

# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:

Access Fund bid

Details are set out:

- Access Fund bid
- Transport & Highways Committee report – Access Fund bid 2017/18-2019/20

Officers undertaking the assessment:

- Sean Parks – Local Transport Plan manager
- Jenny Hawkes – Principal officer LTP and Travel Planning

Assessment approved by:

Gary Wood – Group Manager Environment and Highways

Date: 14/09/16

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

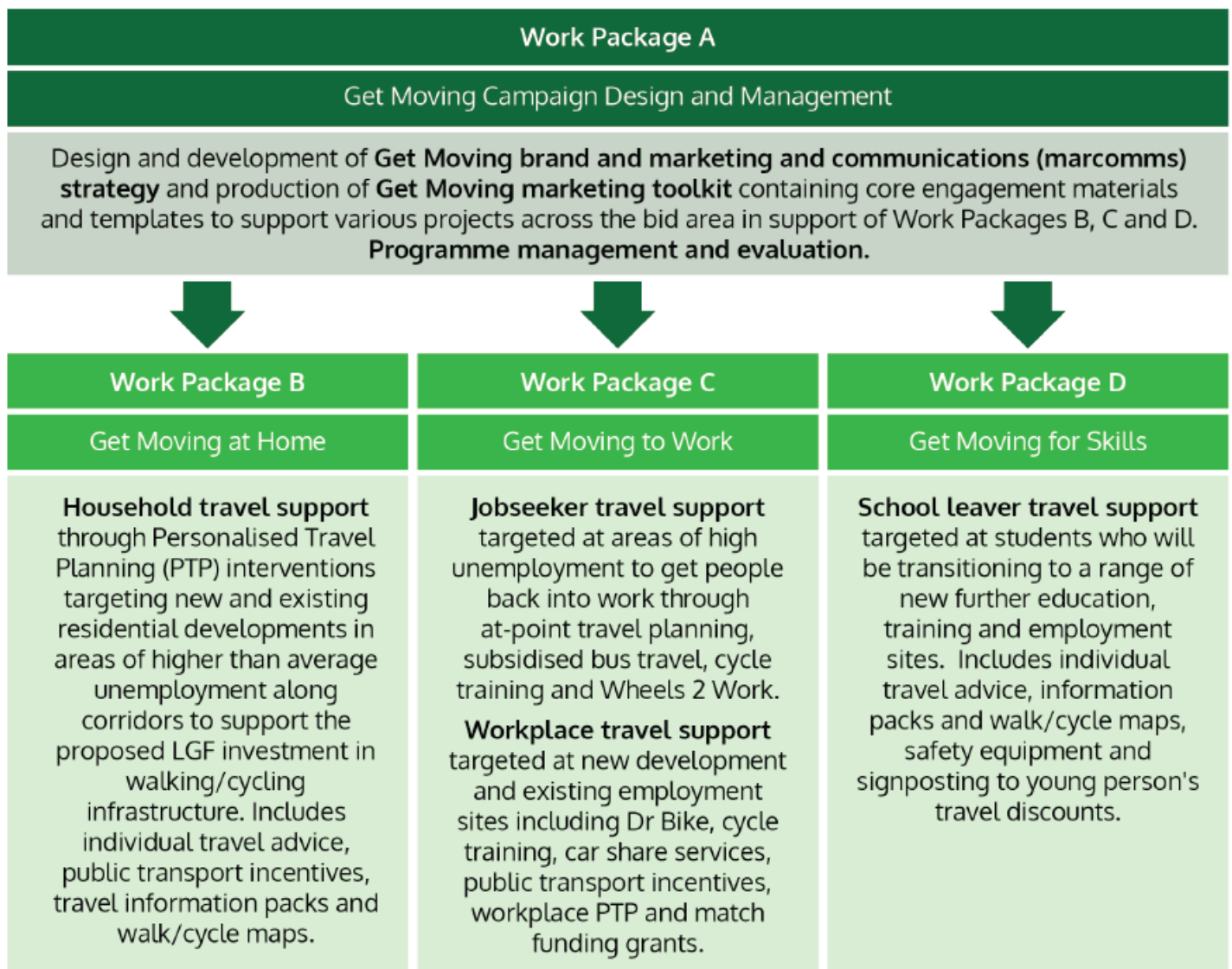
### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

A summary of the programmes of works included in the Bid are detailed in the figure below. The Bid aims to encourage more people to cycle and walk, as well as catching the bus and focusses on improving access to work/training by these methods, as well as improving health of local residents by encouraging more healthy active travel. If successful the Bid's programmes will be prioritised along specific corridors in Mansfield and Newark on Trent. The targeted locations where these work packages will be delivered have been selected based on a number of factors which meet the Bid criteria but include locations where there is a high level of development planned; Local Growth Fund funded investment has/will be delivered; corridors with journey time delay; locations which are close to breaching air quality targets; and locations with higher than average unemployment counts. The programme should help address some key elements concerning:

- Labour market mobility barriers through resident's inability to access employment/training opportunities impacting on unemployment levels/job creation (County Council Employment Bulletins reveal that claimant count in Mansfield is higher than national/regional averages in 15 wards; and according to 2011 Census data 30% have no qualifications and 25% have no access to a car; claimant count in Newark is higher than national/regional averages in a number of wards; 30% have no qualifications; 20% have no access to a car).
- High deprivation (According to the 2015 DCLG English Indices of Deprivation, Mansfield is in the top 10% most deprived districts in England; six wards in Mansfield are in the top 10% most deprived with several additional wards in the top 20%; in Newark three wards are in the top 10% most deprived with several additional wards in the top 20%).

- Lost productivity due to unhealthy workforce/working age population (According to Public Health England 32% of adults are obese in Mansfield and over 19% of adults are obese in Newark).

**Figure B2 Get Moving Nottinghamshire Project Summary**



The proposed programmes of work will be offered/delivered to jobseekers, residents, and school pupils within the target areas irrespective of their age, ability, gender, race, religion, sexual orientation etc. It should therefore have a positive impact on all participants equally, including protected groups.

The elements of the Bid have all been delivered previously elsewhere (either in the county as part of the integrated transport programme and Local Sustainable Transport Fund programmes of work, or nationally through similar programmes) and have demonstrated their ability to improve access to work and training for unemployed people of all ages and abilities through reducing barriers to work and training opportunities, particularly in terms of affordability and broadening travel horizons. This is achieved by informing people of the travel choices they currently have and therefore improving their access to jobs, training and services. Similarly they have proven successful in encouraging those who participate to change their travel habits and take-up walking and cycling to improve health.

Further detail on the outcomes of the Nottingham area LSTF projects can be found at <http://www.nottinghamcity.gov.uk/transport-parking-and-streets/transport-projects/local-sustainable-transport-fund-schemes-and-initiatives/>

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

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" 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

**Part B: Feedback and further mitigation**

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