	• Race	Y	Ability to access any new marketing and timetable materials published.
	• Religion or belief	N	
	• Sex	N	
	• Sexual orientation	N	
2.	Is there any evidence that some groups are affected differently?	N	

EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Subject Title:	Draft Passenger Transport Strategy		
Officer completing:	Heather Caldicott		
Purpose of Report & Ref:	Our strategy for passenger transport provisions within the county		
		Yes/No	Comments
3.	If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?	NA	
4.	Is the impact of the policy/guidance likely to be negative?	Y	In order to deliver the vision of the strategy, some changes to services and provisions are likely. The effects of these changes on individual residents may be positive, neutral or occasionally negative (wherever possible we will look to mitigate against such cases), but overall, in order to deliver improvements across the county, and to provide more equitable services (which support the needs of our most vulnerable residents), changes are necessary.
5.	If so can the impact be avoided?	Y	By ensuring the plan and any consultation communication clearly communicates our vision and how it aspires to deliver more equitable transport services that support our most vulnerable.

EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Subject Title:	Draft Passenger Transport Strategy		
Officer completing:	Heather Caldicott		
Purpose of Report & Ref:	Our strategy for passenger transport provisions within the county		
		Yes/No	Comments
6.	Are there alternatives that achieve the policy/guidance objectives without the impact?	NA	Alternative solutions not required, however, as per Q5, we must ensure we communicate our vision and reasoning clearly so that our residents understand our approach and delivery mechanisms.
7.	Can we reduce the impact by taking different action?	Y	As per Q5.
If you have identified a potential discriminatory impact you will need to complete a full equality impact assessment.			
8.	Is an EIA required?	Y	Yes

4 STAGE TWO – FULL EQUALITY IMPACT ASSESSMENT

This section provides the full equality impact assessment report of our Passenger Transport Strategy, updated in light of any changes made as a result of the public consultation (stage 3).

Equality Impact Assessment (EIA) Report	
Name of policy/ proposal/ service being assessed:	Rutland County Council - Passenger Transport Strategy
Directorate and Section:	Places - Transport
Name of lead officer and others completing this assessment:	Heather Caldicott
Contact telephone numbers:	01572 758205
Date EIA assessment completed:	June 2019

Step 1: Defining the policy/ procedure/ function/ service

Using the information gathered within the Equality Questionnaire, you should begin this full EIA by defining and outlining its scope. The EIA should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in the Equality and Diversity Policy of Rutland County Council.

What are the main aims, purpose and objectives of the policy/ procedure/ function/ service? How will they be achieved?
<p>Our vision for passenger transport in Rutland is an efficient network of services that connect as many of the county’s residents and visitors as possible with a range of key services and facilities in a cost-effective way, using an appropriate mix of vehicles.</p> <p>The aims of the Passenger Transport Strategy are:</p> <ul style="list-style-type: none"> • To try to influence how, where and when passenger transport operators provide commercial services in the county in order to maximise their value to Rutland residents and visitors. • To support a baseline passenger transport service, or package of services that will meet key needs of Rutland residents (including vulnerable people) that aren’t covered by commercial bus services. • To provide an objective mechanism to help the council to decide whether to subsidise any other bus services (on top of the baseline service) that are not commercially viable but that provide valuable additional benefits at a reasonable cost. • To work collaboratively with commercial and voluntary sector partners to constantly seek ways of providing better passenger transport services.

- To work with commercial and voluntary sector partners to provide information, raise awareness and promote use of passenger transport services.
- To (where possible) support capacity building amongst providers so that the market can provide enough services to meet the needs of residents and visitors.

We recognise that commercial and private transport services will meet many travel needs of Rutland residents and visitors. Our strategy is therefore focussed on meeting priority needs that are not met by those services, as follows:

- We will give priority to addressing the needs of vulnerable residents and supporting a high level of health and wellbeing, including combating rural isolation.
- We will focus on supporting passenger transport services that are most likely to enable people to access a range of services and facilities (including *inter alia* employment, education and healthcare). Priority is therefore given to trying to ensure that as many Rutland residents as possible are able to reach a town at least once per week.

