

Plymouth City Council Equality Impact Assessment Template

Section A: Assessment

Name of the Policy: Plymouth Local Transport Plan 2	Responsible Officer conducting this assessment with Contact Details: Daniel Forster (daniel.forster@plymouth.gov.uk ext. 7721)	Date January 2006
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1) The policy

Is this a new or existing function/policy?	New
What is the purpose of the function/policy?	LTP2 will serve as a strategic transport planning framework for the city for the period 2006-11. It sets out a vision and seven key objectives for transport in the city. A programme of work designed to achieve these objectives is provided along with relevant targets and indicators against which progress will be monitored.
How do the aims of the function/policy fit in with Corporate priorities	LTP2 aims are strongly influenced by

<p>& targets i.e City Strategy/Corporate Plan/Best Value Performance Plan?</p>	<p>national legislation and Department for Transport LTP2 guidance documents. However, LTP2 is also strategically consistent with the vision and aims of the City Strategy and Corporate Plan.</p>
<p>Who will benefit from the function/policy?</p>	<p>All residents of the city and the sub-region.</p>
<p>What outcomes are wanted from this function/policy?</p>	<p>Improved accessibility, reduced congestion, improved road safety, improved air quality, regeneration of specific areas of the city, an improved quality of life, and improved maintenance of transport assets.</p>
<p>Are there any factors that might prevent outcomes being achieved?</p>	<p>Progress in implementing LTP2 will be monitored, and progress towards targets reviewed via Annual Progress Reports. Poor performance identified in relation to any given target will be analysed to identify the causes, and actions will be undertaken to improve performance or alter the strategy in light of wider changes.</p>

2) Data Collection

<p>What qualitative data do you have about the policy/function relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the workplace)?</p>	<p>We obtained qualitative data from a workshop with disabled people on the issue of disable parking provision in March 2005, which was considered during the formulation of the Provisional LTP2 published in July 2002. We also carried out a series of consultative workshops on the completed Provisional LTP2 with young people, older people, disabled people and black and minority ethnic people in September 2005. We have not obtained any qualitative data for the other equalities groups in relation to the policy content of LTP2.</p>
<p>What quantitative data do you have on the different groups¹ (e.g. findings from discussion groups, information from comparator authorities)?</p>	<p>We have a limited amount of 2001 Census data on the number and ward distribution of ethnic minority populations, and some more recent data on the Gypsy and traveller community in the city. We anticipate that further census data can be obtained on some but not all of the equalities groups as we seek to fully integrate equalities considerations into our work.</p>
<p>Please indicate where the quantitative data has been gathered ? (e.g. Service/Department/Team)</p>	<p>From Plymouth City Council's Race Equality Scheme document.</p>

¹ Age, (young/old) disability, Gender (Male, Female), Race, Religion and Belief, Sexual Orientation (Lesbian, Gay, Bi-sexual, Trans-gender)

3) The Impact

1. Please complete the following tables using ticks.

Consider the information gathered in section (2) of this assessment form, comparing monitoring information with census data² and considering any earlier research or consultation. You should also look at the EIA Guidance notes³ for areas of possible effect:

- Where you think that the policy could have a **NEGATIVE** impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that the policy could have a **POSITIVE** impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that this policy has a **NEUTRAL** effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

² www.ons.gov.uk (Office National Statistics website)

³ See SIU equalities legislation paper for additional guidance

a) Do you think that the policy impacts on people on the grounds of their race⁴?

Race	Positive	Negative	Neutral	Reasons for your decision
Promoting equality of opportunity	X			For a number of reasons black and minority ethnic minority groups, on average, enjoy lower than average levels of car ownership or access to a car. The accessibility and public transport improvement work contained in the LTP is likely to increase equality of opportunity to travel for black and minority ethnic people in particular.
Promoting good race relations			X	
Eliminating unlawful discrimination			X	

b) Do you think that the policy impacts on people because of their religious/faith⁵?

	Positive	Negative	Neutral	Reasons for your decision
Religion or Faith			X	

⁴ Defined as being creed, colour, national/ethnic origin. Covers Gypsy and Traveller Communities.

⁵ Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering positive and negative impacts

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c) Do you think that the policy impacts on people with a disability⁶?

Disability	Positive	Negative	Neutral	Reasons for your decision
Visually impaired	X			A number of schemes to upgrade pedestrian crossings and walkways for ease of use by the visually impaired are contained in the LTP2 programme of work.
Hearing impaired			X	
Physically disabled	X			The LTP2 programme of work will increase the number of dropped kerbs and bus boarders in the city.
Learning disability	X			LTP2 includes a commitment to introduce an orange card system to alert public transport staff to the particular needs of the learning disabled while travelling.
Mental health			X	
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)	X			The LTP2 Accessibility Strategy and Passenger Transport Strategy will focus heavily on accessibility issues in relation to health services in and around Plymouth, which will benefit everyone in the city, particularly those who need to access health services

⁶ Please see Glossary for current definition of disability

				regularly.
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d) Do you think that the policy affects men and women in different ways?

