

# Moving Rutland Forward

## **Equality impact assessment of Rutland County Council's:**

- fourth local transport plan – Moving Rutland Forward



**Rutland**  
County Council

## CONTENTS

1	Overview .....	2
2	Process .....	3
3	Stage one – Equality impact assessment screening.....	4
4	Stage two – Full equality impact assessment .....	8

## 1 OVERVIEW

Through the Equality Act 2010, local authorities have a duty to carry out an equality impact assessment (EqIA) of their local transport plan - to determine how it will impact on different groups of people.

Rutland County Council (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.

This document sets out how Moving Rutland Forward (MRF) – Rutland's 4<sup>th</sup> Local Transport Plan, will impact on our community and ensures 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

MRF 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 draft MRF development. Through the screening process, an assessment was completed to identify whether the plan is likely have a detrimental impact on any of the protected characteristics. A copy of the screening assessment for draft MRF 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 draft MRF. Through the assessment, the following tasks were undertaken:
  - Gathering of information, research and consultation
  - Analysis of information
  - 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 MRF 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 MRF can be found in section 4.

### 3 STAGE ONE - EQUALITY IMPACT ASSESSMENT SCREENING

An Equality Screening Template (below) has been completed for draft MRF - enabling us to determine whether a full equality impact assessment is necessary.

EQUALITY IMPACT ASSESSMENT SCREENING TOOL			
<b>Subject Title:</b>		<b>Draft Moving Rutland Forward – Rutland’s 4<sup>th</sup> Local Transport Plan</b>	
<b>Officer completing:</b>		<b>Heather Caldicott</b>	
<b>Purpose of Report &amp; Ref:</b>		<b>Long term transport strategy for the county</b>	
		Yes/No	Comments
<b>1.</b>	<b>Could the impact of the report affect one group less or more favourably than another on the basis of:</b>		
	<ul style="list-style-type: none"> <li>Age</li> </ul>	Y	<p>MRF will consider our future transport provisions and policies which in turn may impact differently depending on age:</p> <p>Children and young people:</p> <ul style="list-style-type: none"> <li>- school and post 16 transport policies,</li> <li>- access to sports and leisure facilities,</li> <li>- social inclusion.</li> </ul> <p>People of working age:</p> <ul style="list-style-type: none"> <li>- reliance on public transport to access employment.</li> </ul> <p>Older residents:</p> <ul style="list-style-type: none"> <li>- reliance on public transport network,</li> <li>- reducing social isolation,</li> </ul>

**EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Subject Title:</b>	<b>Draft Moving Rutland Forward – Rutland’s 4<sup>th</sup> Local Transport Plan</b>		
<b>Officer completing:</b>	<b>Heather Caldicott</b>		
<b>Purpose of Report &amp; Ref:</b>	<b>Long term transport strategy for the county</b>		
		<b>Yes/No</b>	<b>Comments</b>
			<ul style="list-style-type: none"> <li>- use of community transport and public transport for healthcare appointments.</li> </ul>
	<ul style="list-style-type: none"> <li>• Disability</li> </ul>	Y	<p>MRF will consider our future transport provisions and policies which will cover the following:</p> <ul style="list-style-type: none"> <li>- access to public transport provisions,</li> <li>- transport for individuals with special educational needs or disabilities,</li> <li>- Use and access of public rights of way,</li> <li>- usability and safety of our highway infrastructure.</li> </ul>
	<ul style="list-style-type: none"> <li>• Gender reassignment</li> </ul>	N	
	<ul style="list-style-type: none"> <li>• Marriage and civil partnership</li> </ul>	N	
	<ul style="list-style-type: none"> <li>• Pregnancy and maternity</li> </ul>	Y	<p>MRF will consider our future transport provisions and policies which in turn may impact on pregnant women, young mothers and families in the following ways:</p>

**EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Subject Title:</b>	<b>Draft Moving Rutland Forward – Rutland’s 4<sup>th</sup> Local Transport Plan</b>		
<b>Officer completing:</b>	<b>Heather Caldicott</b>		
<b>Purpose of Report &amp; Ref:</b>	<b>Long term transport strategy for the county</b>		
		<b>Yes/No</b>	<b>Comments</b>
			- usability of highway infrastructure for those with pushchairs and prams.
	• Race	Y	Ability to access any new marketing and promotional materials published.
	• Religion or belief	N	
	• Sex	N	
	• Sexual orientation	N	
<b>2.</b>	<b>Is there any evidence that some groups are affected differently?</b>	N	
<b>3.</b>	<b>If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?</b>	NA	
<b>4.</b>	<b>Is the impact of the policy/guidance likely to be negative?</b>	Y	Some parts of the plan may be <i>perceived</i> negatively – however, the intention of the plan is not detrimental – conversely it is hoped that through implementing the goals and solutions set out in draft MRF that transport provisions will be more equitable, whilst supporting our most vulnerable residents.
<b>5.</b>	<b>If so can the impact be avoided?</b>	Y	By ensuring the plan and any consultation

**EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Subject Title:</b>	<b>Draft Moving Rutland Forward – Rutland’s 4<sup>th</sup> Local Transport Plan</b>		
<b>Officer completing:</b>	<b>Heather Caldicott</b>		
<b>Purpose of Report &amp; Ref:</b>	<b>Long term transport strategy for the county</b>		
		<b>Yes/No</b>	<b>Comments</b>
			communication clearly communicates our vision and how it aspires to deliver more equitable transport services that support our most vulnerable.
<b>6.</b>	<b>Are there alternatives that achieve the policy/guidance objectives without the impact?</b>	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.
<b>7.</b>	<b>Can we reduce the impact by taking different action?</b>	Y	As per Q5.
<b>If you have identified a potential discriminatory impact you will need to complete a full equality impact assessment.</b>			
<b>8.</b>	<b>Is an EIA required?</b>	Y	Department for Transport guidance states that Local Authorities should undertake a full equality impact assessment of LTPs.

## 4 STAGE TWO – FULL EQUALITY IMPACT ASSESSMENT

This section provides the revised full equality impact assessment (EIA) report for MRF, updated in light of any changes made as a result of the public consultation (stage three).

<b>Equality Impact Assessment (EIA) Report</b>	
<b>Name of policy/ proposal/ service being assessed:</b>	<b>Moving Rutland Forward – Rutland’s 4<sup>th</sup> Local Transport Plan</b>
<b>Directorate and Section:</b>	Places - Transport
<b>Name of lead officer and others completing this assessment:</b>	Heather Caldicott
<b>Contact telephone numbers:</b>	01572 758205
<b>Date revised EIA assessment completed:</b>	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.

<b>What are the main aims, purpose and objectives of the policy/ procedure/ function/ service? How will they be achieved?</b>
<p>Our vision (as set out in MRF) is to deliver a transport network and services that:</p> <ul style="list-style-type: none"> <li>• facilitate delivery of sustainable population and economic growth;</li> <li>• meet the needs of our most vulnerable residents; and</li> <li>• support a high level of health and wellbeing (including combating rural isolation).</li> </ul> <p>In order to achieve our vision, we will maximise opportunities to work with and alongside our communities and partner organisations - encouraging community led development and delivery of transport.</p> <p>It is hoped that through our vision, we will be able to move Rutland forward, in spite of the transport challenges we are likely to face over the coming years – ensuring our county remains a great place to live, learn, work, play and visit.</p> <p>The plan itself has been built around five themes, identified through feedback from our 2016 countywide travel survey<sup>i</sup>, along with engagement with council officers, engagement with other organisations through our recent Department for Transport funded Total Transport project and a review of the evidence base (incorporating local and national policy). By taking this approach we hope to highlight the importance of integrating travel modes and the need to consider journeys as a whole – from door to</p>

door.

The five themes are:

- **Population growth:** planning for the future and meeting the needs of a growing Rutland;
- **Working in Rutland:** meeting the needs of new and existing Rutland businesses, their customers and their workforce;
- **Learning in Rutland:** helping our residents reach their full potential;
- **Living in Rutland:** helping Rutland residents to access essential services and supporting health and wellbeing; and
- **Visiting and enjoying Rutland:** helping tourists, visitors and residents to access and enjoy Rutland's towns, villages and countryside.

