



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Details are set out:

Officers undertaking the assessment:

Assessment approved by:	<input type="text" value="Peter Davis, Interim Service Director, North Nottinghamshire and Direct Services"/>	<input type="text" value="Date: Aug 2015 Updated: 10/2/2016"/>
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The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal is to increase the charges to service users who are assisted with transport. The current charge is £7 for each day a service user has assistance with transport. The proposal is to increase this charge by £1 per day by 1st April 2016. This will impact on service users as they will have to pay this increased charge. The amount they will pay extra will depend on how many days a week they receive transport. There are currently 991 service users who are being provided with travel assistance from the Council.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

- | | | | |
|--|-----------------------------------|--|--|
| Age | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Disability | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Gender reassignment | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Pregnancy & maternity | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Race
<small>including origin, colour or nationality</small> | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Religion | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |

Gender

Positive

Negative

Neutral Impact

Sexual orientation
including gay, lesbian or bisexual

Positive

Negative

Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>Younger adults with disabilities attend services where their needs can be met. The majority of journeys are to Day Services for people with a learning disability. However some individuals with Autism, mental health problems and physical disability also attend services.</p> <p>Older adults attend Day Services where their needs can be met</p>	<p>Service users will be given a reasonable notice period so that they can make the necessary adjustments.</p> <p>Information will be distributed in appropriate formats so that people understand how the changes will affect them and when they will happen.</p>	<p>If approved to proceed, the proposal will be published on the Council’s public website and will be made available in libraries for comment.</p> <p>Service users affected will be written to, to advise them about the proposal that may affect the service they receive at the moment. They will be told ways that they can respond to the consultation on the proposal.</p> <p>Information will be given to relevant forums, e.g. the Learning Disability and Autism Partnership Board, the Older Persons Advisory Group, and the Carers Implementation Group.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

From the public website consultation 51% of respondents agreed with this proposal, 17% neither agreed or disagreed and 32% disagreed.

A summary of comments is detailed below:

There were a number of comments that the price increase is too high and service users will not be able to afford it.

Mitigation

The Council’s financial team will ensure that service users are not charged an amount that would leave them with too little money to live on. This will help ensure service users are not charged more than they can afford.

There were some comments that service users may attend Day Services less if they cannot afford the increased price of transport.

Mitigation

Each service user will be reviewed and they will be given support to access alternative, more independent ways to get to Day Services if they want.

Some people felt that people further away from Day Services should pay more and people closer should pay less.

Mitigation

This has been considered but there was a concern that having different rates was very complicated for some service users who appreciate having one rate that applies to all equally. Service users who live close to the Day Service may choose to work with the Council to attend on a more independent basis and this would save them paying the transport charge.

Completed EqlAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.