Equality Impact Assessment

Directorate: RHR	
Service: Transport and Highways	
Name of Officer/s completing assessment: Savio DeCruz	
Date of Assessment: 02/02/2017	
Name of service/function or policy being assessed: Community transport	

1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? Reduction in the revenue budget for maintenance and leasing subject to an approved capital "invest to save" programme for new vehicles.
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. The service is undertaken by the Community Transport team is commissioned through the Childrens Trust/Education and Adult Social Care.
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.

Protected Characteristic	Differential Impact		
	Yes	No	N/A
Age:		✓	
Disability:		✓	
Gender Reassignment:		✓	
Marriage and Civil Partnership:		✓	
Pregnancy and maternity:		✓	
Race:		✓	
Religion and Belief:		✓	
Sex:		✓	
Sexual orientation:		✓	
Other		✓	

Age: N/A

Disability: N/A

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. No change to personal circumstance but all groups will see an improved service following the purchase of new vehicles. The current fleet which both owned and leased is aging and unreliable, a new fleet will improved seating, safety and less breakdowns.
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? No immediate impacts but some of the community use older vehicles while part of the is upgraded.
6.	Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? Service staff have been involved and have engaged in the savings options and to help form the current proposal. Adult Social Care, Education and the Children's Trust have been consulted.
8.	Have you considered the impact the policy might have on local community relations? No negative impacts
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? **No impact as a result of the change to the funding of this work.**
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). **No impact as a result of the change to the funding of this work.**

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Savio DeCruz
Signed: … …………………………………(Person completing the EIA)

Name: …………………………………………

Signed: …………………………………………(Policy Lead if not same as above)
Date: