

Equality Impact Full Assessment

Name of project, policy, function, service or proposal being assessed:	Removal of Budget towards Supported Bus Services
Date EIA Screening assessment completed:	12 March 2019
Full assessment date for completion (from EIA screening):	(screening stated prior to Cabinet)

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 on 17 December 2018 to 10 March 2019. 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 all local libraries across Bridgend county borough and at Bridgend Bus Station. 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.
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 September 2018 cabinet report, highlighting the proposed effected bus routes, if the budget is removed.	

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
Bus Users Cymru 'Your Bus Matters Event'.	30 January 2019 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 September 2018.

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	54% of responses were received from females, 45% from males. 1% stated that they preferred to not give their gender. One person stated their gender as other and two people stated their gender as transgender.	Retain bus services. Review routes / services.

	<p>Females were most likely to use the bus more than twice a week (26%), followed by every day (17%) followed by (14%). Males were most likely to use the bus more than twice a week (17%), followed by less than once a week (13%) followed by every day (11%).</p> <p>Females used the bus for social reasons (26%), followed by healthcare (25%) followed by leisure (21%). Males used the bus for leisure (26%) followed by social (25%) followed by health care (22%).</p>	
Disability	<p>27% of respondents to this question (186) described themselves as having a disability.</p> <p>31% of respondents with a disability used the bus every day.</p> <p>53% of respondents with a disability used the bus more than twice a week.</p> <p>Of the respondents with a disability, 179 informed us whether they were aware of Bridgend Community Transport. 46% of respondents stated that they were aware of Bridgend Community Transport.</p> <p>When comparing gender and reason for using Bridgend Community Transport the</p>	<p>Retain bus services.</p> <p>Review routes / services.</p> <p>Promotion of community transport.</p>

	<p>survey found that females used community transport for healthcare (28%), followed by other (26%) followed by leisure (22%). Males used the bus for other (32%) followed by social (25%) followed by healthcare (18%).</p> <p>Overall 62% of respondents (434) said they were not aware of Bridgend Community Transport. 38% of respondents (264) told us that they were aware of Bridgend Community Transport services.</p> <p>60% of respondents aged 60 and over were not aware of Bridgend 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 evidence to suggest that this group would be any	<p>Retain bus services.</p> <p>Review routes / services.</p>

	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>There were 701 responses to this question. In total, 67% of responses came from those aged over 60</p> <p>23% of respondents (162) were aged 75+.</p> <p>30% of respondents (209) were aged 65-74.</p> <p>14% of respondents (95) were aged 60-64.</p> <p>466 respondents aged between 60 and 75+ confirmed if they had a free concessionary travel bus pass. 91% (422) said yes and 9% (40) said no.</p> <p>522 respondents (74%) aged 55 and over, either disagreed or strongly disagreed with the proposal to remove the subsidy.</p>	<p>Retain bus services.</p> <p>Review routes / services.</p> <p>Promote the free concessionary travel bus pass scheme.</p>

	<p>When looking at age and how often the bus was used:</p> <p>46% of respondents aged 55-59 (54) did not use the bus. 15% used the bus every day;</p> <p>34% of respondents aged 60-64 (95) did not use the bus. 23% used the bus more than once a week;</p> <p>30% of respondents aged 65-74 (203) did not use the bus. 28% used the bus more than twice a week;</p> <p>32% of respondents aged 75+ (152) used the bus less than twice a week.</p> <p>Of the respondents that told us they used the bus every day, 25% were aged 75 and over, followed by respondents aged 65-74 (19%), followed by respondents aged 60-64 (13%).</p> <p>The age group 55-59 used the bus for leisure, followed by social, then other.</p> <p>The age group 60-64 used the bus for leisure, followed by social, then health.</p>	
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	<p>The age group 65-74 used the bus for health, followed by leisure, then social</p> <p>The age group 75+ used the bus for health, followed by leisure, then other.</p> <p>Removal of services for the age group aged 55 or over could impact on access to social, health and leisure.</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 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>
Welsh language	<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</p>	<p>Retain bus services.</p> <p>Review routes / services.</p>

	more disproportionately affected than others.	
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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
Retain existing bus services	Service Manager	Decision to be determined in Cabinet review May 19 (TBC)	Service manager Transport providers	MTFS 2019-20 to 2022-23
Review existing services based on consultation evidence	Service Manager	Decision to be determined in Cabinet review May 19 (TBC)	Service manager Transport providers	MTFS 2019-20 to 2022-23
Promote Bridgend Community Transport to ensure this is more widely accessible to all members of the community, but in particular aim advertising and	Service Manager	Decision to be determined in Cabinet review May 19 (TBC)	Service Manager Bridgend Community Transport provider	MTFS 2019-20 to 2022-23

marketing at those aged over 60 and those who identify as having a disability.				
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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:
Zak Shell	Head of Operations - Community Services	21 May 2019

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:
12 months (in line with further review of services)	21 May 2020

Details of person completing the Full EIA:

Name:	Role:	Date:
Kevin Sales	Public Transport Officer	21 May 2019

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