Our strategy focuses on supporting passenger transport trips at times when a range of different journey purposes are likely to be accommodated and demand is likely to be highest - giving the greatest benefit to the greatest number of residents within the available resources. For new or changed services, we will therefore only consider supporting service runs that depart from or arrive at their first Rutland location between the following core times:

- Monday to Friday 07.00 to 18.00
- Saturday 08.00 to 17.00

We are particularly keen to support services that operate in the morning and afternoon peak periods that can support employment, education and training.

What are the main activities relating to this policy/ procedure/ function/ service and distinguish who is likely to benefit from these activities.

Solution (action)	Beneficiaries
Review of potential baseline transport delivery elements, supported bus services and concessionary travel support	<ul style="list-style-type: none"> • Residents and visitors, of all ages and mobility, wishing to use public transport provisions. • Residents living in locations currently unserved by passenger transport provisions, or with a very limited service. • All residents and visitors utilising passenger transport provisions within Rutland – but particularly those who are reliant on passenger transport as their sole method of travel. • Residents that utilise passenger transport provisions on a regular basis – such as commuters and college students.
Deliver enhanced and clearer promotion of our public transport provisions	<ul style="list-style-type: none"> • All residents and visitors, of all ages, wishing to use public transport provisions including those: <ul style="list-style-type: none"> - with special educational needs or disability (SEND), - with restricted eye sight,

	<ul style="list-style-type: none"> - whose first language is not English. • Residents and visitors who don't currently use passenger transport services due to being unaware of the provisions available.
Implement revised baseline transport service	<ul style="list-style-type: none"> • Residents living in locations currently unserved by passenger transport provisions and those residents who require a door to destination service.
Implement revised supported local bus network and concessionary travel support	<ul style="list-style-type: none"> • Residents living in locations currently unserved by passenger transport provisions, or with a very limited service. • Rutland residents with special educational needs or disability (SEND).
Provide and maintain passenger transport infrastructure	<ul style="list-style-type: none"> • All residents and visitors utilising passenger transport provisions within Rutland – but particularly those who are reliant on passenger transport as their sole method of travel. • Residents that utilise passenger transport provisions on a regular basis – such as commuters and college students.

<p>Monitor developments in multi-operator and smart ticketing, and liaise with operators as appropriate.</p>	<ul style="list-style-type: none"> • Residents that utilise passenger transport provisions on a regular basis – such as commuters and college students. • Residents travelling out of county and using more than one operator for their journey.
<p>Monitor usage and make service changes to maximise value for money on baseline transport service.</p>	<ul style="list-style-type: none"> • Residents living in locations currently unserved by passenger transport provisions, or with a very limited service.
<p>Monitor usage and make service changes to maximise value for money on supported local bus network.</p>	<ul style="list-style-type: none"> • Residents living in locations currently unserved by passenger transport provisions, or with a very limited service.

What outcomes are expected?

Through the Passenger Transport Strategy we aim to deliver an efficient network of services that connect as many of the county's residents and visitors as possible with a range of key services and facilities in a cost-effective way, using an appropriate mix of vehicles. In doing so we hope to deliver on a number of the goals set out within Moving Rutland Forward (MRF) – our fourth local transport plan. These goals, along with the associated MRF theme heading, have been detailed below:

Population growth: Planning for the future and meeting the needs of a growing Rutland

- PGG1 - Passenger transport provisions and a highway network that are resilient and adaptable to changing demand.

Working in Rutland: Meeting the needs of new and existing Rutland businesses, their customers and their workforce

- WRG1 - Transport options that support economic growth by enabling residents to access employment opportunities and in doing so help fulfil workforce shortages and reduce environmental impact.

Learning in Rutland: helping our residents reach their full potential

- LERG1 - School transport provisions that serve the needs of our young residents, whilst being cost effective.

Living in Rutland: helping Rutland residents to access essential services and supporting health and wellbeing

- LIRG1 - Reduce car dependency within the county – in a way that doesn't hinder access to services or economic development.
- LIRG4 - A passenger transport network that caters for our most vulnerable residents.

Visiting and enjoying Rutland: helping tourists, visitors and residents to access and enjoy Rutland's towns, villages and countryside

- VERG3 - Accessible leisure, recreation and tourism opportunities, complimented by a sustainable transport network and parking provision that supports tourism.

