

## Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic, together with care leavers / care experienced adults, as the Council treats this group like a protected characteristic.

### 1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Integrated Transport Unit
Title of the proposed change being assessed i.e. the policy, service or other development	Bus Service Improvement Plan (BSIP+) additional service proposals
Describe the purpose of the proposed change and the intended outcomes	
<p>The government's 'Bus Back Better' strategy is an overarching programme to make bus services more attractive to users, and to generate more passenger journeys, thus making bus services more commercially viable.</p> <p>Gloucestershire has been awarded funding by the Department for Transport for improvements to local bus services in the 2023/4 and 2024/5 financial years. Contracts for additional and improved bus services must now be awarded at pace, to fulfil the expectations of national Government and local bus users.</p> <p>Many of the proposals are enhancements service where there is some comfort that this improved level of service can be sustained commercially after March 2025. Thus, the introduction of a number of additional evening and Sunday bus services is proposed, where a daytime weekday service already exists. A previous consultation has revealed a desire for longer operating hours for local bus services, to meet actual customer needs. The procurement of additional evening and Sunday bus services is relatively cost-effective, because no additional vehicles are required.</p> <p>There are other proposals for replacement or new services which will enable the restoration of some bus services withdrawn in recent years and facilitate the</p>	

extension of the 'Robin' demand-responsive service to more rural areas of the County, in response to many requests.

In general, bus services are available to all members of society, regardless of age, disability, gender, racial background, religion or sexual orientation. Improved bus services, whether these are more frequent, operating for longer hours or for more days of the week, or are completely new services on a different route alignment, all permit more social interaction, greater access to employment, retail premises, medical facilities and educational opportunities. These support the aims and objectives in the Council Strategy.

<p>○ Who is affected by the proposals?</p>	<p>Service users <input checked="" type="checkbox"/></p> <p>Wider community <input checked="" type="checkbox"/></p> <p>Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify:</p> <div style="border: 1px solid black; height: 40px; width: 100%;"></div>
<p>Decision to be taken and decision maker</p>	<p>To approve the allocation of BSIP+ funding for the provision of improved bus services throughout Gloucestershire during 2023/24 and 2024/25 and to authorise Officers to procure these service improvements in line with this report.</p>
<p>Person(s) responsible for completing this assessment</p>	<p>David Taylor Tom Main</p>
<p>Date of this assessment</p>	<p>15 August 2023</p>

## 2. Information and Data Collection

Summarise how you have collected the information and data required to assess the potential or actual impact of the proposed change on those who share the protected characteristics and care leavers / care experienced adults (e.g. survey of services users, community focus groups, analysing service usage data, engaging with the council's staff networks etc.). The actual information and data that has been collected and analysed should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This doesn't mean that you can't complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Methods / Sources
Service Users / Wider Community	Bus users and non-users. Consultation for the Bus Service Improvement Plan, 2021	Census information Bus usage statistics collated by the Department for Transport Reports by Transport Focus, Bus Users UK.
Workforce	Through GCC consultation for Bus Service Improvement Plan, 2021	
Partners	Bus Companies.. Forum held on 10/08/23 Ongoing bilateral dialogue with operators.	Enhanced Partnership for Bus Services, consultation with Bus Companies and other Stakeholders, currently ongoing.
Other		

### 3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other methods / sources that were set out in section 2).

Service Users						
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Protected Characteristics (Equality Act 2010)	Age	x				<p>The Gloucestershire Census information from 2021 informs that 21.7% of residents are over 65, and 17.5% under 16. These two groups use public transport more than most. Increasing the number of bus journeys will provide additional opportunities for travel, for all age groups. Given the rurality of Gloucestershire bus services can help to reduce isolation amongst older people and those without access to a car, and for younger non-drivers accessing education and leisure.</p> <p>The maintenance and expansion of the bus network will improve access for all age groups to the places they wish to visit, and this applies to all protected characteristics. All data below is from the 2021 Census.</p>
	Disability	x				<p>16.8% of Gloucestershire's population (108,379 people) were classed as disabled under the Equality Act (2010), of which 6.4% (41,202 people) said their daily activities are limited a lot and 10.4% (67,177 people) limited a little.</p>

					<p>Increasing the number of bus journeys will provide additional opportunities for travel in vehicles designed to assist the disabled, enabling greater participation in society.</p> <p>Residents of Gloucestershire who are eligible for a concessionary bus pass on the grounds of disability can use this to access free bus travel. Maintaining the current network and expanding it will ensure greater access to services and facilities for those with a disability.</p>
	Sex		x		<p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. This situation is also reflected at district, regional and national level.</p> <p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society.</p>
	Race		x		<p>The 2021 Census shows that Gloucestershire was less diverse than the national average, but still has significant representation of various ethnic groups.</p> <p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society'</p>
	Gender reassignment		x		<p>In more detail, 0.08% of the population of Gloucestershire (423 people) identify as a trans woman, 0.07% of the population (380 people) as a trans man, 0.07% of the</p>