Gender	Positive	Negative	Neutral	Reasons for your decision
Male			X	
Female	X			As women make more journeys by bus than men, women will enjoy the benefits of bus service improvements planned in the heavily bus-focused LTP2 Passenger Transport Strategy.

e) Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	Neutral	Reasons for your decision
Gay Men			X	
Lesbians			X	
Bi-sexual			X	

Trans – gender ⁷			X	
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f) Do you think that the policy impacts on people because of their age⁸?

Age⁹	Positive	Negative	Neutral	Reasons for your decision
Young (Children and young people, working age)	X			Young people enjoy lower than average levels of car ownership or access to a car, thus the measures developed through our LTP Accessibility Strategy and Passenger Transport Strategy are likely to particularly benefit young people. It is also hoped that the measures in our LTP2 Air Quality Strategy will help to tackle increasing levels of childhood asthma related to poor air quality.
Older (Working age, 60+, and retirement age)	X			Assuming that, on average, older people enjoy lower than average levels of car ownership or access to a car, the measures developed through our LTP2 Accessibility Strategy and Passenger Transport Strategy are likely to particularly benefit older people. Older people are, on average, more vulnerable to respiratory illnesses that can be caused or exacerbated by air pollution. The measures in our LTP2 Air Quality Strategy are also likely to particularly benefit older people.

⁷ Someone who has proposed, commenced or completed re-assignment of gender (www.eoc.org.uk)

⁸For demographic data see www.plymouth-informed.gov.uk or www.ons.gov.uk

⁹ Individual services should look at how the above age criteria best relates to them, and make clear reference to it in deciding on any impact

4) Assessment

<p>From your responses in relation to the equality strands has a differential impact been identified and does this/is this likely to amount to an adverse impact?¹⁰</p> <p>If a differential impact has been identified which can amount to an adverse impact you will need to complete an Equalities Implications Action Plan (see section B2)</p>	<p>No</p>
<p>Is the function or policy directly or indirectly discriminatory under the equalities legislation¹¹</p>	<p>No</p>
<p>If the function/policy is indirectly discriminatory can it be justified under the relevant legislation? (If needed please seek advice from Plymouth City Council Legal Department)</p>	

¹⁰ See glossary for definitions of adverse and differential impact

¹¹ See glossary for definition of direct/indirect discrimination

Section B

Part 1

1) Referring back to Section A of EIA in what areas are there concerns that the function/policy could have a negative impact:

Equality Strand	Negative Impact
Age	
Disability	
Gender	
Race	

Religion and Belief	
Sexual Orientation	

2)

Please summarise the likely negative impacts	
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3) Please indicate in the Table in Section B2:

- i) What consultation has taken place or will occur with equality target groups?
- ii) What consultation/communication has taken place or is planned with Plymouth City Council staff for implementing findings of the EIA?

4) How will this monitoring/evaluation further assess the impact on equality target groups to ensure function/policy is non-discriminatory?

Section B2 Equalities Impact assessment Implementation Action Plan

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments

Print Name:.....

Signed:.....

Date:.....

Glossary

Listed below are definitions of key words that will provide additional guidance in relation to meeting requirements of an Equality Impact Assessment. You may also find it useful to refer to the SIU Equalities Legislation Paper, for specific legislative guidance relating to age, disability, gender, race, religion & belief, sexual orientation legislation and SIU Equalities Websites paper.

Direct Discrimination

That is treating people less favourably than others as it would apply to age, disability, gender, race, religion and belief, sexual orientation. There is no justification for direct discrimination

Indirect discrimination

Applying a provision, criterion or practice that disadvantages people as applies to age, disability, gender, race, religion and belief, sexual orientation and can't be justified as a proportionate means of achieving a legitimate aim.

The concept of 'provision, criterion or practice' covers the way in which an intention or policy is actually carried out, and includes attitudes and behaviour that could amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and stereotyping. To find discrimination it will be sufficient to show that a practice is likely to affect the group in question adversely.

Definition of Disability¹²

The Disability Discrimination Act 1995 defines Disability as being:

¹² This will be extended further by the Disability Discrimination Act 2005 to cover progressive illnesses, like multiple sclerosis, cancer, diabetes and epilepsy.

“as an impairment which has a substantial, long term adverse effect on person’s ability to carry out normal day-to-day activities” .

Differential Impact

Suggests that a particular group has been affected differently by a policy, in either a positive, neutral or negative way.

Adverse Impact

This is a significant difference in patterns of representation or outcomes between equalities groups, with the difference amounting to a detriment for one or more equalities groups.

Ethnic monitoring

A process for collecting, storing and analysing data about individuals' ethnic (or racial) background and linking this data and analysis with planning and implementing policies.

Functions

The full range of activities carried out by a public authority to meet its duties.

Policies

Policies are the sets of principles or criteria that define the different ways in which an organisation carries out its role or functions and meets its duties. Policies also include formal and informal decisions made in the course of their implementation.

Qualitative data

Information gathered from individuals about their experiences. Qualitative data usually gives less emphasis to statistics.

Quantitative data

Statistical information in the form of numbers normally derived from a population in general or samples of that population. This information is often analysed using descriptive statistics, which consider general profile distributions and trends in the data, or using inferential statistics, which are used to determine significance within relationships of differences in the data.