Step 2: Potential Impact

Use the following table to specify if any service users or staff who identify with any of the nine 'protected characteristics', or other areas referred to below, will be affected by the policy/ procedure/ service you are proposing. Indicate all that apply and describe why and what barriers these individuals, groups or other areas may face.

Who is affected and what barriers may these individuals or groups face?

Age

Our Passenger Transport Strategy considers future transport provisions and policies which in turn may impact on both children, young adults and our older residents. These impacts are discussed below, however, our overall opinion is that although there may be some individuals that are negatively impacted – on the whole, changes are necessary in order to bring about improvements across the county – resulting in fairer, more equitable services.

- 1) Through the implementation of a baseline service we will ensure that Rutland residents have access to a local town at least once per week, where this isn't provided by commercial local bus services. As a result, changes to current services and provisions are likely and in some cases, some residents may see a reduced service (wherever possible we will look to mitigate against such cases). However, by introducing a baseline service we will be ensuring that transport provisions are also available for those resident's currently unserved by passenger transport – helping to reduce social isolation and provide access to essential services (including healthcare).
- 2) Through the strategy we will review whether the local additional ('discretionary') elements of the current Rutland concessionary travel schemes provide the best value for money or whether the funding for these elements could be better used to meet needs and demand in other ways. Depending on what form the changes took, they could impact Rutland residents who currently use their English National Concessionary Travel Scheme (ENCTS) older person's pass to access half price travel on voluntary car schemes or those wishing to swap their pass for travel tokens.

However, the review will not impact on the statutory concessionary travel element and as such residents with an ENCTS older person's pass will still be able to access free travel on local bus services on departures between 0930 and 2300 Monday to Friday, and at any time of day on Saturday, Sunday and bank holidays.

As such, although the review may result in removal of some discretionary elements, the savings from this could be used to improve the overall transport provision across the county. Furthermore, as mentioned, residents with an ENCTS older person's

	<p>pass will still be able to access free local bus travel which should mitigate any impact on their ability to access essential services (including healthcare). An exception to this however, may be individuals with restricted mobility who cannot use buses. As such during the review of additional, discretionary concessionary travel schemes, we will ensure further consideration is given to the impact of removing such schemes on the ability of older residents on a low income with mobility restrictions to access essential services</p> <p>3) We will ensure that any new timetable information is clear and easy to read. We will also ensure that such materials are made available in alternative formats such as large print – if required.</p> <p>4) Consideration of multi operator and smart ticketing options will make payment easier for those utilising passenger transport on a regular basis or travelling out of county – such as college students.</p>
<p>Disability</p>	<p>The strategy considers within it community and voluntary transport services. It also sets out our intention to review concessionary travel arrangements and scope, which in turn may impact on residents with restricted mobility, a disability or special educational needs. However, it is felt that such impacts will be positive, for the reasons set out below.</p> <p>1) We will investigate opportunities to provide additional concessionary travel privileges for residents with disabilities or special educational needs – making transport more affordable. This in turn may help enable residents to utilise services more – resulting in reduced social isolation.</p> <p>2) Over the life of the strategy we will look to work with and promote community, voluntary and other public sector transport providers to maximise the transport offer available to our vulnerable residents (enabling access to services, including healthcare). These providers often offer vehicles with adaptations that enable more comfortable transport for those with mobility restrictions or utilising a wheelchair.</p> <p>3) We will ensure that any new timetable information is clear and easy to read. We will also ensure that such materials are made available in alternative formats such as large print or braille - if required. This is also true for the strategy itself – which can be provided in alternative formats, where required.</p>

