



Equality Impact Assessment (EqIA)

Introduction

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| This EqIA is for: | Promoting independent travel | |
| Details are set out: | C03 Option for Change | |
| Officers undertaking the assessment: | Ian Haines | |
| Assessment approved by: | Peter Davis, Interim Service Director, North Nottinghamshire and Direct Services | Date: Sept 2015 Updated: 10/2/2016 |

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?*

At present there are 991 service users who are being provided with travel assistance from the Council. It is proposed that all these service users are reviewed by the Reviewing Team to ensure they are travelling as independently as possible and to provide advice and guidance to those who could travel more independently.

The review will check if a service user can reasonably be expected to get to where they need to be. The review takes into account if the service user can use Mobility Component of Disability Living Allowance to pay for their own transport, have a Motability car, have their own car, can use a community transport scheme, public bus, walking/cycling etc. If so then they would be expected to make their own arrangements for transport.

668 (67%) of people with travel assistance from the Council are receiving Mobility Component, of these service users 323 people (48%) are receiving the high level of the Component. Accordingly around two-thirds of the service users reviewed has a disability that affects their mobility. These service users would be affected by this proposal. However the Mobility Component is paid to help people with transport costs so currently the Council is effectively duplicating the funding that has already been made available to some people with disabilities through the benefit system. Accordingly service users will not only have an individual assessment of their needs they will have income from their Mobility Component to put towards their transport costs.

Each service user will be individually reviewed to look at their circumstances. The Reviewing Team would work with the new Travel Solutions Hub transport planners to review current service users who are assisted with transport with a view to helping them to become more independent in travel. The

starting point of the reviews will be that service users will be supported to make more independent choices over travel to services and where they are currently unable to do so options will be discussed and support provided to be more independent.

Older people and people with disabilities will be disproportionately affected as these groups of people are the main customers of this service.

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

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|---|-----------------------------------|--|--|
| 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 | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Sexual orientation <small>including gay, lesbian or bisexual</small> | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> 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>Most people affected will be younger adults with disabilities as they are the majority of service users transported.</p> <p>There will also be an impact on some older people who are assisted with transport.</p> | <p>The Council would need to ensure that there was an appeals process for dealing with exceptional cases, where it might not be appropriate for the travel assistance to be removed.</p> <p>Information would need to be provided to those affected, and staff supporting them (and their circles of support), about the wide variety of community and transport schemes available.</p> <p>This includes the travel training scheme run by Transport and Travel Services, if this is appropriate for these service users.</p> <p>Service users would be given a reasonable notice period so that they can make the necessary adjustments. Information will be</p> | <p>If approved to proceed, the proposal will be published on the Council's website and will be made available in libraries for comment.</p> <p>Service users affected will be written to and advised about the proposal that may affect the service they receive at the moment. They will be informed of ways that they can respond to the consultation on the proposal.</p> <p>It is also likely that consultation meetings will be organised and presentations delivered to relevant forums, e.g. the</p> |

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| | distributed in appropriate formats so that people understand how the changes will affect them and when they will happen. | Learning Disability and Autism Partnership Board, the Older Persons' Advisory Group, and the Carers' Implementation Group. |
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Part B: Feedback and further mitigation

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

From the public website consultation 65% of respondents agreed with this proposal, 16% neither agreed or disagreed and 19% disagreed.

A summary of comments is detailed below:

There were some comments that if more service users travel independently by car the Day Services will need to make provision for more parking at the centres.

Mitigation

The Day Services will need to give consideration to ensuring adequate provision is made for more cars coming to the centres.

There were some comments about safety if more service users were travelling independently eg crossing a busy road.

Mitigation

The Council will be looking to provide travel training to those service users who need it to ensure they are able to travel safely.

There were some comments that if no alternative was available some service users would not be able to attend Day Services

Mitigation

The Council will ensure each service user will be reviewed to look at their personal circumstances .

There was a comment that service users who have a Motability vehicle cannot always use it to attend services. This may be because no one is available to drive the Motability vehicle at the time required

Mitigation

The Motability vehicle is provided to help a service user get around.

There were some comments about the lack of buses or the time taken to use public transport to the Day Service or lack of close bus stops.

Mitigation

The Council will be reviewing each service user to understand their personal situation. Where public transport is a viable option the Council will work with the service user to use it appropriately. If a bus is not a viable option the Council will work with the service user to see if other forms of transport are viable – for example many areas have community transport schemes that will transport service users. If service users are able to travel independently in other areas of their life they will be supported to also do so to attend services.

'I use the bus to get here already, but use centre transport to get home, would that change?'

Mitigation

A review will be undertaken to see if the service user can travel independently for both journeys and if this is possible the person would be expected to do so.

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