

Equality Impact Assessment Record

Date of EIA March 09
 Directorate Environment Culture & Communities

Initial Screening Record		
Activity to be assessed	Travel Concessions	
What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input checked="" type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p>The purpose of the activity is to manage and implement the national concessionary fares scheme and decide on any local enhancements</p> <p>The activity is designed for elderly persons aged 60+ and disabled people</p>	
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Sue Cuthbert (Alan McMillen, Interim manager)	
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.	
Full EIA Record		
Who are the members of the EIA team?	Alan McMillen, Mary Johnston	
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	The basic function is defined by legislation restricting provision of bus passes by age to those 60 + years and to disabled people . Enhancement may be given to eligible groups. The Council offers a railcard alternative to 65 + years. The existing policy and procedure within the scope of the legislation has been examined. Census data has been used to assist evaluation. There is limited data on age, gender and ethnicity.	
With regard to the equalities themes, which groups might be impacted by the activity? Might any of these groups be impacted adversely ?	Groups Impacted	Groups impacted adversely
	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Race and ethnicity <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion or belief

What evidence is there to suggest an impact/adverse impact?	Mobility which is facilitated by the policy and procedure is most likely to impact on disability and age. Impact on other groups is not apparent, nor likely because of the nature of the procedures.	From data available there appears to be a discrimination against those 60 -65 who are not eligible for the railcard alternative
On what grounds can impact or adverse impact be justified?	None within the group statutorily entitled to bus passes. Enhancement may be restricted by resources but needs to be applied in a fair manner	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	No	
What changes will you make to the activity reduce or remove any differential/adverse impact?	<ul style="list-style-type: none"> • Consider extending the railcard alternative to all 60+ years. • Participate in corporate initiatives to improve equal opportunities and consultation. 	
Into which action plan/s will these actions be incorporated?	Transport Development	
Who is responsible for the action plan?	Transport Development Manager	
Have any examples of good practise been identified as part of the EIA?	No	
Has the EIA been published on the Council website?	Yes	
Who is the relevant Chief Officer and have they signed off the EIA?	Simon Birch	
Which PMR will this EIA be reported in?	Q1 2009/10	