Gender Reassignment	NA
Marriage and Civil Partnership	NA
Pregnancy and Maternity	<p>As mentioned the strategy aspires to deliver a more equitable passenger transport provision by operating a baseline service. As a result, changes to current services and provisions are likely. The effects of these changes may be positive, neutral or occasionally negative (wherever possible we will look to mitigate against such cases), but overall, in order to deliver improvements across the county, and to provide more equitable services, changes are necessary.</p> <p>Indeed, implementing a baseline service will benefit pregnant women and young mothers/ fathers living in locations currently unserved by passenger transport provisions (or with a very limited service) – enabling them to access essential services (including healthcare) and leisure opportunities (helping to promote social inclusion).</p>
Race	As previously mentioned within this assessment, we will ensure that any new timetable material produced, as a result of the strategy, is clear and easy to read. This will include – where required – the production of our Passenger Transport Strategy itself, along with any resulting leaflets and promotional materials in alternative languages.
Religion or Belief	NA
Sex	NA
Sexual Orientation	NA
Please specify any other areas that may be affected and what barriers the individuals, groups or Community may face (examples are shown below)	
Other groups e.g. rural isolation, deprivation, health inequality	As identified in MRF, Rutland has low levels of deprivation, however small pockets of deprivation do exist within the county – but these are masked by the wider prosperity.

	<p>In common with other rural areas, 65%¹ of Rutland's areas are classified as deprived in terms of access to local services – resulting in an increased need to own a vehicle (car ownership within Rutland is higher than the regional average), and increased spend on travel costs. This can negatively impact less affluent families and residents that are no longer able to drive.</p> <p>Furthermore, child poverty levels are lower than those seen in the East Midlands, however it is still worth noting that 13.9% of Rutland children live in poverty, once the cost of housing is factored in².</p> <p>Within MRF we have taken these characteristics into consideration and as a result, one of MRF's visions is to provide a transport network and services that support a high level of health and wellbeing (including combating rural isolation).</p> <p>This will be in part delivered through the provision of a passenger transport network that caters for our most vulnerable residents and offers more equitable provisions – as set out in our Passenger Transport Strategy.</p> <p>However, one area of the Passenger Transport Strategy that may require further consideration is, the previously mentioned, review of local additional ('discretionary') concessionary travel. The review would cover the existing 'travel aid scheme' which provides Rutland residents claiming Job Seekers Allowance (and actively seeking work) a travel pass that offers half price travel on supported local bus services (for journeys beginning in Rutland).</p> <p>Removal of this facility could impact on resident's ability to seek employment. As such, we feel that this is an area that would need further consideration during the review.</p>
<p>Community Cohesion e.g. engaging young people, anti-social behaviour, new arrivals, social justice and tension.</p>	<p>NA</p>

¹ Department for Communities and Local Government (2015). English indices of deprivation 2015, available at: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>, (Accessed: Nov. 2017)

² End Child Poverty (2017), Percentage of children in poverty, Oct-Dec 2015, available at: http://www.endchildpoverty.org.uk/images/2016/East_Midlands_PC_and_ward_data.xlsx (Accessed: November 2017)

Step 3: Data Collection & Evidence

In relation to your related findings in 'Step Two' are your presumptions on these barriers based on any existing research, data evidence or other information?

What evidence, research, data and other information do you have which will be relevant to this EIA? What does this information / data tell you about each of the diverse groups?

Within MRF we have included a chapter on the geography and demographics of our county. A key point that is highlighted within the chapter, titled 'the Rutland landscape' is that we have an aging population. Indeed, by 2036 it is anticipated that approximately 40% of our residents will be aged 60 or over, with the percentage of residents aged 80 or over nearly doubling during the life of the plan (up to 2036). As such it is important that any potential impact on this group is given sufficient consideration within this EqIA.

Data set out within 'the Rutland landscape' section of MRF has been used to inform this EqIA, along with findings from our 2016 countywide travel survey. Passenger transport related issues identified through the survey include:

- **Age:** social isolation and access to services (including healthcare).
- **Disability:** health and mobility issues prohibiting use of buses.

Within our travel survey a number of respondents stated that they required clearer timetable and marketing information. This however was not related to a specific group or protected characteristic.

Other issues raised in step two are based on assumptions.

What further research, data or evidence may be required to fill any gaps in your understanding of the potential or known affects of the policy? Have you considered carrying out new data or research?

During the review of services and concessionary entitlements we will review current usage (including data on age) to further understand the impact of any potential changes.

Step 4: Consultation and Involvement

When considering how to consult and involve people as part of the proposed policy/ procedure/ function/ service, it is important to think about the service users and staff who may be affected as part of the proposal.

