

Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Community Transport – 2018/19
Service/service area responsible	Development and Infrastructure
Name of person carrying out the assessment and contact details	Laura Cromarty
Date of assessment	14/5/18
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	To continue current funding arrangements to Orkney Disability Forum to safeguard the existing Dial-a-Bus Service during 2018/19 financial year.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To consider the most effective and efficient way to provide community transport in Orkney
State who is, or may be affected by this function/policy/plan, and how	Residents of Orkney, particularly those who are elderly or disabled and rely on community based transport
How have stakeholders been involved in the development of this function/policy/plan?	The Community Transport Review carried out during summer 2015, involved a full consultation process with service users and key stakeholders.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise. e.g. consultations, national surveys, performance data, complaints, service user	The survey data obtained during May 2015 is available along with a breakdown of passenger data from the current operator.

feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	n/a
2. Sex: a man or a woman	n/a
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	n/a
4. Gender Reassignment: the process of transitioning from one gender to another	n/a
5. Pregnancy and maternity	n/a
6. Age: people of different ages	Yes –positive towards elderly residents. Older people are less likely to have access to their own car (as established through the survey) and are therefore dependent on public and or door-to-door transport. The continuation of funding during 2018/19 would therefore safeguard the existing service to users.
7. Religion or beliefs or none (atheists)	n/a
8. Caring responsibilities	Yes – positive. People with disabilities are more likely to make use of the services provided by some of the organisations receiving grant funding and any reduction in these services will impact upon carers. The continuation of funding during 2018/19 financial year would therefore safeguard the existing service to users.
9. Marriage and Civil Partnership	n/a
10. Disability: people with disabilities (whether registered or not)	Yes – positive towards elderly residents as they are more likely to be in need of specialist door to door community based transport as they as public transport services are often unsuitable. The continuation of funding during 2017/18 financial year would therefore safeguard the existing service to users.

3. IMPACT ASSESSMENT

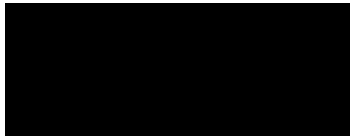
Does the analysis above identify	Yes (positive), The continuation of funding during
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any differential impacts which need to be addressed?	2018/19 financial year would safeguard the existing service to users.
How could you minimise or remove any potential negative impacts?	The recommendation within the report is to continue the level of grant funding towards Orkney Disability Forum during 2018/19 financial year in order to safeguard the current level of service provided by Dial-a-Bus.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	No
What action is to be taken?	Passenger figures will be obtained on a monthly basis. The Council will also hold regular review meetings with the operator to ensure that the service is operated as per the terms of the Contract.
Who will undertake it?	Development and Infrastructure
When will it be done?	On a regular basis during the contract period.
How will it be monitored? (e.g. through service plans)	Officers will engage with the operator on a regular basis and will expect monthly passenger figures to be submitted.

Signature



Date

15/5/18

Name LAURA CROMARTY

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrrsupport@orkney.gov.uk