

## Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.<sup>1</sup>

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT:
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Local Sustainable Transport Fund (LSTF) Bid 2015/16
Person(s) responsible for completing this statement	Luisa Senft Transport Planning Team Manager
Briefly describe the activity being considered including aims and expected outcomes	<p>Local authorities are invited to submit a revenue based bid for up to £1 million from the 2015/16 LSTF allocations. Lead Cabinet Member approval is sought to submit a LSTF bid.</p> <p>The bid will support the objectives of Gloucestershire's Local Transport Plan (LTP3) by providing a safe and sustainable transport network within Gloucestershire. The bid will primarily focus on measures to support economic growth and reduce carbon emissions by <i>linking Gloucestershire's growth potential to Sustainable Travel Gateways using the Rugby World Cup as a catalyst. The bid will focus on the following activities:</i></p> <ul style="list-style-type: none"> <li>• <i>Sustainable Travel Gateways at key rails and bus stations</i></li> <li>• <i>The Rugby World Cup 2015</i></li> <li>• <i>Working with employers to enhance Gloucestershire's attractiveness as a work place</i></li> </ul>

<sup>1</sup> For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

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|  | <ul style="list-style-type: none"><li>• <i>Help local people to access jobs sustainably.</i></li></ul> |
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## Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

### Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

[Service user diversity reports](#) are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

### Needs analysis

[Gloucestershire population demographics](#) data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

### Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our [website](#) including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

**Service information (if applicable) or Needs analysis (if applicable)**

<p><b>Who is responsible for delivering the service?</b></p>	<p>If the bid is successful, the funding is to be managed by the Transport Planning team in the Strategic infrastructure unit. The activities proposed in the bid will be commissioned through the Eastern Shires Purchasing Organisation (ESPO) Consultancy Services Contract. The framework contract is reflective of the needs of local government and the wider public sector; it was consulted on with a wide range of stakeholder groups during its development. Pre-agreed terms and safeguards underpin all contracts placed under the framework. This includes a clause in the contractors agreement which ensures the supplier agrees to comply with the Employment Equality (Age) Regulations 2006 and the Equality Act 2010. This will cover all the 9 protected characteristics.</p>
<p><b>Service user data/Needs analysis information:</b></p> <p>The Local Sustainable Transport Fund will enable the Council to deliver a range of revenue projects mainly related to promoting and marketing sustainable modes of transport. The LSTF programme will benefit all residents in Gloucestershire by providing help to support economic growth and reduce carbon emissions. The measures that will be funded if the bid is successful will also help to improve health through “active travel”.</p>	
<p>Age</p>	<p>Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to age in the bid to the LSTF.</p>
<p>Disability</p>	<p>Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. In particular, it is proposed that the LSTF will provide the opportunity to assist the LIFT (Learning Independence for Travel) programme which provides 1:1 travel training to a range of disabled and vulnerable individuals.</p>

Sex	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to sex in the bid to the LSTF.
Race (including Gypsy & Traveller)	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to race in the bid to the LSTF.
Gender reassignment	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to gender in the bid to the LSTF.
Marriage & civil partnership	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to Marriage & civil partnership in the bid to the LSTF.
Pregnancy & maternity	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to Pregnancy & maternity in the bid to the LSTF.
Religion or Belief	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to Religion and/or Belief in the bid to the LSTF.
Sexual Orientation	Overall it is estimated that the effect on any protected group will be minimal. However, some projects may be included that particularly aim to make using public transport, walking and cycling easier for particular groups. There is no specific reference to Sexual Orientation in the bid to the LSTF.

### Other information

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### Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC [Workforce diversity reports](#)** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

<b>Total number of GCC staff affected</b>	If the bid is successful, the funding is to be managed by the Transport Planning team in the Strategic infrastructure unit. The activities proposed in the bid will be commissioned through the Eastern Shires Purchasing Organisation (ESPO) Consultancy Services Contract. The framework contract is reflective of the needs of local government and the wider public sector; it was consulted on with a wide range of stakeholder groups during its development. Pre-agreed terms and safeguards underpin all contracts placed under the framework. This includes a clause in the contractors agreement which ensures the supplier agrees to comply with the Employment Equality (Age) Regulations 2006 and the Equality Act 2010. This will cover all the 9 protected characteristics.
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### Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	<p>Limited time to develop the bid, between the release of the government funding guidelines in late December 2013 and the submission date in March 2014 meant that it was not possible to develop a bid and to undertake a formal consultation process. However, a number of informal discussions were held with key partners and GCC officers. The Lead Cabinet Member Fire, Planning and Infrastructure was also kept informed about the development of the bid.</p> <p>The LSTF bid is in line with the objectives of Gloucestershire's LTP3. The LTP3 underwent two consultation phases: between November 2009 and February 2010 and between July and October 2010.</p>
Workforce	GCC officers were informed about the bid through informal meetings and at Local transport Plan management Board meetings.
Partners	<p>Support of key stakeholders has been ascertained during the development of the bid. These have included:</p> <ul style="list-style-type: none"> <li>• GFirst</li> <li>• Gloucestershire Bike Project</li> <li>• Key private sector business community involved in the current LSTF</li> <li>• Network Rail and FGW (with regard to the Station Gateway project element)</li> <li>• Public Health</li> <li>• Gloucester City Council</li> </ul>
External providers of services	See above

## Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity

- Promote good relations..

<b>Protected group</b>	<b>Challenge or opportunity considered and what we did</b>
<b>Age(A)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on age.
<b>Disability (D)</b>	The LIFT project is designed to provide 1:1 travel training to a range of disabled and vulnerable individuals. Overall the LSTF bid should therefore have a positive impact on disability.
<b>Sex (S)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on sex.
<b>Race (including Gypsy &amp; Traveller)(R)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on race.
<b>Gender reassignment(GR)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on gender.
<b>Marriage &amp; civil partnership (MCP)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on Marriage & civil partnership.
<b>Pregnancy &amp; maternity (PM)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on Pregnancy & maternity.
<b>Religion and/or Belief (RAOB)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on Religion and/or Belief.

<b>Sexual Orientation(SO)</b>	It is not foreseen that the proposed bid will have negative or positive impacts on Sexual Orientation.
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## Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

### Action Plan

Action	Who is accountable	Time frame
A detailed action plan will be made public as part of the LSTF bid.	LSTF project team	2015/16

## Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

Local Sustainable Transport Fund, if successful, will be monitored through reports to the Lead Cabinet Member.
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## Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

<b>Senior level sign off:</b> 	Date: 13.3.14
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

<b>Name of relevant Portfolio Holder/Cabinet Member: Cllr Will Windsor-Clive, Fire, Planning and Infrastructure</b>	
<b>Signed by Portfolio Holder/Cabinet Member:</b> 	Date: 13.3.14

## **Publication**

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.