

EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
1	25/01/2021	Richard McKenzie	n/a

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).

Service	Infrastructure Services
Section	Transportation – Passenger Transport Unit
Title of the activity etc.	Transportation - Supported Bus Services – 2021/22
Aims and desired outcomes of the activity	To achieve a budget saving in financial year 2021/22
Author(s) & Title(s)	Richard McKenzie, Passenger Transport Manager Marion Mackay, Principal Officer (DRT, Fares & Ticketing)

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.

Evidence	What does it say?	What does it mean?
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	During normal times (non – Covid19) it is estimated that 51% of journeys on Aberdeenshire supported timetabled bus services are made by concessionary passengers, i.e. those with a free bus pass due to age (60 years+) or disability and over 90% of A2B dial-a-bus journeys are made by older and/or disabled people.	A reduction in service delivery and/or changes to bus services will potentially have a high impact on older and disabled people.
Internal consultation with staff and other services affected.	A Clean Sheet Review of the supported bus network is being overseen by a cross-Service MOWG which includes officers from Education & Children’s Services and the Health & Social Care Partnership. A Community Planning workshop on Transport was held on 15 September 2019 following which Community Planning Officers were asked to collate views on the supported service bus network.	It is recognised that the Council’s current approach to supporting local bus services is not financially sustainable and does not necessarily meet the needs of changing society, e.g. as a result of Covid-19.

<p>External consultation (partner organisations, community groups, and councils).</p>	<p>A public survey/questionnaire issued by the PTU in November 2019 sought views on priorities for supported bus services in Aberdeenshire had almost 2,400 responses of which 37% were aged 60+ and 14% had a disability. Only 28% of all respondents said they were satisfied with bus services in Aberdeenshire.</p> <p>The Community Planning workshop on Transport mentioned above involved partners from external organisations. Sixteen comments were received.</p>	<p>The survey/questionnaire responses indicated a level of dissatisfaction from older and disabled residents regarding the existing public transport network.</p> <p>There were no common themes in the feedback provided but the affordability of transport was raised twice, and this could adversely affect people of low income, who do not have a free bus pass.</p>
<p>External data (census, available statistics).</p>	<p>The Scottish Government's Equality Evidence Finder https://scotland.shinyapps.io/sq-equality-evidence-finder/</p> <p>Scottish Household Survey (SHS) 2018:</p> <ul style="list-style-type: none"> -In Scotland younger and older people are more likely to travel by bus. 61% of 16–19-year-olds, and 50% of 70-79 year olds had used the bus in the last month, compared to 35% of 50-59 year olds. -In 2017/18 35% of bus journeys in Scotland were undertaken by concessionary pass holders. -Only 29% of permanently sick or disabled people aged 17 & over held a driving licence in 2018, compared to 70% of all people aged 17 & over. -White Scottish (41%) and White other British (39%) people are least likely to have taken a bus in the past month. People from other ethnic groups (not White or Asian) are most likely to have taken a bus (64%). <p>Transport and Travel in Scotland (TATIS) 2015:</p> <p>Women tended to use buses more frequently than men (35% of women used the bus at least once a week compared to 28% of men). Frequency of bus use was highest amongst younger people (only 34% of 16-19 year olds had not used the bus in the last month, compared to 64% of those aged 40-49 and 52% of those aged 80+).</p>	<p>Changes to bus services will potentially have a greater impact on the following groups: older and younger people, disabled people, women and people from ethnic minorities.</p> <p>People more likely to travel by bus and consequently be affected by a change in approach to bus service delivery include older, younger, disabled and people from ethnic minorities.</p> <p>Women and younger people may be disproportionately affected.</p>

<p>Other (general information as appropriate).</p>	<p>NatCen Social Research report on “Transport and Inequality” states: The three key factors influencing the relationship between transport and inequality are: 1) The way people are distributed geographically, and across social classes. 2) The way opportunities are distributed, including jobs and education. 3) How accessible the transport system is, in terms of cost, geographic accessibility and the time and reliability of different transport. Transport can be integral to improving equality, by increasing access to jobs, education and services.</p> <p>Scotland's Census 2011 - National Records of Scotland Table KS404SC - Car or van availability: The % of households without a car or van varies significantly by ward, from 5% (Westhill) to 27% (Peterhead North).</p> <p>SIMD Report 2017 (Planning, Information & Delivery Team). Three of Aberdeenshire’s 340 data zones are in the 10% overall most deprived zones in Scotland, with an additional three within the 20% most deprived. All six (with an overall population of 2.1% of Aberdeenshire) are found in Peterhead and Fraserburgh.</p>	<p>Policies that improve the accessibility and affordability of transport, including the provision of socially necessary supported bus services can help deliver equality.</p> <p>Whilst changes to bus services will potentially affect people of low income, the number of people affected in Aberdeenshire is relatively low compared to other areas of Scotland</p>
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Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	Work has still to be undertaken to identify which services would be withdrawn/reduced to match the budget. No consultation has been undertaken to date on specific service reductions/revisions that will be necessary to achieve the proposed budget saving.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	There will be consultation with the general public and local members on any proposed service reductions/revisions.	March / April 2021

Stage 5: What steps can be taken to promote good relations between various groups/areas?	
These should be included in the action plan.	The provision of public transport has the potential to promote good relations between various groups as the services are open to everyone. The withdrawal of supported bus services does not promote good relations.

Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?
The potential withdrawal of supported bus services/journeys does not create the opportunity for people with protected characteristics to participate in activities.

Stage 7a:
Are there potential impacts on protected groups?
The protected groups covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
Who is affected by the activity or who is intended to benefit from the proposed activity and how? Complete the table below for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger		Yes		
Age - Older		Yes		
Disability		Yes		
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Sex		Yes		
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

This is about trying to be fair to everyone. Part of that is realising that not everyone may be starting at the same place. Some individuals and families may have low income, may have very little or no savings which means they are living from month to month therefore changes to council policies/services may have a greater adverse impact on them.

On this basis you should consider potential impacts on individuals/families by:

- Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g. housing, transport.
- Pockets: household resources, (Income, benefits, outgoings) ability to access a service
- Prospects: peoples life chances e.g.access to, or ability to access: employment, training, services (such as council or health) or support.

Groups of people who may be impacted include, but not limited to:

<ul style="list-style-type: none"> • Unemployed • Single parents and vulnerable families • People on benefits • Those involved in the criminal justice system • People in the most deprived communities • People who live in rural areas 	<ul style="list-style-type: none"> • Pensioners • Looked after children • Carers including young carers • Veterans • Students • Single adult households • People who have experienced the asylum system 	<ul style="list-style-type: none"> • Those leaving the care setting including children and young people and those with illness • Homeless people • People with low literacy/numeracy • People with lower educational qualifications • People in low paid work • People with one or more protected characteristic
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Please complete by inserting “yes” in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing		Yes		

Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		Yes		
Pockets: Material deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies				Yes
Place: Area deprivation – where you live, where you work				Yes
Prospects: Socioeconomic background – social class i.e. parents education, employment and income, ducational achievement.				Yes

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive	Negative
Please detail the potential positive and/or negative impacts you have highlighted above. Detail the impacts and describe those affected.	Not applicable.	Some existing bus services/journeys that will require to be revised/withdrawn will not be covered by other services which will result in a loss of, or reduction in, public transport and therefore accessibility to essential and non-essential activities for individuals. This could affect younger and/or older people, people with disabilities, women and people of low income/wealth.

Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?	
If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	No – mitigating measures are based on past experience of revising and/or withdrawing supported bus services.

Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	Consult with passengers and general public on proposed service revisions/withdrawals	March/April 2021
	Confine any service revisions/withdrawals to the most poorly performing bus services in order to minimise the impact upon the protected groups/areas and the travelling public, in general.	July 2021

Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal	
These should be included in any action plan (for example customer satisfaction questionnaires).	Data from bus ticket machines, which includes ticket type (adult, child, concession), will be collated and compared with existing passenger statistics. Any complaints received from those affected will be considered and, if possible, further amendments made to service delivery to mitigate against any negative impacts identified.

Stage 12: What is the outcome of the Assessment?		
	1	No negative impacts have been identified –please explain.

Please complete the appropriate box/boxes		
	2	Negative Impacts have been identified; these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
	Whilst every endeavour will be made to minimise the negative impacts inevitably some individuals from protected groups will be adversely affected. PTU officers will try to sign-post such individuals to alternative travel and/or access opportunities (e.g., community transport services, car sharing, and non-travel options such as use of delivery services) although it is unlikely that this will be possible in all instances.	

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

The Council requires to make budget savings in order to achieve a balanced budget position.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Infrastructure Services - Transportation	
	2) Title of Policy/Activity	Supported Bus Services – 2021/22 Revenue Budget Saving	
	3) Authors: I/We have completed the equality impact assessment	Name: Richard P. McKenzie Position: Passenger Transport Manager Date: 25.01.2021 Signature:	Name: Marion Mackay Position: Principal officer (DRT, Fares & Ticketing) Date: 25.01.2021 Signature:

for this policy/ activity.	Name: Position: Date: Signature:	Name: Position: Date: Signature:
4) Consultation with Service Manager	Name: Richard P. McKenzie Date: 25.01.2021	
5) Authorisation by Director or Head of Service	Name: Ewan Wallace Position: Head of Transportation Date: 01/02/21	Name: Position: Date:
6) If the EqIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee.		Date:
7) EqIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk		Date:

Action Plan					
Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Consult with passengers and general public on proposed service revisions/ withdrawals	March 2021	Error! Bookmark not defined.	Neil Stewart	A greater understanding of the potential negative impacts.	Within existing staff resources.
Confine any service revisions/ withdrawals to the most poorly performing bus services	July 2021	July 2021	Neil Stewart	The impact upon the protected groups/areas, and the travelling public in general, will be minimised.	Within existing staff resources.
Sign-post affected individuals to alternative travel and/or access opportunities (e.g., community transport services, car sharing, and non-travel options such as use of delivery services).	July 2021	ongoing	Neil Stewart / Marion Mackay	Some affected individuals will find alternative means of transport/access.	Within existing staff resources.