Have you consulted on this policy/ procedure/ function or service? Outline any consultation and the outcomes of the consultation in relation to this EIA.

A separate report has been produced on the consultation – this is available on our website or upon request. However, a summary of the consultation is outlined below.

The public consultation ran for 12 weeks and was promoted through:

- press releases,
- website updates,

- social media,
- stakeholder mail outs,
- information display boards, posters and leaflets,
- stakeholder meetings, and
- member updates.

Through the consultation residents and stakeholders were asked:

- Whether they support the overall vision and aims of the Passenger Transport Strategy?
- Whether they support the priorities set out within the Passenger Transport Strategy?
- Overall, whether they agree with the proposals outlined in each of the Passenger Transport Strategy elements?
- Overall, whether they agree with the implementation tasks set out in the Passenger Transport Strategy?
- Further comments/ feedback on any of the consultation documents or assessments (including EqIA).

Providing feedback

Respondents provided feedback through:

- an online survey, accessed via our website: www.rutland.gov.uk/localtransportplan
- completing a paper copy of the survey and returning it by hand, post or email.
- telephone or face-to-face feedback, where individuals were unable to respond by alternative means.
- free text responses (by letter or email) Social media.

Document availability

Copies of all the consultation documents, associated assessments and response form were available for download from: www.rutland.gov.uk/localtransportplan

Paper copies were available at each of the county's libraries and at the council offices in Oakham.

Due to the amount of associated paperwork, hard copies of the documents were not circulated to consultees, but were available upon request. Paper copies of the response form were also available on request.

The documents were available in alternative formats upon request. During the consultation period one request was received to produce the response form and draft Moving Rutland Forward Summary in braille. This work was commissioned and posted to the individual.

Stakeholders

The Passenger Transport Strategy went out to consultation at the same time as MRF – as such the following statutory consultees for MRF were also be provided with an opportunity to provide feedback on the Passenger Transport Strategy:

- bus operators

- rail operators³
- public transport user groups
- the Secretary of State, in respect of Highways England roads (in practice, this will be via local Highways England contacts)
- Natural England, Historic England and the Environment Agency – in particular with regards to the associated strategic environmental assessment scoping report⁴ (SEA).
- Natural England, Historic England, the Environment Agency and Forestry Commission – in particular with regards to the habitat regulations assessment (HRA)
- any other individuals or groups considered appropriate (e.g. environmental organisations, disability groups⁵)
- residents.

In addition, we will consulted:

- businesses,
- local groups,
- parishes and ward members,
- visitors,
- community groups and voluntary transport providers,
- health providers and authorities,
- environmental and heritage groups,
- access groups,
- interest groups, and
- a range of other stakeholders – as identified within the MRF consultation plan available on our website (including emergency services, taxi operators and surrounding local authorities).

Outcomes

218 responses were received to the public consultation, 77.5% from members of the public, 20.2% from an organisation, business or body and 2.3% from unspecified respondents. The respondents were broadly representative of the Rutland population in terms of demographics. The exception was age where older age groups were over represented and younger ones were under represented.

The majority of respondents (80%) supported the overall vision and aims of the Passenger Transport Strategy – indicating that the strategy is focusing on the issues that matter most to service users and residents. This is further highlighted through the strategy priorities - which 70% of respondents said they agreed or strongly agreed with.

The majority of respondents (65.31%) agreed or strongly agreed with the actions set out in the Passenger Transport Strategy implementation plan and the majority of respondents (64% - 70%) also said they agreed or strongly agreed with the proposals / approach outlined in the strategy elements – providing validation of these.

³ This includes Network Rail and train operating companies: passenger and freight

⁴ Required when developing a local transport plan.

⁵ The Disability Discrimination Act 2005 introduced obligations on public authorities, including local transport authorities, to involve and consult disabled people in the development and implementation of policies and strategies

However, free text feedback received indicated there was some concern about the proposals and approaches that would be used to deliver the strategy. However a review of the document has identified that these are necessary to deliver the vision which respondents were broadly supportive of.

Do any of the barriers you identified *actually* exist based on this consultation?

