

Title:	Removal of Car User Allowance
Contact:	Catrin Roberts

1. What is being assessed?

Type of proposal	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	✓
No	<>

If the answer to question 2 is 'No', please proceed to Section 4.

If the answer to question 2 is 'Yes', please continue to Question 3.

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)?
The service can not be accessed by all users / potential users	N/A	N/A	N/A
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	Information available on Intranet, hard copy (upon request). No Braille copy, recorded copy, easy read copy readily available	No	Requests dealt with individually.
Service users are not treated with dignity and respect	Managers may not consistently interpret and apply the details of the policy uniformly.	Proposed policy takes away managers interpretation	
The service provided does not meet the diverse range of community needs	There may be more of an impact on rural service users where public transport is not a feasible option	Introduction of alternatives for employees such as pool cars.	N/A
There is a lack of equal opportunity for employees and potential employees	Managers may not consistently interpret and apply the details of the policy uniformly.	Proposed policy takes away managers interpretation.	
Changes to staffing structures, terms and conditions have a disproportionately negative impact on	May be detrimental to employees with mobility issues. There is more of an impact on	Risk assessment to be conducted to determine form of travel	Requests dealt with individually

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
staff with particular protected characteristics	those employees who are required to work in rural areas and where public transport is not a feasible option.	Introduction of alternatives for employees such as pool cars.	
The policy will negatively affect different groups and communities	None		
Additional risk not identified in the toolkit (please specify)	No dedicated individual responsible for policy monitoring & updating.	Cannot be eliminated	No monitoring process.

4. Declaration

Name of Lead Officer for Equality Impact Assessment	Date EqIA completed
Catrin Roberts	August 2012 updated October 2013.