

# EQUALITY IMPACT ASSESSMENT FORM



Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

## Section 1: Description

Department	Communities	Lead officer responsible for assessment	Chris Williams			
Service	Cheshire East Transport ASDV	Other members of team undertaking assessment	Steph Cordon, David Laycock			
Date	19/2/14	Version 1.1				
Type of document (mark as appropriate)	<div>Strategy</div> <div>✓</div>	<div>Plan</div> <div>✓</div>	<div>Function</div> <div></div>	<div>Policy</div> <div></div>	<div>Procedure</div> <div></div>	<div>Service</div> <div>✓</div>
Is this a new/existing/revision of an existing document (mark as appropriate)	<div>New</div> <div>✓</div>	<div>Existing</div> <div></div>	<div>Revision</div> <div></div>			
<p>Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation)</p> <p>Please attach a copy of the strategy/plan/function/policy/procedure/service</p>	<p><b>The creation of an Alternative Service Delivery Vehicle for Cheshire East Transport</b></p> <p>In accordance with the Council's declared goal of becoming a strategic commissioning authority this proposal is about establishing a wholly-owned company that will fulfil all the current functions of the Councils Integrated Transport Unit whilst having new-found freedom to expand, develop new services and explore new ways of reducing costs , increasing efficiency and improving service delivery.</p> <p>All the above aligns with several of the Council's core priorities:</p> <ul style="list-style-type: none"> <li>Cheshire East has a strong and resilient economy</li> <li>People have the life skills and education they need to thrive</li> <li>Cheshire East is a green and sustainable place</li> <li>Our local communities are strong and supportive</li> </ul> <p>This document forms part of the Detailed Business Case for the proposal which sets out the plan fully</p>					
Who are the main stakeholders? (e.g. general public, employees, Councillors, partners, specific audiences)	<ul style="list-style-type: none"> <li>Members of the general public who use/potentially could use public transport</li> <li>Recipients of statutory/discretionary services (e.g. home to school transport, social care transport)</li> <li>Service providers (bus operators, taxi companies etc)</li> </ul>					

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- Councillors
- Employees of Transport services

### Section 2: Initial screening

<b>Who is affected?</b> (This may or may not include the stakeholders listed above)	<ul style="list-style-type: none"> <li>• Service providers (bus operators, taxi companies etc)</li> <li>• Councillors</li> <li>• Employees of Transport services</li> </ul> <p>NB: Service users are not directly affected since this proposal is regarding the back-office commissioning and management of services rather than their front-line delivery which will essentially remain unchanged</p>
<b>Who is intended to benefit and how?</b>	<ul style="list-style-type: none"> <li>• Service providers will benefit from a reduced administrative burden in tendering for transport services thereby freeing up resources for service delivery and delivering potential cost reductions</li> <li>• The Council/company will benefit from the freedom to operate in a less bureaucratic way, delivering efficiency savings and with the potential to develop new, more effective service offerings working in partnership with providers</li> </ul>
<b>Could there be a different impact or outcome for some groups?</b>	<p>No – the project is purely about developing a new company not about making any changes to the actual services on offer nor the way in which they are already delivered - fairly and equitably.</p> <p>Any new service proposals would be subject to further EIAs as appropriate</p>
<b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>	<p>No – the project is purely about developing a new company not about making any changes to the actual services on offer nor the way in which they are already delivered - fairly and equitably.</p> <p>Any new service proposals would be subject to further EIAs as appropriate</p>
<b>Are relations between different groups or communities likely to be affected?</b> (e.g. will it favour one particular group or deny opportunities for others?)	<p>No – the project is purely about developing a new company not about making any changes to the actual services on offer nor the way in which they are already delivered - fairly and equitably.</p> <p>Any new service proposals would be subject to further EIAs as appropriate</p> <p>There is a potential benefit for some groups (e.g. isolated rural communities) as new opportunities are explored for developing their transport links</p>
<b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>	<p>No – the project is purely about developing a new company not about making any changes to the actual services on offer nor the way in which they are already delivered - fairly and equitably</p> <p>However the aim of developing new services to meet demand will mean that, in future, specifically targeted services could be developed as necessary.</p>

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Any new service proposals would be subject to further EIAs as appropriate												
Is there an actual or potential negative impact on these specific characteristics? (Please tick)												
Age	Y	N ✓	Marriage & civil partnership	Y	N ✓	Religion & belief	Y	N ✓	Carers	Y	N ✓	
Disability	Y	N ✓	Pregnancy & maternity	Y	N ✓	Sex	Y	N ✓	Socio-economic status	Y	N ✓	
Gender reassignment	Y	N ✓	Race	Y	N ✓	Sexual orientation	Y	N ✓				
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts									Consultation/involvement carried out			
									Yes ✓		No	
Age	<p>The project is purely about developing a new company not about making any immediate changes to the actual services on offer nor the way in which they are already delivered - fairly and equitably</p> <p>The new company will only directly affect the commercial relationship with the provider services with whom CEC currently/could work with in the future – it has no direct impact on the public at large or specific service recipients</p>										<p>The entire staff group (and unions) affected has been kept informed of this development over the last 12 months. They have contributed positively with suggestions as to how services could be developed under a new regime</p> <p>Councillors have been actively involved in the development of proposals under the auspices of the relevant PDG</p> <p>Bus operators have been briefed via the Bus Operators Forum and have responded positively to the potential for reduced bureaucracy and active involvement in service development</p>	
Disability												
Gender reassignment												
Marriage & civil partnership												
Pregnancy & maternity												
Race												
Religion & belief												
Sex												
Sexual orientation												
Carers												
Socio-economic status												

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Proceed to full impact assessment? (Please tick)	Yes	No <input checked="" type="checkbox"/>	Date 19/2/14

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If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

### Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups?  Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups?  Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified <b>High:</b> Significant potential impact; history of complaints; no mitigating measures in place; need for consultation <b>Medium:</b> Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures <b>Low:</b> Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age	FURTHER ASSESSMENT NOT REQUIRED			
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				

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Carers	
Socio-economics	
Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)	

### Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer signoff		Date	

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Head of service signoff		Date	
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Please publish this completed EIA form on your website