Are there any other considerations which will be impacted?

Our consultation report provides detailed information on the responses received. However, the key issues raised – linking to equality and diversity are outlined below and mainly relate to the following protected characteristics:

- Age
- Disability
- Other groups e.g. rural isolation, deprivation, health inequality

Issues/ concerns raised through the consultation

Topic	Issue/ concern	Response/ mitigating measures
Baseline service and concessionary travel	<p>There was concern from respondents regarding the impact of implementing a baseline service and potential changes to the discretionary concessionary travel elements.</p> <p>Respondents were concerned that such changes could impact on independence and ability to access services and visit friends and family.</p>	<p>The Passenger Transport Strategy aims to support independence and reduce social isolation, (in particular for our most vulnerable and elderly residents as well as young adults). It is understood how vital public transport is for residents, however, changes are required in order to deliver the broadly supported vision and aims of the Passenger Transport Strategy, which overall will work to make services more equitable and reduce social isolation - in particular for our most vulnerable and elderly residents as well as young adults.</p> <p>Should the review of concessionary travel result in the removal of the discretionary elements, we feel that this would be balanced out by the resulting improvements to the baseline passenger transport provisions (that would be available to all Rutland residents) that may then be possible. These improvements would ensure that all residents have access to a local town at least once per week, where this isn't provided by commercial local bus services – ensuring our services are more equitable.</p> <p>Such improvements to the baseline service would ensure provision for meeting the needs of vulnerable people (for example, disabled people or older people with</p>

			<p>mobility difficulties or other health needs) and will reach communities that are at risk of social isolation.</p> <p>Furthermore, so long as it remains in place nationally, the English National Concessionary Travel Scheme for older and disabled people travelling in Rutland, will remain in place.</p> <p>However, upon review of the discretionary concessionary travel elements, we recommend further consideration is given to any potential health and wellbeing impacts that may result from any changes.</p>
	Disabled provisions and independent travel	Transport provisions to be accessible by all, where practicably possible.	<p>Within the Passenger strategy the following is set out, which will help ensure provisions are accessible, where practicable, by all:</p> <ul style="list-style-type: none"> • We will ‘examine the case for improving the transport concession for people who are disabled or have special educational needs – for example, allowing them to travel for free on local buses before 9.30 am to facilitate access to employment and training.’

Step 5: Mitigating and assessing the impact

In relation to any research, data, consultation and information you have reviewed and/or carried out as part of this EIA, it is now essential to assess the impact of the policy/ procedure/ function/ service and distinguish whether a particular group could be affected differently in either a negative or positive way?

Do you consider that there is an adverse impact or discrimination, or the potential for either, please outline below and state whether it is justifiable or legitimate and give your reasons for this.

As identified within the screening report, some parts of the plan may be perceived negatively – however, the intention of the plan is not detrimental – conversely it is hoped that through delivery of the strategy, transport provisions will be more equitable, whilst supporting our most vulnerable residents.

There may be some instances where a resulting change to service or concessionary provisions could result in a negative effect on some individuals (which we will, wherever possible, look to mitigate against). However, as the overall intention is to provide more equitable provisions - through the delivery of a baseline service or package of services - we feel that any potential negative impacts will be outweighed by the improvements that will be

brought to those residents living in areas currently unserved by passenger transport provisions.

However, one area that has been flagged, in step 2, is the impact that changes to discretionary, concessionary travel provisions may have on the following groups:

- older residents on a low income with restricted mobility
- residents on Job Seekers Allowance and actively seeking employment.

N.B.

a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

b) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

What can be done to change the policy/ procedure/ function/ service to mitigate any adverse impact? Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs that you have identified can be addressed.

We must ensure we communicate our vision and reasoning clearly so that our residents understand our approach and delivery mechanisms.

Furthermore we will ensure that, during the concessionary travel scheme review, further consideration is given to the impact of removing discretionary concessionary travel provisions on:

- older residents on a low income with restricted mobility, and
- residents seeking employment.

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Rutland County Council's responsibilities in relation to equality, diversity and human rights.

Within the screening report it was identified that the Passenger Transport Strategy could potentially impact on the following 4 protected characteristics:

- age,
- disability,
- pregnancy and maternity, and
- race.

