

Appendix 3

Equality Impact Assessment

Title:	Bus Service Reductions
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Department:	Highways and Infrastructure

1. What is being assessed?

Type of proposal (Brief Description)	Tick if applicable
A new or revised policy	
A new procedure	
A service review or re-organisation proposal	
An efficiency or savings proposal	✓
A project proposal	
A Strategic or Service plan	

2. Does the proposal have any potential impact on service users / potential users or employees / potential employees?

		Tick if applicable
Yes	If the answer to question 2 is 'Yes', please continue to Question 3.	✓
No	If the answer to question 2 is 'No', please proceed to Section 4.	

3. How do the equality risks apply to this proposal?

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
<p>The service cannot be accessed by all users / potential users</p> <p>Impact on characteristic groups:</p> <p>1. Older People</p> <p>2. Younger people</p>	<p>In more rural areas, older people can make up between 75 and 100% of users. Such people are less likely to have a transport alternative</p> <p>Young people can make a significant proportion of users, especially at peak times</p>	<p>Owing to the size & nature of the cut in external funding, these issues cannot be eliminated</p> <p>Owing to the size & nature of the cut in external funding, these issues cannot be eliminated</p>	<p>Care to ensure that there is at least some alternative option for people to use</p> <p>No peak or school journeys affected in the proposals. Care to ensure that there is at least some alternative bus option for people to use</p>

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
3. Workers	Continuity of employment and consequent effect on household income	Owing to the size & nature of the cut in external funding, these issues cannot be eliminated	No proposals to alter peak time bus services. Change to one journey on X5 at margins of the peak period are being re-examined
4. Disabled people	Greater numbers of disabled people may use bus services	Although there may be fewer transport opportunities, the proposed transport is designed to offer similar levels of access to existing services	N/A
5. Women	Women traditionally make up a higher proportion of bus users than men	Owing to the size & nature of the cut in external funding, these issues cannot be eliminated	Care to ensure that there is at least some alternative bus option for people to use
6. Gender re-assignment/Sexual orientation	No specific transport issues relating to this group	N/A	N/A
7. Rural low income groups	Access to bus services for local income groups improves quality of life	Owing to the size & nature of the cut in external funding, these issues cannot be eliminated	Care to ensure that there is at least some alternative bus option for people to use
8. Religion and belief	No specific transport issues relating to this group	N/A	N/A
9. Released police detainees	A proposal to withdraw support for the taxi service from St Asaph custody suite to Rhyl will affect released detainees	Owing to the size & nature of the cut in external funding, these issues cannot be eliminated	The support for this service was introduced at a time of very limited bus services on St Asaph Business Park. That service has now improved markedly, including evening services. These now offer

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
10. Ethnicity	No specific transport issues relating to this group	N/A	some alternative to this group N/A
<p>Impact on access to the following travel purposes:</p> <p>1. Employment</p> <p>2. Statutory education</p> <p>3. Shopping</p> <p>4. Visiting friends & relatives</p> <p>5. Access to health services</p>	<p>Loss of employment following inability to get to work</p> <p>Loss of education following inability to get to school</p> <p>Rural areas in particular often have fewer local shops</p> <p>Provides social contact</p> <p>Constraints to access to health care</p>	<p>Owing to the size & nature of the cut in external funding, these issues cannot be eliminated</p> <p>The proposals do not affect statutory school transport</p> <p>Owing to the size & nature of the cut in external funding, these issues cannot be eliminated</p> <p>Owing to the size & nature of the cut in external funding, these issues cannot be eliminated</p> <p>Owing to the size & nature of the cut in external funding, these issues cannot be eliminated</p>	<p>No proposals to alter peak time bus services. Change to one journey on X5 at margins of the peak period are being re-examined</p> <p>N/A</p> <p>Care to ensure that there is at least some alternative bus option for people to use</p> <p>Care to ensure that there is at least some alternative bus option for people to use</p> <p>Care to ensure that there is at least some alternative bus option for people to use to local centres where there is primary health care. Note possible improvements to access for some people to Abergele for the eye clinic</p>

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
The service venue does not cater for the needs of all users / potential users	N/A	N/A	N/A
The service and service user are not able to communicate with each other	N/A	N/A	N/A
Service users are not treated with dignity and respect	N/A	N/A	N/A
The service provided does not meet the diverse range of community needs	Those without their own transport find accessing services more difficult	Owing to the size & nature of the cut in external funding, these issues cannot be eliminated	Care to ensure that there is at least some alternative bus option for people to use
There is a lack of equal opportunity for employees and potential employees	Access to work	N/A	No proposals to alter peak time bus services. Change to one journey on X5 at margins of the peak period are being re-examined
Changes to staffing structures, terms and conditions have a disproportionately negative impact on staff with particular protected characteristics	N/A	N/A	N/A

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
The project will negatively affect different groups and communities	See above	See above	See above
Additional risk not identified in the toolkit (please specify)	None known	N/A	N/A

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