					<p>population (355 people) as non-binary and 0.04% of the population (229 people) specified other gender identities. These proportions are in-line with the regional and national proportions.</p> <p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society</p>
	Marriage & civil partnership		x		<p>48.0% of Gloucestershire residents aged 16+ were married or in a civil partnership, meaning this group accounts for the largest proportion of total residents.</p> <p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society</p>
	Pregnancy & maternity		x		<p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society.</p>
	Religion and/or belief		x		<p>41.4% of the county identifies as having no religion. The remaining 58.6% identify as religious or gave no answer.</p> <p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society. However, it is recognised that the Christian sabbath day, being Sunday, has fewer bus services.</p>
	Sexual orientation		x		<p>In Gloucestershire, 90.40% of residents (481,191 people) over the age of 16 stated that they are straight or heterosexual, 1.28% (6,814) said they are gay or</p>

						<p>lesbian, 1.21% (6,432) answered they are bisexual and 0.31% (1,660 people) of the population is classified as all other sexual orientations.</p> <p>Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society.</p>
Additional Groups	Care leavers / care experienced adults	x				Increasing the number of bus journeys will provide additional opportunities for care leavers, providing access to more options for education, training, employment and other services.
Groups		<b>Positive Impact</b>	Neutral Impact	Negative Impact	Not Sure	Summary of Impact

**Gloucestershire County Council Staff**

Gloucestershire County Council Staff					
Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Protected Characteristics (Equality Act 2010)	Age	x			Will increase opportunities for younger members of staff without access to a car to access employment.
	Disability	X			Will increase opportunities to travel to work on buses designed to accommodate the needs of people with disabilities.
	Sex		x		Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society.
	Race		x		Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society
	Gender reassignment		x		Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society
	Marriage & civil partnership		x		Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society
	Pregnancy & maternity		x		Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society



	Religion and/or belief		x			Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society
	Sexual orientation		x			Bus services are available to all users. An increased number of journeys will provide additional opportunities for travel for all groups in society
Additional Groups	Care leavers / care experienced adults	x				Increasing the number of bus journeys will provide additional opportunities for carers to travel to/and from sessions with clients.
Groups		<b>Positive Impact</b>	<b>Neutral Impact</b>	<b>Negative Impact</b>	<b>Not Sure</b>	Summary of Impact

#### 4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on those who share the protected characteristics and care leavers / care experienced adults (any negative consequences should be eliminated, minimised or counter-balanced by other measures):


Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Monitor usage of services	Use existing contract management processes to continually monitor services and promote / adapt them to maximise long term viability of service improvements	Tom Main	Quarterly
Bus Passenger Survey	A survey of all bus passengers, lead by the Enhanced Partnership group of GCC and bus operators, to understand barriers to public transport, the effectiveness of services, and to highlight other key points for consideration	Tom Main	Before 31 March 2025

## 5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals afterwards. The Equality Duty is a continuing duty.

Lead officer(s):	Tom Main
Frequency of the monitoring and review:	Annual
How the impact of the policy, service or development will be measured, including the data and information that will be used:	Information from quarterly monitoring and the annual survey will be used to propose further improvements to bus services, through the Enhanced Partnership process.
Stakeholders who will be involved:	Cabinet Member Bus Operators Ward councillors

## 6. Approval

Signature of Senior Officer	
Name of Senior Officer	Tom Main
Date	12 September 2023

Signature of Decision Maker	
Name of Decision Maker	Cllr Phillip Robinson
Date	12 September 2023

## Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

This data is from the BSIP Public Engagement exercise from 2021 and 2022, specifically targeting bus users in Gloucestershire.

Groups	Service User Data and Information
Age	16-17: 8.2% 18-24: 7.8% 25-34: 11.5% 35-44: 14.9% 45-54: 16.4% 55-64: 17.0% 65-74: 14.3% 75+ : 4.7% Prefer not to say: 5.1%
Disability	Q: Do you have a disability, long-term illness, or health condition? A: Yes – 24.1%, No – 68.2%, Prefer not to say – 7.7%
Sex	Q: What gender do you identify as? A: Male - 28.5%, Female – 65.7%, Another gender – 0.5%, Prefer not to say – 5.4%
Race	Q: Which race or ethnicity best describes you? A: White – 83.8%, Another race – 9.2%, Prefer not to say – 7.0%
Gender reassignment	Q: Is the gender you identity with the same as your sex registered at birth? A: Yes – 92.6%, No – 1.3%, Prefer not to say – 6.1%
Marriage & civil partnership	-

Pregnancy & maternity	-
Religion and/or belief	Q: What do you consider your religion to be? A: Buddhist – 0.4%, Christian – 37.8%, Hindu – 0.2%, Jewish 0.4%, Muslim – 0.4%, No religion – 45.0%, Prefer not say – 14.1%, Other – 1.8%
Sexual orientation	Q: Which of the following terms best describes your sexual orientation? A: Asexual – 3.6%, