

Equality Impact Assessment Form

Revised September 2010



(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

Concessionary travel - The withdrawal of free travel concessions on Island Line rail services for those local residents who statutorily qualify for free bus travel on the basis of age

1.2 Officer(s) and section or service responsible for completing the assessment

Andy Morris – Transport Manager, Highways and Transport.

Martyn Mullins – Public Transport Officer, Highways and Transport.

Rosie Barnard – Lead Officer Diversity & Wellbeing

1.3 What is the main purpose or aims of the service

To permit free travel by bus for local residents who are statutorily entitled to an English National Concessionary Travel Scheme (ENCTS) pass or who have been issued with the Council's discretionary New Islander Card (NIC) pass

1.4 Who is affected by the service? Who is it intended to benefit and how?

Free travel on Island Line services has been made available to all local resident ENCTS or NIC pass-holders who wish to travel by rail between the stations on the route

The beneficiaries have been those pass-holders who choose to use the rail service as an alternative to making their journey by bus.

1.5 Has the service been promoted or explained to those it might affect directly or indirectly?

The availability and nature of the concession to date has been widely known by the local community due to the longevity of provision which commenced in the 1980's. Details of the withdrawal have been the subject of a press release issued by the Council. Those who may be affected may also have noted media reports on the subject

1.6 How does the service contribute to better community cohesion?

Concessionary travel journeys by rail could be made by local people for work, leisure, medical and other purposes.

1.7 How does the service fit in with the council's wider aims?

The recommendations and options may have an impact on the council's strategic priority of increasing the number of journeys made using public transport as set out in the Corporate Plan.

1.8 What is the relevance of the aims of the service to the equality target group and the

council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The enabling of free concessionary travel on bus services, but not rail services, on the Isle of Wight is a statutory requirement for the Council in respect of those people defined as eligible through age or disability. The Council fully complies with that statutory requirement for everyone eligible as defined in statute.

1.9 How is, or how will the policy be put into practice and who is responsible for it?

Concessionary travel schemes are administered by the council Transport Operations section of Highways and Transport

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

That the Council is considering an option to withdraw free travel on island Line for local residents eligible through age has been widely publicised in the local media. The Council will consider all responses made in respect of the proposed withdrawal.

The Council has been supplied data by Island Line in respect of the number of travel concession journeys that are made

2.2 Equalities profile of users and beneficiaries

Free travel by bus will continue to be enabled for all people eligible through age or disability. Free travel by rail will continue to be enabled for all people eligible through disability. Only those who have an entitlement to travel by bus by reason of age alone will not be permitted free travel by train. A bus service operating at a 15 minute frequency will be available between the towns served by the rail route.

2.3 Evidence of complaints against the policy on the grounds of discrimination

There is no evidence of complaint in relation to this policy on the grounds of discrimination.

2.4 What does the consultation, research and/or data indicate about the negative impact on the policy

This will be completed following the receipt of comments from individuals and representative bodies.

2.5 What does the consultation, research and/or data indicate about the positive impact on the policy

As per 2.4 above

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics) (please refer to the guidance for additional information)

Protected Characteristics	Negative	Neutral	Positive	Comments
Age	X			Negative impact off-set by the continuing availability of free travel by bus
Disability		X		
Gender Reassignment		X		
Marriage & Civil Partnership		X		
Pregnancy & Maternity		X		
Race		X		
Religion / Belief		X		
Sex (male / female)		X		
Sexual Orientation (LGB&T)		X		

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (Please refer to the guidance for additional information)

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

The withdrawal of free travel for people eligible by age on rail services on the Isle of Wight is of a non-statutory travel concession. The negative impact is off-set by the availability of a 15 minute frequency bus service between the towns served by the rail service

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

As 4.1 above

4.3 If there is no evidence that the service promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

N/a

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Yes through an agreement with Southern Vectis in respect of maintenance of bus service frequencies until September 2012 at minimum.

4.5 How will any service be implemented?

As a result of an Officer Decision Record

4.6 As 4.5 above please identify training requirements.

There are no new training requirements envisaged.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the policy comply with equalities legislation?

Currently the service does comply with equalities legislation

5.2 What are the main areas requiring further attention?

None identified

5.3 Summary of recommendations for improvement

As 5.2

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Will be reviewed following responses received from individuals and representative bodies.

5.5 When will the amended service be reviewed?

1 April 2012

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age	Ensure public awareness of changes	Martyn Mullins	By 1May 2011	None	
Disability	None				
Gender Reassignment	None				
Marriage & Civil Partnership	None				
Pregnancy & Maternity	None				
Race	None				
Religion / Belief	None				
Sex (male or female)	None				
Sexual Orientation	None				
Geographical location	None				
All of the above	None				

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website. Please access the Work tab of the council's intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment

Officer's name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input type="checkbox"/>	<input type="checkbox"/>
Sex (male/female)	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>