**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
PGS1	Reduce the need to drive	<ul style="list-style-type: none"> <li>• Residents including those;                             <ul style="list-style-type: none"> <li>- wishing to improve their health and widen their transport options, without a personal vehicle,</li> <li>- utilising or reliant on passenger transport provisions,</li> <li>- living in areas with parking issues.</li> </ul> </li> <li>• All highway users, motorised and non motorised</li> <li>• Road haulage companies</li> <li>• Local partnerships</li> <li>• Businesses</li> <li>• Bus providers</li> <li>• Emergency services</li> <li>• Visitors</li> <li>• Neighbouring local authorities</li> </ul>
PGS2	Assess the capacity of our networks	
PGS3	Maintain our assets in a cost effective way	
PGS4	Facilitate an efficient and flexible passenger transport network	
PGS5	Work with partners to provide further transport provisions	
PGS6	Ensure new developments have sufficient parking	
PGS7	Produce and update a network management plan	
PGS8	Introduce a utilities permit scheme	
PGS9	Retain our heritage	
PGS10	Protect our green space and public rights of way network	
PGS11	Reduce our impact on the environment	

<p>WRS1 WRS2 WRS3 WRS4 WRS5 WRS6 WRS7 WRS8 WRS9 WRS10</p>	<p>Promote car sharing Encourage the creation of business site travel plans Investigate an alternative to the Wheels to Work scheme Undertake a strategic parking review Identify opportunities for further parking provisions Produce market town plans Ensure new business development is suitably located Consider HGV and lorry parking HGV restrictions and rail freight Work with Network Rail</p>	<ul style="list-style-type: none"> <li>• Local businesses</li> <li>• Local enterprise partnership</li> <li>• Individuals travelling in to Rutland for work</li> <li>• Residents including those; <ul style="list-style-type: none"> <li>- commuting to work</li> <li>- young adults in Rutland, without a means of transport</li> <li>- visiting our town centres to access essential services and shopping provisions</li> <li>- living on heavily used roads</li> </ul> </li> <li>• Visitors</li> <li>• Road haulage companies</li> <li>• Network Rail</li> <li>• Local partnerships</li> <li>• Neighbouring local authorities</li> </ul>
<p>LERS1 LERS2 LERS3 LERS4 LERS5 LERS6</p>	<p>Review our post 16 education transport provisions Ensure school transport policies are adhered to Look at alternative procurement and delivery options Encourage a change in mind-set Enable schools and colleges to manage the problem Provide the infrastructure needed to encourage walking and cycling</p>	<ul style="list-style-type: none"> <li>• Residents including: <ul style="list-style-type: none"> <li>- young adults and children (including those with special educational needs or disability (SEND))</li> </ul> </li> <li>• Those located within close proximity of education establishments</li> <li>• Educational establishments</li> <li>• Residents</li> <li>• Neighbouring local authorities</li> </ul>

<p>LIRS1 LIRS2 LIRS3 LIRS4 LIRS5 LIRS6 LIRS7 LIRS8 LIRS9 LIRS10 LIRS11 LIRS12 LIRS13 LIRS14</p>	<p>Promote sustainable travel options Support technology advances Adopt a safe systems approach to road safety Identify common causes and locations of collisions Apply the three E's Work with residents and our communities Promote walking and cycling as travel options Ensure suitably designed, safe and accessible provisions Provide sufficient route marking and publicity Maintain our walking and cycling assets Work with local interest groups Promote transport provisions Make services accessible Promote personal independence</p>	<ul style="list-style-type: none"> <li>• Residents including those: <ul style="list-style-type: none"> <li>- wishing to improve their health and widen their transport options,</li> <li>- utilising or reliant on passenger transport provisions,</li> <li>- with restricted mobility,</li> <li>- with special educational needs or disability (SEND).</li> </ul> </li> <li>• All highway users, motorised and non motorised</li> <li>• Local interest groups</li> <li>• Bus providers</li> <li>• Rail providers operating via Oakham</li> <li>• Visitors to the county</li> <li>• Emergency services</li> <li>• Local partnerships</li> <li>• Neighbouring local authorities</li> </ul>
<p>VERS1 VERS2 VERS3 VERS4 VERS5</p>	<p>Carry out a rolling review of existing provisions and consider (where appropriate) remedial action Prioritise investment opportunities Produce clear and easy to read promotional materials Work with partners to promote provisions and events Support sustainable passenger transport opportunities</p>	<ul style="list-style-type: none"> <li>• Residents and visitors utilising our walking, cycling and horse riding infrastructure</li> <li>• Local businesses</li> <li>• Local Enterprise Partnerships</li> <li>• Local partnerships</li> </ul>

## What outcomes are expected?

MRF sets out a number of goals which we hope to deliver under each of the five theme headings, as 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.
- PGG2 - Sufficient parking capacity for our current and future population.
- PGG3 - A co-ordinated and integrated approach to highway maintenance and utility enhancements.
- PGG4 - Sustainable development that enhances and supports our county's rural character and heritage.