Through the public consultation, concerns were raised relating primarily to the following protected characteristics:

- Age
- Disability
- Other groups e.g. rural isolation, deprivation, health inequality

Concern and feedback, relating to equality impact considerations, included:

- the impact of changes to passenger transport provisions on independence and social isolation and
- the desire to ensure services are accessible by all, where reasonably practicable.

There may be some instances where a resulting change to service or concessionary provisions could result in a negative effect on some individuals (which we will, wherever possible, look to mitigate against). However, as the overall intention is to provide more equitable provisions - through the delivery of a baseline service - we feel that any potential negative impacts will be outweighed by the improvements that will be brought to those residents living in areas currently unserved by passenger transport provisions.

Furthermore, as identified within the screening report, some parts of the plan may be *perceived* negatively – however, the intention of the plan is not detrimental. It is understood how vital public transport is for residents, however, changes are required in order to deliver the broadly supported vision and aims of the Passenger Transport Strategy, which overall will work to make services more equitable and reduce social isolation - in particular for our most vulnerable and elderly residents as well as young adults.

Overall MRF fulfils our responsibilities in relation to equality, diversity and human rights, subject to further assessment of the impact of changes to discretionary, concessionary travel provisions.

Step 7: Monitoring, evaluation and review of your policy/ procedure/service change

How will you monitor the impact and effectiveness of the new policy/ procedure/ service change and what monitoring systems will you put in place to monitor this and to promote equality of opportunity and make positive improvements?

Through the public consultation, a set of equality monitoring questions were asked, to ensure that there was awareness of the plan among all residents, and that those from protected characteristics are not underrepresented. The respondents were broadly representative of the Rutland population in terms of demographics. The exception was age where older age groups were over represented and younger ones were under represented. This suggests that the consultation reached all sectors of the community well, but that for future consultations more promotion could be directed at young adults.

Upon implementation of the baseline service we will also look to carry out (where applicable) a feedback survey for users. As part of these surveys we will include equality monitoring questions (subject to GDPR requirements) to identify take up and response rates – and where necessary work to address any under representation. These will be made available in alternative formats and languages – where required.

How will the recommendations of this assessment be built into wider planning and review processes? E.g. policy reviews, annual plans and use of performance management systems.

We will ensure that, during the concessionary travel scheme review, further consideration is given to the impact of removing discretionary concessionary travel provisions on:

- older residents on a low income with restricted mobility, and
- residents seeking employment.

Furthermore, MRF (the overarching plan), sets out a requirement for any large transport projects that may come forward as a result of the local transport plan to undergo EqIA screening (and a full EqIA where required) to ensure that they do not detrimentally impact on protected characteristics.

Step 8: Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service area for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when
Consultation and communication	Ensure we communicate our vision and reasoning clearly within any consultation or communications.	So that our residents understand our approach and delivery mechanisms.	Transport Strategy Officer	Autumn 2018
Consultation and communication	Through the consultation we will include equality monitoring questions (where GDPR regulations permit).	To ensure that there is awareness of the strategy among all residents, and that those from protected characteristics are not underrepresented.	Transport Strategy Officer	Autumn 2018
Additional (discretionary) concessionary travel scheme review	Consider further the impact of removing discretionary concessionary travel provisions on: <ul style="list-style-type: none"> elderly residents with restricted mobility, and residents seeking employment. 	To ensure review proposals do not negatively impact on the protected characteristics.	Project manager of specific scheme.	Unknown

Passenger Transport Strategy document (including consultation materials) and any future publicity and marketing materials	The strategy, consultation documents and any future publicity materials or feedback surveys will be made available in alternative formats and languages – where required.	To ensure all residents have equal access to information and to ensure no groups are underrepresented.	Transport Strategy Officer Project manager of specific scheme	Unknown
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1st Authorised Signature (EIA Lead):  **Date:**27/06/2019.....

2nd Authorised Signature (Member of DMT): ...  **Date:**27/06/2019.....

Once completed and authorised, please save a copy of this form in the Equality and Diversity folder on the Shared drive.
 The steering group will review all EIA's quarterly.