

Equality Impact Full Assessment

Name of project, policy, function, service or proposal being assessed:	Reduction of Supported Bus Services
Date EIA Screening assessment completed:	19 April 2018
Full assessment date for completion (from EIA screening):	

At this stage you will need to re-visit your initial screening template to inform your consultation and refer to [guidance notes on completing a full EIA](#)

Consultation

	Method	Action Points
Who do you need to consult with (which equality groups)?	Public consultation. All residents, including local community, equality and diversity Groups	Consultation went live between January 2018 and March 2018. Online, paper and accessible versions in Welsh and English were available throughout the consultation period.
How will you ensure your consultation is inclusive?	Consultation survey forms were available online and at 12 local libraries across the county of Bridgend and at Bridgend Bus Station. Citizens' Panel were informed of consultation. Articles in Gem and Wales on line. Social media posts on twitter and Facebook.	Paper copies of the survey (English & Welsh) were delivered to the libraries and Bridgend Bus Station. Advertising posters were also delivered. In addition, promotion of the consultation through Twitter and Facebook, Radio (Bridge FM) and Seaside News.
What consultation was carried out? Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use	Survey form, which accompanied the October 2017 cabinet report, highlighting the proposed bus routes for withdrawal.	Letters, e-mails and petitions were received. In addition, Councillor-led meetings with members of the public were also undertaken.

Record of consultation with people from equality groups

Group or persons consulted	Date/venue and number of people	Feedback/areas of concern raised	Action Points
Bridgend Coalition for Disabled People	13 February 2018 at St John's on Minerva Street. 15 group members in attendance.	The group raised concerns about isolation, if bus services/routes were withdrawn. 14 group members completed the consultation surveys.	A powerpoint presentation was shown to the group. Paper copies were also available for the group.
Bus Users Cymru Event	13 March 2018 at Bridgend Bus Station. Open to everyone.	Isolation for residents and access to hospital and appointments, as well as for work and social activities.	Attendees were advised to complete the survey form online. Papers copies were available, as well as the cabinet report from October 2017.
Councillor-led meeting	02 February 2018 at Westward Community Centre in Cefn Glas. 50 residents in attendance.	Views expressed weren't documented. Residents were instead advised to complete the consultation survey.	Attendees were advised to complete the survey form online. Papers copies were available, as well as the cabinet report

			from October 2017.
Councillor-led meeting	22 March 2018 at the Grand Pavilion in Porthcawl. 82 residents in attendance.	Views expressed weren't documented. Residents were instead advised to complete the consultation survey.	Attendees were advised to complete the survey form online. Papers copies were available, as well as the cabinet report from October 2017.

Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). Include any examples of how the policy helps to promote equality. If you do identify any adverse impact you **must seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

	Impact or potential impact	Actions to mitigate
Gender	<p>61% of responses were received from females, 37% from males. 1% stated that they preferred to not give their gender and 1% did not respond.</p> <p>Two people stated their gender as transgender.</p> <p>Males and females used the bus for social activities, followed by healthcare followed by leisure. The removal of services could therefore impact upon</p>	<p>Retain bus services.</p> <p>Review routes / services.</p>

	access to social activities, healthcare and leisure.	
Disability	<p>33% of all respondents (249) described themselves as having a disability, with the high proportion having a long standing illness and physical disability. Of these 249 respondents, 176 or 71% use the bus every day & more than twice a week.</p> <p>A total of 66 people told us that they used community transport. 32 people who described themselves as disabled used Bridgend Community Transport. Therefore 48% of community transport users had described themselves as having one or more disability.</p>	<p>Retain bus services.</p> <p>Review routes / services.</p> <p>Promotion of community transport.</p>
Race	Removal of services would have a potentially negative impact on any members of the community. However, the consultation report does not give evidence to suggest that this group would be any more disproportionately affected than others.	<p>Retain bus services.</p> <p>Review routes / services.</p>
Religion and belief	Removal of services would have a potentially negative impact on any members of the community. However, the consultation report does not give	<p>Retain bus services.</p> <p>Review routes / services.</p>

	evidence to suggest that this group would be any more disproportionately affected than others.	
Sexual Orientation	Removal of services would have a potentially negative impact on any members of the community. However, the consultation report does not give evidence to suggest that this group would be any more disproportionately affected than others.	Retain bus services. Review routes / services.
Age	<p>71% of responses came from those aged over 55 or over. With 27% of responses coming from the age range 65-74. 24% of responses from 75+ and 20% aged 55-64.</p> <p>654 respondents aged 55 and over told us that they believed that subsidised bus routes should continue. There were in total 695 people in this age category (55+). Therefore 94% of this group felt that the subsidised bus routes should continue.</p> <p>When looking at age and how often the bus was used, 43% of respondents were aged over 55 and used the bus more than twice a week or every day. 13% of respondents aged over 55 used the bus daily.</p>	Retain bus services. Review routes / services.

	<p>The age group 55-65 used the bus for social activities, followed by leisure then healthcare.</p> <p>The age group 65-74 used the bus for social activities, followed by healthcare then leisure.</p> <p>The age group 75+ used the bus for healthcare, followed by social activities then leisure.</p> <p>Removal of services for the age group aged 55 or over could impact on access to social activities, healthcare and leisure.</p>	
Pregnancy & Maternity	<p>Removal of services would have a potentially negative impact on any members of the community. However, the consultation report does not give evidence to suggest that this group would be any more disproportionately affected than others.</p>	<p>Retain bus services.</p> <p>Review routes / services.</p>
Transgender	<p>Removal of services would have a potentially negative impact on any members of the community. However, the consultation report does not give evidence to suggest that this group would be any more disproportionately affected than others.</p>	<p>Retain bus services.</p> <p>Review routes / services.</p>
Marriage and Civil partnership	<p>Removal of services would have a</p>	<p>Retain bus services.</p>

	potentially negative impact on any members of the community. However, the consultation report does not give evidence to suggest that this group would be any more disproportionately affected than others.	Review routes / services.
Welsh language	Removal of services would have a potentially negative impact on any members of the community. However, the consultation report does not give evidence to suggest that this group would be any more disproportionately affected than others.	Retain bus services. Review routes / services.

Equality Impact assessment Action Plan

It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Service Development Plan.

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
<i>E.G. Information about the service to be available in BSL video on the website</i>	<i>Service manager</i>	<i>End of financial year</i>	<i>£XX Staff time/resource</i>	<i>X Service Plan</i>
Retain existing bus services	Service Manager			

Review existing services based on consultation evidence	Service Manager			
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Please detail the name of the independent person (someone other than the person undertaking the EIA) countersigning this EIA below:

Countersigned:	Role:	Date:

Please outline how and when this EIA will be monitored in future and when a review will take place (max. three years):

Monitoring arrangements:	Date of Review:

Details of person completing the Full EIA:

Name:	Role:	Date:

Publication of a Full EIA and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

When complete, this form must be signed off and retained by the service area. The Full EIA should be recorded as complete on share point (your business manager has access to share point). Where a full EIA is needed this should be included as an appendix with the relevant cabinet report and therefore available publically on the website.

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or equalities@bridgend.gov.uk

