

# EQUALITY IMPACT ASSESSMENT



As a public sector organisation we need to ensure that all our strategies, policies, service and functions both current and proposed have given proper consideration to equality and diversity. In all appropriate instances we will need to carry out an equality impact assessment. These are assessments that public authorities often carry out prior to implementing a policy, with a view to ascertaining its potential impact on equality. They are not required by law, although are a way of facilitating and evidencing compliance with the Public Sector Equality Duty.

## This form:

- can be used to prompt considerations when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation of where impacts are foreseen or why you do not consider an impact arises.

## How to complete an SYPTE Equality Impact Assessment form:

- **Section 1 – Initial Screening** needs to be carried out for ALL SYPTE Impact Assessments; If after completing initial screening there are;
  - NO FORESEEN negative impacts,
  - The change proposed does not result in the reduction of a service

**You DO NOT need to complete a Full Impact assessment.**

  - Submit initial screening and obtain signatory approvals in section 4
- **Section 2 – Full Impact Analysis** is to be completed where initial Screening identifies;
  - There will be Negative impacts
  - The proposed change involves the removal or reduction of a service
  - There are compliance issues

**Please FULLY complete Section 2, 3, 4, and 5 (where appropriate.)**
- **Section 3 – Equality Impact Assessment Action Plan** - provide summary Action Plan, overcoming or mitigating any impacts arising from the analysis.
- **Section 4 – Signatory Approvals**: Please obtain relevant signatures
- **Section 5 – Supporting Evidence**: Please attach any supporting evidence documentation such as consultation documents.

## Section 1 – Initial Screening

<b>Title of function/service /policy/ procedure:</b>	<b>SHEFFIELD CITY REGION DEVOLUTION DEAL – BARNLEY BUS PARTNERSHIP</b>
<b>Department function it belongs to:</b>	<b>BUS SERVICES</b>
<b>Lead Officer Name:</b>	<b>CHRIS ROBERTS</b>
<b>Board Sponsor Name:</b>	<b>STEVE EDWARDS</b>
<b>Assessment Team: (please list names)</b>	<b>NATHAN BROADHEAD</b>
<b>Is this function/service/ policy/ procedure:</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing

<b>What is the current function/service/policy/ procedure?</b>
<p><b><u>Provision of Local Bus Services in the Barnsley area</u></b>  A Local Bus Service is defined as a bus service using Public Service Vehicles to carry passengers at separate fares over short distances in accordance with the Transport Act 1985 and the Transport Act 2000 as amended.</p>
<p><b><u>Why is this being proposed?</u></b>  (e.g. policy, deliverables, changes to systems and process, service delivery offer etc)</p>
<p>In March 2015 the Sheffield City Region’s Devolution Transport Working Group asked SYPTTE to undertake a program of network reviews to deliver the bus element of Sheffield City Region’s Agreement on Devolution (2014).</p>
<b><u>How is it proposed this will change? What are the proposed changes?</u></b>
<p>It is proposed to implement changes to bus services in the Barnsley area following a review of local bus service provision aimed to deliver a Network that:</p> <ul style="list-style-type: none"> <li>• is co-ordinated, for better delivery of limited resource;</li> <li>• minimises congestion and pollution by avoiding excess duplication;</li> <li>• is efficient, being more sustainable to both Operators and the taxpayer;</li> <li>• has improved performance (reliability &amp; punctuality);</li> <li>• is integrated, providing access to other services;</li> <li>• a stable Network that will help support economic growth and help reduce worklessness;</li> <li>• encourages modal shift to support patronage growth; and</li> <li>• allows reinvestment to improve access or reduce fares.</li> </ul> <p><b>Appendix D</b> to which this impact assessment forms a part contains details of the proposed changes.</p>

**Will this proposal affect people with protected characteristics and if so, in which group?**

**Age:**

Select the level of impact below:

**Negative impact**

**Why do you consider it will have this effect?** State any evidence you have, and explain what you feel the financial/non-financial impact might be.

**Younger people**

Where current direct links are severed, although these are very limited, and replaced by the necessity to interchange there may be a financial impact on younger people who have to pay for their transport as they will have to pay a second fare.

More interchanges, may present a barrier to travel, which may increase the possibility of social exclusion and have an adverse impact on access to employment for young people who are unwilling or unable to drive or who cannot afford a car.

Some passengers losing direct links to some destinations would be required to interchange. However, waiting times are generally reasonably short, and in most cases shelters and seating are available to provide comfort when waiting

For those that are required to pay fares, multi journey ticket options will reduce the impact but it is understood that there is likely to be a financial disbenefit. Of those who responded to the consultation, 7.6% of bus users were aged 16-24. It is not known how many of these would be required to undertake multi leg journeys.

**Older people**

We know that older people are proportionally more likely to use buses than the general population as a whole, and are less likely to make alternative arrangements if barriers prevent use of bus services.

It is acknowledged that some of the network changes which extend walking distances or remove direct links which results in the need for travelling on more than one bus and/or increases standing time or exposure to the elements whilst waiting for a connecting service. These changes will disbenefit some bus users in this category.

More interchanges, may present a barrier to travel, which may increase the possibility of social exclusion for elderly people with no personal transport, and who are unwilling or unable to drive or who cannot afford a car.

Holders of these passes will be able to use services where Operators change, on multi-service trips or benefit from improved choice as a result of co-ordination between Operators at no cost, during the eligible hours of the ENCTS scheme (9:30hrs – 23:00hrs weekdays, all day on weekends and Bank Holidays). Outside of these hours use of multiple Operators will incur a premium compared to single Operator journeys.

Some passengers losing direct links to some destinations would be required to interchange. However, waiting times are generally reasonably short, and in most cases shelters and seating are available to provide comfort when waiting. 41.2% of all respondents were aged 65 or over, and 23.4% of all respondents considered themselves to have mobility issues. It is not known how many of these would be required to undertake multi leg journeys.

**Disability:**

Select the level of impact below:

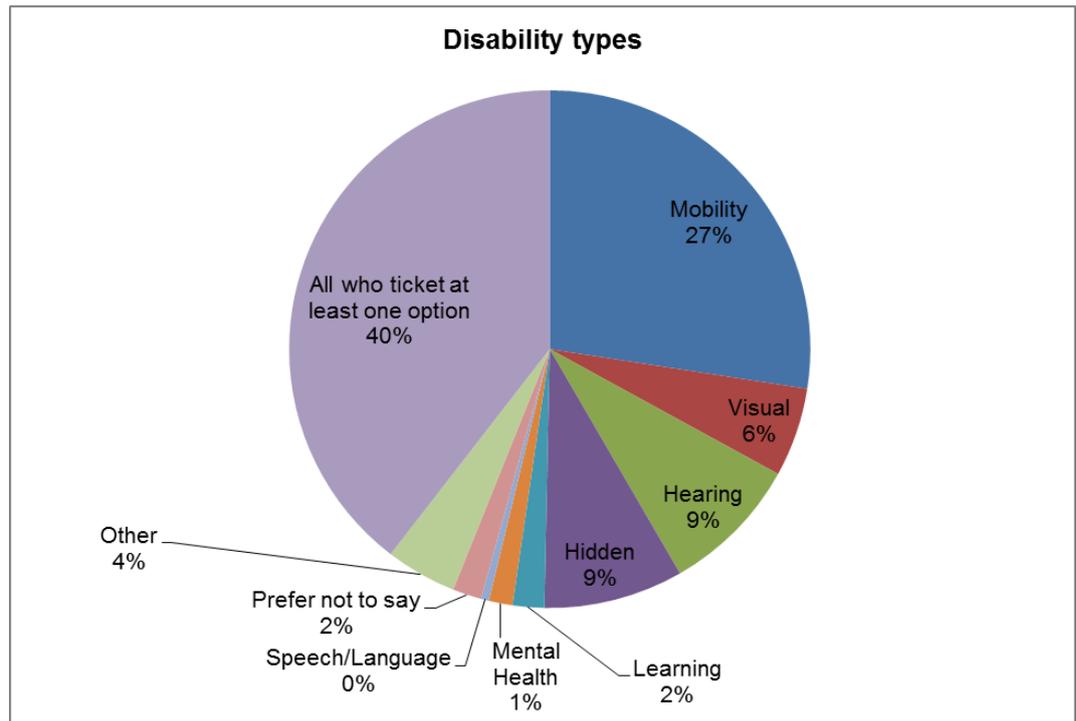
**Negative impact**

**Why do you consider it will have this effect?** State any evidence you have, and explain what you feel the financial/non-financial impact might be.

