

# Equality Impact Assessment Form

Revised June 2009



*(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)*

## **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**

The process used to determine which bus journeys the Council should contract in respect of any local unmet public transport needs.

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

Martyn Mullins - Public Transport Officer, Highways and Transport.

Rosie Barnard – Diversity Manager, Carmelle James, Sarah Rosie, Tony Kelly Members of the Community & Don Vincent (Isle of Wight Bus User's Group).

### **1.3 What is the main purpose or aims of the service, policy, procedure, practice or project**

To provide a network of socially desirable bus services that would not otherwise operate without Council funding.

### **1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?**

Enabling residents of and visitors to the Isle of Wight greater accessibility through the use of public transport.

### **1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?**

Consultation is undertaken with Parish and Town Councils, Isle of Wight Council elected members and various community organisations.

### **1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?**

The procedure promotes social inclusion by encouraging access to local services and facilities.

### **1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?**

It promotes the increasing use of public transport.

### **1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?**

Equality and diversity is enshrined in the availability of bus services for all to use.

### **1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?**

The Public Transport Team will ensure that operational contractors adhere to the policy.

## **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**

Isle of Wight Council –

[http://www.iwight.com/equality\\_and\\_diversity/documents.asp](http://www.iwight.com/equality_and_diversity/documents.asp)

### **2.2 Equalities profile of users and beneficiaries**

The services provided are available for all to use.

### **2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination**

There is no evidence of complaints 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 service, policy, procedure, practice or project**

No evidence of any negative impact.

### **2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project**

Usage data provided by the bus operators suggests a positive impact has been achieved.

### 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 6 strands of diversity covered in the Authority's single equality scheme.

#### 3.1 Complete this section with the following information – relating to all of the identified groups: *(please refer to the guidance for additional information)*

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact						
Neutral impact						
Positive impact					X	

The contracted services have a positive impact in terms of enabling anyone to use them

A focus group meeting recommended that the consultation process looked beyond the normal consultees and involved groups such as the Wheelchair Users Association and Wight Access Group.

These comments apply across all of the strands.

**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?**

A focus group meeting did not identify any negative impact.

**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**

The implementation of an extended base of consultees.

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

Evidence of usage indicates a positive outcome from the procedure.

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

Contracts are reviewed on a regular basis.

**4.5 How will any service, policy, procedure, practice or project be implemented?**

Consultation is embedded in the process.

**4.6 As 4.5 above please identify training requirements**

n/a

## **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 service, policy, procedure, practice or project comply with equalities legislation?**

Yes

**5.2 What are the main areas requiring further attention?**

Wider consultation.

**5.3 Summary of recommendations for improvement**

Extend range of consultees.

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

Consultees will provide feedback.

**5.5 When will the amended service, policy, procedure, practice or project be reviewed?**

At future focus group meetings.

## 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
Race					
Disability					
Age					
Religious and Philosophical belief					
Gender					
Sexual orientation					
Geographical location					
All of the above	Wider consultation	Martyn Mullins	Jan/Feb 2010	None	None

**Part 6 continued – Equality Impact Assessment – Summary report**

The results of equality impact assessments must be published. Please complete this summary and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s 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**

- |                           |                          |                           |                                     |
|---------------------------|--------------------------|---------------------------|-------------------------------------|
| <b>Race</b>               | <input type="checkbox"/> | <b>Gender</b>             | <input type="checkbox"/>            |
| <b>Sexual Orientation</b> | <input type="checkbox"/> | <b>Age</b>                | <input type="checkbox"/>            |
| <b>Disability</b>         | <input type="checkbox"/> | <b>Religion or belief</b> | <input type="checkbox"/>            |
| <b>Other</b>              | <input type="checkbox"/> | <b>All</b>                | <input checked="" type="checkbox"/> |