

## EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
1	25/01/21	Marion Mackay	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 - Withdrawal of Concessionary Travel
Aims and desired outcomes of the activity	<p>To achieve a £51,000 Revenue Budget saving in financial year 2021/22, through withdrawal of concessionary travel funding:</p> <p>U21 (£10k) – Funding to bus operators to subsidise fares for young people <a href="#">Under 21 Mega Discount card - Aberdeenshire Council</a></p> <p>Community Transport (£36k) – Funding to community/voluntary transport operators of dial-a-bus shopping services to enable older and disabled passengers to travel free</p>
Author(s) & Title(s)	Marion Mackay, Principal Officer

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?

<p>Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).</p>	<p>U21 – The number of people aged 16 to 20 with a card entitling discounted travel is 152 (19 in Buchan and 133 on the Service 35 route). Pre Covid monthly ticket sales comprised approximately 94 weekly tickets and three 4-weekly tickets. Under Covid ticket sales reduced by approximately 60%.</p> <p>Community Transport – the Council provides concessionary travel reimbursement for five organisations who normally operate dial-a-bus shopping services amounting to 25,000 single passenger trips. Covid-19 has had a direct impact on the operation of such services and overall the number of passengers being carried has been much reduced. Community transport customers are typically older women.</p>	<p>Young people will be negatively impacted by the withdrawal of the U21 initiative but the % of Aberdeenshire young people currently benefiting from the scheme is very low.</p> <p>There is likely to be either an increase in the customer's cost for transport or a reduction in their level of bus service, mainly affecting older women.</p>
<p>Internal consultation with staff and other services affected.</p>	<p>None</p>	
<p>External consultation (partner organisations, community groups, and councils).</p>	<p>None</p>	
<p>External data (census, available statistics).</p>	<p>Not applicable.</p>	

Other (general information as appropriate).	None	
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**Stage 3: Evidence Gaps.**

Are there any gaps in the information you currently hold?	<p>U21: It is not known how many trips young people undertake using their U21 discount card, but the total number of discounted tickets purchased is low (approximately 97 tickets per month pre Covid).</p> <p>Community Transport: It is not known what impact the withdrawal of concessionary travel funding will have on organisations providing dial-a-bus services, and how organisations will deal with this.</p> <p>It is not known what proportion of individuals benefitting from any of the above initiatives are socio-economically disadvantaged.</p>
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**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:
	Hold discussions with community transport organisations to understand the impact that the withdrawal of concessionary travel funding will have on the operation of their dial-a-bus services.	March

**Stage 5: What steps can be taken to promote good relations between various groups/areas?**

These should be included in the action plan.	There are no steps that can be taken to promote good relations with the groups who will be affected by the withdrawal of this set of funding.
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**Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?**

The proposal does not create opportunities for advancing equality of opportunity.
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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"> <li>• Unemployed</li> <li>• Single parents and vulnerable families</li> <li>• People on benefits</li> <li>• Those involved in the criminal justice system</li> <li>• People in the most deprived communities</li> <li>• People who live in rural areas</li> </ul>	<ul style="list-style-type: none"> <li>• Pensioners</li> <li>• Looked after children</li> <li>• Carers including young carers</li> <li>• Veterans</li> <li>• Students</li> <li>• Single adult households</li> <li>• People who have experienced the asylum system</li> </ul>	<ul style="list-style-type: none"> <li>• Those leaving the care setting including children and young people and those with illness</li> <li>• Homeless people</li> <li>• People with low literacy/numeracy</li> <li>• People with lower educational qualifications</li> <li>• People in low paid work</li> <li>• People with one or more protected characteristic</li> </ul>
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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 (Fraserburgh covered by U21)		yes
Prospects: Socioeconomic background – social class i.e. parents education, employment and income , educational 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.		The withdrawal of the U21 scheme will result in participating <b>young people</b> paying higher bus fares.
		The withdrawal of concessionary payments to community transport organisations will result in <b>older women</b> being charged a fare or having their dial-a-bus service reduced or withdrawn.


**Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?**

<p>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?</p>	<p>No, there has been no consultation on the proposal. <b>Error! Bookmark not defined.</b></p>
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**Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?**

<p>These should be included in any action plan at the back of this form.</p>	<p>Mitigating Steps</p>	<p>Timescale</p>
	<p>U21: Young people requesting advice will be provided with information on the most affordable bus ticket.</p>	<p>March 2021 onwards</p>

**Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal**

<p>These should be included in any action plan (for example customer satisfaction questionnaires).</p>	<p>No formal monitoring arrangements will be put in place but customer comments will be noted and acted upon as appropriate.</p>
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**Stage 12: What is the outcome of the Assessment?**

<p>Please complete the appropriate box/boxes</p>	<p>1</p>	<p>No negative impacts have been identified –please explain.</p>
	<p>N/A</p>	

	2	Negative Impacts have been identified; these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	N/A	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
	<p>U19 - customers will be provided with advice but alternative tickets will be more expensive.</p> <p>Community transport – it is unknown how any funding reduction will affect community transport operators and how, in turn, this will impact their customers. Unless replacement funding is found elsewhere it is expected that customers will be charged for transport and/or their bus service may be reduced/withdrawn.</p>	

\* 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 (PTU)	
	2) Title of Policy/Activity	Budget savings – Withdrawal of Concessionary Travel	
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Marion Mackay Position: Principal Officer Date: 25/01/21 Signature:	Name: Position: Date: Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
4) Consultation with Service Manager	Name: Richard P McKenzie Date: 25/01/21		

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 EqlA 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) EqlA author sends a copy of the finalised form to: <a href="mailto:equalities@aberdeenshire.gov.uk">equalities@aberdeenshire.gov.uk</a>	Date:	