It is acknowledged that network changes which extend walking distances or remove direct links which results in the need for travelling on more than one bus and/or increases standing time or exposure to the elements whilst waiting for a connecting service will disbenefit some bus users in this category.

The graph below illustrates the range of disability categories of those who responded to

the consultation:



Analysis of consultation responses identified the following disability related impacts:

Many people commented that buses need to go close to people's homes, as older and mobility impaired people cannot walk a relatively small distance to a bus stop if it is up a hill.

More interchanges, may present a barrier to travel, which may increase the possibility of social exclusion for people with a disability with no personal transport, and of adverse impact on access to employment for young people who are unwilling or unable to drive or who cannot afford a car.

Holders of ENCTS Disabled Person passes will be able to use bus services where Operators change, on multiple service trips, or benefit from improved choice as a result of co-ordination between Operators at no cost, during the eligible hours of the ENCTS scheme (within South Yorkshire this is at all times).

As with the elderly, the consultation responses also identified concerns where the number of comments received are proportionally higher from the groups with protected characteristics than the proportion received on the remaining network proposals. These concerns are the same as on the same services identified above. A breakdown of the respondents with disabilities and their age group is shown below.

Some passengers losing direct links to some destinations would be required to interchange. However, waiting times are generally reasonably short, and in most cases shelters and seating are available to provide comfort when waiting. 23.4% of all respondents considered themselves to have mobility issues. It is not known how many of these would be required to undertake multi leg journeys.

Disability Type	Respondents	
Mobility	272	23.4%
Hearing	89	7.7%
Hidden	77	6.6%
Visual	67	5.8%
Mental Health	58	5.0%
Prefer not to say	29	2.5%
Other	26	2.2%
Learning	21	1.8%
Speech/Language	7	0.6%
All who ticked at least one of the above	428	36.8%
<b>TOTAL RESPONDENTS</b>	<b>1,162</b>	

How often would you use this service?	Not Stated	16-24	25-34	35-44	45-54	55-59	60-64	65-74	75+	TOTAL	
5 or more times a week	0	12	27	32	52	20	46	34	47	270	40.7%
3-4 days a week	1	4	10	10	28	12	18	36	45	164	24.7%
1-2 days a week	0	6	3	12	16	7	7	33	33	117	17.6%
Once a fortnight	0	1	2	3	3	2	0	10	8	29	4.4%
Once a month	0	0	0	1	2	4	1	6	2	16	2.4%
Less than once a month	0	0	0	1	3	2	6	8	1	21	3.2%
Not stated	1	2	1	5	8	0	2	10	18	47	7.1%
<b>TOTAL</b>	<b>2</b>	<b>25</b>	<b>43</b>	<b>64</b>	<b>112</b>	<b>47</b>	<b>80</b>	<b>137</b>	<b>154</b>	<b>664</b>	

<b>Gender reassignment:</b> <i>Select the level of impact below:</i> <b>No Impact</b>	<b>Why do you consider it will have this effect?</b> State any evidence you have, and explain what you feel the financial/non-financial impact might be. No identified impact
<b>Marriage or civil partnership:</b> <i>Select the level of impact below:</i> <b>No Impact</b>	<b>Why do you consider it will have this effect?</b> State any evidence you have, and explain what you feel the financial/non-financial impact might be. No identified impact
<b>Pregnancy or maternity:</b> <i>Select the level of impact below:</i> <b>Negative impact</b>	<b>Why do you consider it will have this effect?</b> State any evidence you have, and explain what you feel the financial/non-financial impact might be. Potentially if the pregnancy or maternity makes interchanging between connecting services where current journey's undertaken on one bus would now be made on two or more if direct links are severed.
<b>Race:</b> <i>Select the level of impact below:</i> <b>No Impact</b>	<b>Why do you consider it will have this effect?</b> State any evidence you have, and explain what you feel the financial/non-financial impact might be. No identified impact
<b>Religion or belief:</b> <i>Select the level of impact below:</i> <b>No Impact</b>	<b>Why do you consider it will have this effect?</b> State any evidence you have, and explain what you feel the financial/non-financial impact might be. No identified impact
<b>Sex (Gender):</b> <i>Select the level of impact below:</i> <b>Negative impact</b>	<b>Why do you consider it will have this effect?</b> State any evidence you have, and explain what you feel the financial/non-financial impact might be. In general women are more likely to use bus services frequently than men. This suggests that women may be more adversely affected by any change than men.  56.19% of consultation respondents indicated they were female; this ratio is reflective of

Fares surveys taken in 2014/15, which indicated 55% of South Yorkshire bus users were female.

The impacts identified in other protected characteristics are therefore likely to affect women disproportionately to men.

Gender	Not Stated	16-24	25-34	35-44	45-54	55-59	60-64	65-74	75+	TOTAL
Female	2	52	36	74	101	41	72	142	133	<b>653</b>
Male	1	38	33	57	69	32	58	129	54	<b>471</b>
Not Stated*	3	2		2	6		4	9	12	<b>38</b>
<b>TOTAL</b>	<b>6</b>	<b>92</b>	<b>69</b>	<b>133</b>	<b>176</b>	<b>73</b>	<b>134</b>	<b>280</b>	<b>199</b>	<b>1,162</b>
	0.52%	7.92%	5.94%	11.45%	15.15%	6.28%	11.53%	24.10%	17.13%	

**Sexual orientation:**

Select the level of impact below:

**No Impact**

**Why do you consider it will have this effect?** State any evidence you have, and explain what you feel the financial/non-financial impact might be.

No identified impact

## Is a FULL IMPACT ANALYSIS required?

No – There are no foreseen negative impacts.

Yes – You have identified that there are negative impacts or a service is being removed/ reduced that requires further analysis.

Please complete the Full Impact Analysis.

**Please note: if this impact assessment refers to removal of a service or legal compliance issues a full impact analysis must be completed.**

**Assessment Summary – please provide a summary of the outcome here:**

The proposed changes may potentially increase the possibility of social exclusion for those too young to drive, or disabled persons, infirm elderly or women with no personal transport due to physical or economic reasons. However, the network changes are designed to minimise the impacts and are mitigated by alternative travel arrangements such as NHS none-emergency patient transport, dial-a-ride, wheels to work and community car schemes which act as a safety net for those unable to access mainstream public transport.

<b>Negative impact (please tick):</b>	<input type="checkbox"/>	<b>High</b>	<input type="checkbox"/>	<b>Medium</b>	<input checked="" type="checkbox"/>	<b>Low</b>
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<b>Assessor's Name:</b>	Nathan Broadhead	<b>Signed</b>		<b>Date</b>	29/09/2016
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If there are **negative impacts** or a **removal of service** identified please complete [Section 2: Full Impact Analysis](#).



If there are **no negative impacts** identified please obtain the signatory approvals in [Section 4](#).

## Section 2 - Full Impact Analysis

Only complete this section if you have identified negative impacts, a service is being removed or if the impact is not clear from [Section 1: Initial Screening](#).

**Proposed new /revised function/service/policy/ procedure:** Give further details of the arrangements being made if applicable.

**Add details to the Equality Impact Assessment Action Plan ([Section 3](#))**

BARNSELY BUS PARTNERSHIP NETWORK REVIEW, as detailed in Section 1.

The service changes detailed in **Appendix D** have the following identified impacts:

### Longer walking distances:

Cudworth Ward – slightly longer walking distance to alternative bus stop for Carlton Industrial Estate

- No service will be provided along a section of road that runs through part of Carlton Industrial Estate (Shaw Lane). Services operate at either side of the Shaw Lane. Service 57/59 provides a bus every 10 minutes along Fish Dam Lane with houses within 500m. 14 properties on Shaw Lane will be 500m from an hourly service on Weetshaw Lane.

**Interchange now required for some services in the following wards:**

Darfield, Dearne South, Dodworth, Hoyland Milton, Penistone East and Penistone West

- Passengers on service 203 will require interchange at Wombwell on to services that provide a coordinated service every 7/8 minutes on services 22x, 220, 222 and 226. Wait time should, based on the timetables, be no longer than 8 minutes. A number of stops can be used but the stops at Park Street include a shelter, seating and an adjacent pelican crossing.
- Higham residents on service 92 to change buses at Barugh Green cross roads to the Hospital. Passengers on service 92 wanting the hospital will require interchange at Barugh Green Road onto services 93/93a, 95/95a and 96 which provide 7 buses per hour to the hospital. Wait time should, based on timetables, be no longer than 10 minutes. Bus stops at Barugh Green Road provide a shelter, raised boarding point and a pelican crossing is available within 85m of the bus stops.
- Loss of some direct links from one housing area to another. Interchange available in Hoyland between services. Passengers on service 7 (Blackerhill) travelling to Worsbrough will be able to interchange onto service 67/67a every 30 minutes. Wait time should, based on timetables, be no longer than 30 minutes if a journey is just missed. Service 66 provides an additional 6 buses per hour but may increase walking distances at the final destination to 600m. Bus stop in Hoyland (Southgate) includes a Shelter, seating and raised kerb. The same stop can be used to board and alight. Please note that this change is subject to award of contracts. Service 7/7a may be retained if the most appropriate use of the funding available.
- Unable to maintain the Hospital link, priority is for more frequently used links to Penistone and Barnsley. The option to use service 92 directly from Penistone to the Hospital will be lost. Passengers will have to use service 20/21/23a/24 and local rail services to Barnsley centre and then use services 93/93a, 95/95a and 96 which will provide 7 buses per hour between Barnsley Interchange and the hospital. Elderly passengers with hospital appointments needing to travel before 09:30 can use Stagecoach buses for free on production of the hospital letter. Journey time between Penistone and the Hospital on service 92 is 40 minutes. Journeys by bus via Barnsley centre is also 40 minutes but interchange will increase this to between 40 and 50 minutes depending on connections. Use of local rail links reduces the interchange time to between 30 and 35 minutes.
- Daytime Sheffield service (29) will terminate at Chapeltown and run Chapeltown-Penistone-Holmfith. Chapeltown-Sheffield via the Northern General is available every 6 minutes on service 1/1a. Wait time should be no longer than 6 minutes. Bus stops at Chapeltown market place towards Sheffield have a shelter. Towards Penistone there is just a bus stop pole.

See **Appendix D** for details

**Consultation – Engagement is good practice and a useful tool to demonstrate that due regard has been paid.**

Please indicate the consultation/engagement carried out below:

Peer research?	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary: The network and the consultation process were circulated and agreed with the local bus providers as part of the Barnsley Bus Partnership.
Data study?	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary: Each party undertook a study of data relevant to their area of delivery.
Statistics?	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary: Each party undertook a study of data relevant to their area of delivery.
Other research?	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	Summary: Public, member and stakeholder consultation is to take place to seek the views of users. This includes key user groups.

Which protected groups should be consulted with (tick all that apply) and identify numbers of people affected:

<input checked="" type="checkbox"/> <b>Age</b>	Number of people asked: District wide consultation	Number of people affected: 41.2% of all consultation responses were from the 65+ age group. Under 25's represented only 7.92% of responses.	How are they affected? See section 1 & 3	Financial impact? See section 1 & 3
	Add in summary comments if needed:			
<input checked="" type="checkbox"/> <b>Disability</b>	Number of people asked: District wide consultation	Number of people affected: All SY residents plus any visitors. 429 (36.9%) of the respondents said they considered themselves to have a disability or ticked a disability/health condition option	How are they affected? See section 1 & 3	Financial impact? None
	Add in summary comments if needed: <a href="#">Click here to enter text.</a>			
<input type="checkbox"/> <b>Gender Reassignment</b>	Number of people asked: <a href="#">Click here to enter text.</a>	Number of people affected: <a href="#">Click here to enter text.</a>	How are they affected? <a href="#">Click here to enter text.</a>	Financial impact? <a href="#">Click here to enter text.</a>
	Add in summary comments if needed: <a href="#">Click here to enter text.</a>			
<input type="checkbox"/> <b>Marriage or civil partnership</b>	Number of people asked: <a href="#">Click here to enter text.</a>	Number of people affected: <a href="#">Click here to enter text.</a>	How are they affected? <a href="#">Click here to enter text.</a>	Financial impact? <a href="#">Click here to enter text.</a>
	Add in summary comments if needed: <a href="#">Click here to enter text.</a>			
<input checked="" type="checkbox"/> <b>Pregnancy or Maternity</b>	Number of people asked: District wide consultation	Number of people affected: None identified through consultation	How are they affected? See sections 1 & 3	Financial impact? None
	Add in summary comments if needed: <a href="#">Click here to enter text.</a>			
<input type="checkbox"/> <b>Race</b>	Number of people asked: <a href="#">Click here to enter text.</a>	Number of people affected: <a href="#">Click here to enter text.</a>	How are they affected? <a href="#">Click here to enter text.</a>	Financial impact? <a href="#">Click here to enter text.</a>
	Add in summary comments if needed: <a href="#">Click here to enter text.</a>			
<input type="checkbox"/> <b>Religion or</b>	Number of people asked:	Number of people affected:	How are they affected? <a href="#">Click here to enter text.</a>	Financial impact? <a href="#">Click here to enter text.</a>
	Add in summary comments if needed: <a href="#">Click here to enter text.</a>			

<b>belief</b>	Click here to enter text.	Click here to enter text.		
	Add in summary comments if needed: Click here to enter text.			
<input checked="" type="checkbox"/> <b>Sex (Gender)</b>	Number of people asked: District wide consultation	Number of people affected: All SY residents plus any visitors. 56.2% Female 40.5% Male 3.3 % did not state	How are they affected? See section 1 & 3	Financial impact? None
	Add in summary comments if needed: Click here to enter text.			
<input type="checkbox"/> <b>Sexual Orientation</b>	Number of people asked: Click here to enter text.	Number of people affected: Click here to enter text.	How are they affected? Click here to enter text.	Financial impact? Click here to enter text.
	Add in summary comments if needed: Click here to enter text.			
<p>Give details of any consultation undertaken. <b>Add resulting actions to the Equality Impact Assessment Action Plan (Section 3)</b></p> <p>See <b>Appendix B</b> Consultation Topline Summary Report which accompanies this report.</p>				

## Section 3: Equality Impact Assessment Action Plan

<b>PTAP theme it relates to:</b>  Select one from the drop down:	<b>Protected group it impacts:</b>	<b>Impact Assessment Details:</b>	<b>Mitigating Action(s) identified:</b>	<b>Outcome(s) required:</b>	<b>Financial/resource implications (if applicable):</b>	<b>Target Date:</b>	<b>Person responsible for identified action(s)</b>
Networks, Services and Facilities	Age Disability Maternity and Pregnancy Sex	<ul style="list-style-type: none"> <li>• More interchanges, may present a barrier to travel which may increase the possibility of social exclusion for those with limited mobility, and an adverse impact on access to employment or training for young people who are unwilling or unable to drive or who cannot afford a car.</li> <li>• Financial impact on younger people who may have to pay for extra journeys</li> </ul>	<ul style="list-style-type: none"> <li>• The network changes are designed to provide the most efficient network with the least impact on users.</li> <li>• Alternative transport options such as NHS non-emergency patient transport, dial-a-ride, wheels to work and community car schemes are already available to those that are unable to access local bus services</li> <li>• Use of best ticket options e.g. buying a day or week ticket which would cover the cost increase.</li> <li>• Child and scholars making multiple leg journeys on regular basis can</li> </ul>	<ul style="list-style-type: none"> <li>• Provide information and offer support</li> </ul>	<ul style="list-style-type: none"> <li>• Initial frequency of calls to the contact centre</li> </ul>	At implementation.	Barnsley Bus Partnership

			<p>purchase operator day and weekly tickets thus capping the financial impact on users that require interchange.</p> <ul style="list-style-type: none"><li>• All suffix "A" and "B" numbers to be shown as lower case "a" and "b" to assist those with a visual disability.</li><li>• Where links cannot be maintained, interchange is provided between services at either the same stop or one within the approved walking criteria of 400m.</li><li>• Provide information and offer support</li></ul>				
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## Section 4: Signatory approvals

<b>Section 4: Signatory approvals</b>			
<b>Board Sponsor responsible for Impact Assessment:</b>			
<b>Signed</b>		<b>Date</b>	Click here to enter a date.



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## Section 5: Supporting Evidence

Please attach any supporting evidence such as consultation documents here. Potential sources of information are available in the guidance document.

See accompanying report and appendices