

Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:	
Stewart Chandler, Transport Strategy Manager	
Directorate and Team/School Name:	
Community Services	
Name, aim, objective and expected outcome of the programme/ activity:	
<p>Name: Bus Service Improvement Plan Plus Funding</p> <p>Aim: To utilise the DfT BSIP+ funding allocation for the Isle of Wight to enhance local bus service provision</p> <p>Objective: Additional journeys to two rural bus services and increase the service frequency on a further local bus service. To improve service provision for the benefit of residents, especially to some rural communities who otherwise face levels of social isolation.</p> <p>Expected outcome: To increase local public bus service patronage and for these enhanced levels of service to become commercially viable to ensure sustainability.</p>	
	Reason for Equality Impact Assessment (tick as appropriate)
This is a new policy/strategy/service/system function proposal	
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)	✓

Removal of a policy/strategy/service/system function proposal								
Commencing any project/programme								
Equality and Diversity considerations								
Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.								
Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
Age (restrictions/difficulties both younger/older)	Positive, the enhanced local bus service provision will benefit both younger and older persons who are more likely to rely upon this mode of travel.	No	The additional service provision will benefit the wider public. Though public transport	None	Previous engagement with Age UK and Youth Council via the Isle of Wight Bus and Rail User Group	There are no specific gaps that need addressing. Though further engagement will be undertaken	All information regarding this project on the websites hosted by the Isle of Wight Council and Southern Vectis we be	

	<p>Older persons of a pensionable age benefit from free travel on local bus services in line with the national and local concession as offered through the Isle of Wight Council.</p> <p>Likewise, younger persons also benefit from the commercial concessions offered by the local bus operator Southern Vectis.</p>		<p>usage is nationally higher in the age range of 17-29 than any other.</p> <p>Likewise public transport is important to persons of pensionable age as within England they are able to travel on local bus services for free outside of peak times for free.</p>		<p>JSNA and ONS Data</p> <p>Feedback from consultations on the draft LTP 4 (2021),</p> <p>Wight We want Survey (2017)</p>	<p>over the next two years to understand to understand the impacts and wider evaluation of the proposal's performance.</p>	<p>in an accessible format.</p> <p>Various media campaigns will be used to promote the project, by traditional methods via printed media and roadside information.</p> <p>Though in addition information shall be shared by modern approaches such as online and social media.</p>	
<p>Disability</p> <p>a) Physical</p> <p>b) Mental health</p> <p>(must respond to both a & b)</p>	<p>This proposal will have a positive impact on the people with these protected characteristics as all the current vehicles operating on the Island's public bus network have</p>	No	<p>The proposals will benefit the wider public alongside people with these protected characteristics, in a well-established 'on bus'</p>	None	<p>Previous engagement with Age UK, Isle Access and the Isle of Wight Bus and Rail User Group public meetings through which there are representative</p>	<p>There are no specific gaps that need addressing.</p> <p>Though further engagement will be undertaken over the next two</p>	<p>All information regarding this project on the websites hosted by the Isle of Wight Council and Southern Vectis we be in an</p>	

	<p>accessibility enhancements.</p> <p>Likewise, the additional services will benefit some people with mental health disabilities, as new and more frequent journeys will reduce social isolation, especially in rural communities where transport options are limited.</p> <p>Likewise, persons with these protected characteristics may benefit from free travel on local bus services in line with the national and local concessions as offered through the Isle of Wight Council.</p>		<p>environment which is designed to accommodate all users.</p>		<p>es from the Isle of Wight Society for the Blind.</p> <p>JSNA and ONS Data</p> <p>Feedback from consultations on the draft LTP 4 (2021),</p> <p>Wight We want Survey (2017)</p> <p>Report of the Island Transport Infrastructure Task Force (2017)</p>	<p>years to understand to understand the impacts and wider evaluation of the proposal's performance.</p>	<p>accessible format.</p> <p>Various media campaigns will be used to promote the project, by traditional methods via printed media and roadside information.</p> <p>Any printed material shall be made available in an accessible format.</p>	
<p>Race (including ethnicity and nationality)</p>	<p>No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic</p>	<p>No</p>						

<p>Religion or belief (different faith groups/those without a faith)</p>	<p>No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic</p>	<p>No</p>						
<p>Sex (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)</p>	<p>No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic</p>	<p>No</p>						
<p>Sexual orientation (is your language inclusive of LGB groups?)</p>	<p>No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic</p>	<p>No</p>						
<p>Pregnancy and maternity</p>	<p>No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic</p>	<p>No</p>						

Marriage and Civil Partnership	No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic	No						
Gender reassignment	No direct impact, as the benefits realised will for all users of the services and will not specifically positively or negatively impact people with this specific Protected Characteristic	No						

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

Ongoing annual surveys during and beyond the project regarding public transport will be undertaken to ensure we continue to engage and capture relevant feedback.

Date of next review: 31/12/2024

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name: Colin Rowland, Strategic Director of Community Services

Date:

Legal sign off & date:

Name: Judy Mason, Strategic Manager of Human Resources

Date: