

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'.¹

- 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':	Cost pressures and continued support for subsidised public transport contracts
Person(s) responsible for completing this statement	Tom Main – Transport Operations Manager Philip Williams – Lead Commissioner, Community Infrastructure
Briefly describe the activity being considered including aims and expected outcomes	<ul style="list-style-type: none"> • to review subsidised public transport services and implement measures to manage future public transport arrangements across the county. • Consult with the public and key stakeholders on any proposed changes. • Review policy and mechanisms for public transport contracts: contract length, annual inflationary contract price increases, cost per passenger subsidy cap, competitiveness of local bus market; report back to the cabinet member with recommendations.

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

¹ 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.

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)

Who is responsible for delivering the service?	The county council's Integrated Transport Unit oversees the design and procurement of a network of subsidised public and community transport services specifically aimed at providing public access to essential services. In 2015 the ITU undertook a countywide consultation of bus users and other stakeholders with over 2700 responses. This provided valuable recent data however further consultation(s) will be required in 2019 where changes are considered. These may be on a service by service or area-wide basis.
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Service user data/Needs analysis information

Age	<p>The Equality Act 2010 states that due regard should be given to the impacts on children and older people. Analysis of the 2019 Gloucestershire County Council Population Profile shows the total number of residents is estimated as 628,139 broken down into the following age ranges:</p> <p>0-19 – 22.5% 20-64 – 56.4% Over 65 – 21.0%</p> <p>The ITU 2015 consultation summary shows that of the 2712 people that responded to the question about their age, 52% said they were aged over 65. Fewer in proportion belonged to other age groups. While this is a higher proportion than our Transport Focus Age Benchmark suggested would respond (30%) it reflected the fact we were consulting only about subsidised services which serve smaller communities which carry fewer people to work and school than the commercial network.</p>
Disability	<p>Due regard should be given to those individuals with disabilities and the impact the review will have on them.</p> <p>According to the 2011 Census 16.7% of Gloucestershire residents have reported as having a long term limiting illness or disability.</p> <p>0-15 Year Olds With a long term limiting health problem – 3.1% No long term limiting health problem – 96.9%</p> <p>16-19 Year Olds With a long term limiting health problem – 7.8% No long term limiting health problem – 92.2%</p> <p>50-64 Year Olds With a long term limiting health problem – 18.3% No long term limiting health problem – 81.7%</p> <p>65+ Year Olds With a long term limiting health problem – 49.0% No long term limiting health problem – 51.0%</p> <p>Dementia is one of the major causes of disability in older people and given the ageing population. Estimates suggest that in 2019 there are 9,780 people aged 65+ living with dementia in Gloucestershire. Incidents of dementia increase with age, people</p>

	<p>aged 65-69 account for 4.7% of dementia sufferers over 65. This increased 24.4% for the age group 85-89. Given the ageing population the number of dementia sufferers will only increase in the future.</p> <p>Of those that responded to the 2015 ITU consultation 17% said they had a disability while 81% said they hadn't and 2% "preferred not to say". The 17% figure is lower than expected – around 25% of respondents to a 2014 Passenger Focus survey said they had a disability. However it is still a significant number (427) and proportion of the total responding to the question (2500).</p>
Sex	<p>Due regard should be given to the impact according to their sex for example the impact of females using the transport network.</p> <p>As age increases gender differences become more noticeable, with females outnumbering males by an increasing margin. 49.1% male and 50.9 female. There is potential that females may be more prone to the impact due to more females at during the day and are more likely to use transport networks.</p> <p>Of those who responded to the 2015 ITU consultation 52% were female and 48% male, which was close to population data, and a representative sample.</p>
Race (including Gypsy & Traveller)	<p>Due regard should be given to the impact according to the race of individuals and the impact the review / savings will have on them.</p> <p>With regards to ethnic origin, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>5.6% of those respondents to the 2015 ITU consultation who gave an answer were from non white-British backgrounds. This is slightly higher than expected. However it is unlikely that race is a significant factor in the provision or otherwise of passenger transport services, and this figure is sufficiently close to population figures to not give cause for concern.</p>
Gender reassignment	<p>According to the Gloucestershire Population Monitor - there is an estimate that there may be somewhere between 3,029 and 5,154 adults in the county that are experiencing some degree of gender variance.</p> <p>No data on gender reassignment was collected as part of the 2015 ITU consultation as this is unlikely to be an issue affecting transport provision.</p>
Marriage & civil partnership	<p>The Marriage and Civil partnership group has not been considered for this due regard statement as there is unlikely to be any significant impacts on this group relative to the population as a whole.</p> <p>According to the 2012 population Monitor - Marital and civil partnership status.</p>

	<p>30.5% are single and have never married or registered a same-sex civil partnership 50.2% are married 0.3% are in a registered same-sex civil partnership 2.3% are separated but still legally married or still legally in a same sex civil partnership 9.5% are divorced or formerly in a same sex civil partnership which is now legal dissolved 7.2% are widowed or a surviving partner from a same sex civil partnership.</p> <p>No data on marriage and civil partnership was collected as part of the 2015 ITU consultation as this is unlikely to be an issue affecting transport provision.</p>
Pregnancy & maternity	<p>There is currently no information available regarding the proportion of people who are pregnant. No data on pregnancy and maternity was collected as part of the 2015 ITU consultation as this is unlikely to be an issue affecting transport provision.</p>
Religion or Belief	<p>Gloucestershire 2012 Population Monitor reports that 63.5% of Gloucestershire residents are Christian This is followed by no religion which accounts for 26.7% of the total population No data on religion or belief was collected as part of the 2015 ITU consultation as this is unlikely to be an issue affecting transport provision.</p>
Sexual Orientation	<p>Gloucestershire 2012 Population Monitor reports that 2.7% of those aged 16-24 identifying themselves as Gay, Lesbian or Bisexual, compared with only 0.4% of those 65 and over. No data on sexual orientation was collected as part of the 2015 ITU consultation as this is unlikely to be an issue affecting transport provision.</p>

Other information

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'.

Total number of GCC staff affected	No direct effect anticipated on staff, so the section below has been left blank.
Age	
Disability	
Sex	
Race (including Gypsy & Traveller)	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion or Belief	
Sexual Orientation	

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	Should changes to services or policy be considered we will consult with members of the public including bus users and other relevant stakeholders. The methods used for any public consultation will be inclusive to ensure that all groups are able to participate and be heard.
Workforce	Not applicable – except in the sense that some workers are part of the wider bus-using population.
Partners	We will work closely with our Communications team to effectively perform a public consultation. We will request data support from Planning, Performance and Change team.
External providers of services	We are working closely with transport service operators to review the performance of contracts and explore changes to improve performance, value for money and enable continued support for viable public and community transport routes. We have engaged with external consultants to review our procurement methods and consult with the public transport operators in order to identify issues leading to increasing contract costs to GCC and offer advice on how to mitigate these.

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.

Protected group	Challenge or opportunity considered and what we did
Age(A)	Rural isolation can disproportionately impact on younger and older people who need to access services, particularly as a higher proportion of people in these age groups do not drive. We will use the consultation to specifically ask these age groups about the likely impact of any changes.
Disability (D)	People with disabilities are more reliant on public transport services to access essential local services. A consultation will be performed before any changes to the network are implemented, part of this consultation will be to identify disabled users and to assess the impact on them. This will allow the ITU to understand key links to local services provided by subsidised bus services currently utilised by disabled users.
Sex (S)	An even split between respondents to the previous 2015 survey indicates that no one group is disproportionately reliant on public transport.
Race (including Gypsy & Traveller)(R)	There is no evidence to suggest that any BAME group is disproportionately affected by the proposals.
Gender reassignment(GR)	In formulating changes to a policy or a service we will consider whether these may affect this group, and how any negative impact (e.g. risk of hate crime) may be mitigated or avoided.
Marriage & civil partnership (MCP)	No impact identified.
Pregnancy & maternity (PM)	Not impact identified.
Religion and/or Belief (RAOB)	No impact identified.

Sexual Orientation(SO)	No impact identified.
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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
The first step is to review policies, contract mechanisms and identify contracts that either have particularly low use, and/or have seen a recent large contract price increase.	Alan Bently, ITU Manager Tom Main, Transport Operations Manager	April 2019
Once identified, the ITU will review these policies and contracts and identify options. This will be performed in the context of ensuring there is no discriminatory impact upon users with protected characteristics.	Alan Bently, Tom Main	May 2019
We will consult with the public on any changes to bus routes or policy with particular attention paid to ensuring those from protected groups are aware of the consultation and have the means to respond. A detailed communications plan and active public	Alan Bently, Tom Main	July 2019

engagement will take place.		
We will examine responses to the public consultation to consider any impacts on the protected groups and consider any mitigating actions. We will share the findings and any proposed modifications with the cabinet member before any decisions are taken.	Alan Bently, Tom Main	July 2019
Changes agreed in light of the consultation responses will inform the procurement of revised services. Where policy changes are proposed decisions will be taken by Cabinet or the Cabinet Member.	Alan Bently, Tom Main	August 2019

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

Project progress and update reports will be tabled regularly with the Lead Commissioner, Director and Cabinet Member. This work will also be reported through the council's budget monitoring, performance, risk management and scrutiny arrangements.


During the period of consultation we will monitor the response rates from groups with protected characteristics where identifiable and consider actions to increase participation from any significantly under-represented groups if necessary.

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

Senior level sign off: Philip Williams, Lead Commissioner - Community Infrastructure 	Date: 5 th March 2019
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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.

Name of relevant Portfolio Holder/Cabinet Member: Councillor Nigel Moor	
Signed by Portfolio Holder/Cabinet Member: 	Date: 5 th March 2019

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.