### ***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.
- WRG2 - Unique, attractive and vibrant market towns that provide enhanced provisions for residents, whilst attracting visitors and supporting economic vitality.
- WRG3 - Local businesses supported by transport links that enable the efficient movement of goods.
- WRG4 - Traffic management provisions that limit the impact of HGV and other vehicular traffic
- WRG5 - Limit the impact that changes to freight and passenger rail may bring.

### ***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.
- LERG2 - High levels of walking and cycling to school and college – leading to improved health in our young, reduced congestion on our roads and improved local air quality.

### ***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.
- LIRG2 - Reduce the number of deaths and injuries on our county's roads.
- LIRG3 - Remove the barriers inhibiting our residents from walking and cycling, particularly those that would enable shorter utility journeys to be undertaken by bike and foot - helping to improve our residents' health, access to services and our environment.

- 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***

- VERG1 - An integrated network of walking, cycling and public rights of way routes that connect our villages and towns with each other and enable circular walks and rides.
- VERG2 - Clear publicity of our public rights of way, cycling and walking infrastructure and events. Promotional materials that are easy to understand and tailored to the needs of different users groups.
- 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?	
<b>Age</b>	<p>MRF considers future transport provisions and policies which in turn may impact on both children and young adults, and our older residents. However, it is felt that such impacts will, on the whole, be positive or neutral - for the reasons set out below.</p> <p>1) The plan encourages a shift towards greener, sustainable travel options and looks at opportunities that remove the need to drive. As a result, the plan looks to make improvements to walking and cycling infrastructure, whilst promoting and providing equitable passenger transport provisions – that support our most vulnerable residents.</p> <p>These factors together should improve transport provisions for children, young people and elderly residents – who may be restricted in their transport options, due to being reliant on public transport or family and friends. Such improvements may help to reduce social isolation and improve access to services, sports and leisure facilities and friends and family.</p> <p>However, we are aware that such changes will not solely come about through the provision of infrastructure. We will need to provide effective communication in order to deliver a modeshift in travel.</p>

Furthermore, we must be aware that for some, greener, more active travel options may not always be possible.

- 2) Through MRF we also set out plans to review our school and college transport provisions and processes – including alternative school and college transport options, such as walking and cycling – which have associated health benefits.

Whilst we will strive to ensure that such changes and developments are, on the whole, positive for all, we have to accept that this may not always be possible. However, to ensure that provisions remain efficient, cost effective and provide suitable travel options – some changes may need to be made.

- 3) MRF broadly sets out our road safety vision for the county – further detail on this will be provided within our future road safety strategy, however, it is likely that within the strategy we will identify initiatives that focus on those road users who may be at higher risk. For example, we may look to provide initiatives focused at young drivers (with less experience) and also older drivers, who may feel less confident driving on today's roads. By providing such targeted initiatives it is hoped that MRF will bring about a positive impact on the road safety of both groups.
- 4) MRF sets out our vision to investigate alternatives to the Wheels to Work scheme which has unfortunately finished. Through Wheels to Work, young adults were able to hire a scooter – providing an affordable means of accessing work and training.
- 5) Within MRF we also set out our intention to engage with local stakeholder groups – to ensure any new walking or cycling routes are, as far as possible, suitable for those with mobility restrictions. Such approach should have a positive result for older residents who may have restricted mobility.

However, it should be noted that in some instances we won't be able to improve the provisions available due to the constraints imposed by the physical environment – for example, where the street width would not lend itself to widening of pavements.

The impact of any changes to passenger transport provisions are considered within the EqlA of the Passenger Transport Strategy.

## Disability

MRF considers future transport provisions and policies which in turn may impact on residents with restricted mobility, a disability or special educational needs. Overall it is felt that the resulting impacts will either be positive or neutral. It is not thought that the impacts would be negative, but it must be borne in mind that in some cases it may not be physically possible to improve the existing situation/provisions.

- 1) During the life of MRF we will look to work with partner organisations to promote the benefits that walking and cycling (including the use of electric bikes) can bring. This will involve, where possible, the provision of cycling and walking events and training, for residents of all ages and mobility – where it would be safe and practicable to do so.
- 2) Within MRF we also set out our intention to engage with local stakeholder groups – to ensure any new walking or cycling routes are, as far as possible, suitable for those with mobility restrictions. However, it should be noted that in some cases this may not be possible, due for example, to the cost of levelling large stretches of land, geographical constraints such as steep slopes, or conflicting requirements of user groups.
- 3) Over the life of MRF we will investigate opportunities to provide additional concessionary travel privileges for residents with disabilities or special educational needs. However, such opportunities will need to be considered in the light of financial pressures and as such, any additional privileges will be dependent on availability of funding.
- 4) We will look to identify further opportunities to develop and promote independence – by continuing to provide, and looking at opportunities to expand, delivery of travel training. Travel training is provided to help residents currently unable or restricted in their ability to travel independently, due to learning or physical disabilities.
- 5) Over the life of MRF 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. These providers often offer vehicles with adaptations that enable more comfortable transport for those with mobility restrictions or utilise a wheelchair.
- 6) Within MRF we also set out our intention to ensure that any new promotional material, that may be

	<p>produced as a result of the plan, is clear and easy to read and tailored to the targeted audience. 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 MRF itself (and consultation documents) – which can be provided in alternative formats - where required.</p> <p>7) As previously outlined, within MRF we set out our intention to engage with local stakeholder groups to ensure any new walking or cycling routes are, as far as possible, suitable for those with mobility restrictions, or travelling with a pram. Furthermore our A-boards and street furniture policy sets out criteria to help ensure accessibility and safety.</p> <p>8) Furthermore, the impact of any changes to passenger transport provisions are considered within the EqIA of the Passenger Transport Strategy.</p>
<b>Gender Reassignment</b>	NA
<b>Marriage and Civil Partnership</b>	NA
<b>Pregnancy and Maternity</b>	<p>As previously outlined, within MRF we set out our intention to engage with local stakeholder groups to ensure any new walking or cycling routes are, as far as possible, suitable for those with mobility restrictions, or travelling with a pram. Furthermore our A-boards and street furniture policy sets out criteria to help ensure accessibility and safety.</p> <p>However, it should be noted that in some instances we won't be able to improve the provisions available due to the constraints imposed by the physical environment – for example, where the street width would not lend itself to widening of pavements.</p> <p>However, as far as reasonably practicable, we will look to ensure that any new infrastructure is level, of a suitable width and clear of obstruction – enabling ease of use for those pushing a pram.</p> <p>Furthermore, the impact of any changes to passenger transport provisions are considered within the EqIA of the Passenger Transport Strategy.</p>
<b>Race</b>	As previously mentioned within this assessment, we will ensure that any new promotional material produced as a result of the plan, is clear and easy to read and tailored to the targeted audience. This will include – where required – the production of MRF itself, along with any resulting leaflets

	and promotional materials in alternative languages if requested
<b>Religion or Belief</b>	NA
<b>Sex</b>	NA
<b>Sexual Orientation</b>	NA
<b>Please specify any other areas that may be affected and what barriers the individuals, groups or Community may face (examples are shown below).</b>	
<b>Other groups e.g. rural isolation, deprivation, health inequality</b>	<p>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> <p>In common with other rural areas, 65%<sup>1</sup> 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 in<sup>2</sup>.</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. For further information, see the EqIA for our Passenger Transport Strategy.</p>
<b>Community Cohesion e.g. engaging young people, anti-social behaviour, new arrivals, social justice and tension.</b>	NA

<sup>1</sup> 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)

<sup>2</sup> 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](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, which identified a number of issues in relation to the protected groups detailed above. The key issues raised through the survey are identified below:

- **Age:** social isolation and access to services (including healthcare).
- **Disability:** suitability and provision of walking routes/ infrastructure.
- **Pregnancy and maternity:** suitability/ ease of use of pavements for those with pushchairs/ prams.

#### **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?**

N/A

### 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,
- meetings/ events, and
- member updates.

Through the consultation residents and stakeholders were asked:

- Whether they supported the overall vision of Moving Rutland Forward,
- How important each of the Moving Rutland Forward themes were to them,
- Whether they agreed with the challenges set out in Moving Rutland Forward,
- Whether they agreed with the solutions listed in Moving Rutland Forward,
- Whether they agreed with the actions set out in the Moving Rutland Forward implementation plan,

### **Providing feedback**

Respondents provided feedback through:

- an online survey, accessed via our website: [www.rutland.gov.uk/localtransportplan](http://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](http://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**

There was is a statutory duty to consult with a range of stakeholders, including:

- bus operators
- rail operators<sup>3</sup>
- 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 report<sup>4</sup> (SEA).

<sup>3</sup> This includes Network Rail and train operating companies: passenger and freight

<sup>4</sup> Required when developing a local transport plan.

- 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 groups<sup>5</sup>)
- residents.

In addition, we consulted with:

- 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.

In terms of Moving Rutland Forward, the responses to the questions were on the whole very positive. The majority of people (73.9%) said they supported or strongly supported the overall vision of Moving Rutland Forward. Over 90% of respondents felt the themes included were either very important or important and the majority agreed with the challenges listed under each theme.

The majority of respondents also agreed with the solutions, although to a slightly lesser degree than with the challenges. This was mainly due to a perceived lack of clarity in the wording of the actions which has been addressed within the revised document.

### **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:

---

<sup>5</sup> 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

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

*Issues/ concerns raised through the consultation*

Topic	Issue/ concern	Response/ mitigating measures
<p><b>Baseline service and concessionary travel</b></p>	<p>There was concern from respondents concern 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>This concern is also addressed in the EqIA for the Passenger Transport Strategy.</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 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</p>

			to any potential health and wellbeing impacts that may result from any changes.
	<b>Disabled provisions and independent travel</b>	Transport provisions to be accessible by all, where practicably possible.	<p>To help ensure provisions are accessible by all, project specific Equality Impact Assessments will be under taken where required. This requirement has been written into the Moving Rutland Forward document. Future Highway Design Guidance will also set out requirements relating to accessibility.</p> <p>Furthermore, actions included within MRF will support independence through the provision of independent travel training for residents currently unable or restricted in their ability to travel independently, due to learning or physical disabilities and through consideration of additional concessionary travel privileges for residents with disabilities or special educational needs.</p>

## 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.**

Subject to the inclusion of the mitigating measures outlined in the previous step, we do not feel that MRF will result in any adverse impacts or discrimination on any of the protected groups.

Overall we feel that any impacts will be positive or neutral – but we accept that in some cases it may not be possible to enhance provisions/ services above current levels.

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 – conversely it is hoped that through implementing the goals and solutions set out in MRF that transport provisions will be more equitable, whilst supporting our most vulnerable residents.

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, project specific Equality Impact Assessments will be undertaken where required. This requirement has been written into the Moving Rutland Forward document.

## 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 MRF could potentially impact on the following 4 protected characteristics:

- age,
- disability,
- pregnancy and maternity,
- race, and
- other groups e.g. rural isolation, deprivation, health inequality

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.

Upon analysis of the full EqIA report and feedback received through the public consultation, our conclusion is that, subject to the inclusion of the mitigating measures outlined in the previous step, any potential impacts will be positive or neutral, rather than negative and as such MRF fulfils our responsibilities in relation to equality, diversity and human rights.

However, we accept that in some cases it may not be possible to enhance provisions/ services above current levels.

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.

## 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.

Where specific schemes are implemented as a result of MRF, we will (where applicable), carry out a feedback survey for users/ customers. As part of these surveys we will also include (subject to GDPR requirements) equality monitoring questions to identify take up and response rates – and where necessary work to address any under representation.

Furthermore, any future policy and consultation documents, along with any future feedback surveys 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.**

Although no detrimental impacts have been identified as a result of adopting MRF, going forward any large transport projects that may come forward as a result of the plan will also undergo EqIA screening (and a full EqIA where required) to ensure that they do not detrimentally impact on protected characteristics. This requirement has been written in to the revised MRF document.

As MRF will be a living document, should any changes to the document be made, a further EqIA screening questionnaire will be completed to identify whether the proposed changes are likely to result in a detrimental impact.

## 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 plan among all residents, and that those from protected characteristics are not underrepresented.	Transport strategy officer	Autumn 2018
Resulting plans or strategies	Any new plans or strategies that are developed as a result of MRF will also undergo EqlA screening (and a full EqlA where required).	To ensure that they do not detrimentally impact on protected characteristics	Project manager of specific project	Unknown
MRF document (including consultation materials) and any future publicity and marketing materials	The MRF, consultation documents and any future publicity materials or feedback surveys will be made available in	To ensure all residents have equal access to information and to ensure no groups are underrepresented.	Transport strategy officer Project manager of specific project	Unknown

	alternative formats and languages – where required.			
MRF revisions	Should any changes to the document be made, a further EqIA screening questionnaire will be completed	To identify whether the proposed changes are likely to result in a detrimental impact.	Transport strategy officer	As required

1<sup>st</sup> Authorised Signature (EIA Lead): .....  ..... Date: .....27/06/2019.....

2<sup>nd</sup> 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.

\_\_\_\_\_

<sup>i</sup> Rutland County Council (2016), *Rutland travel survey*, Unpublished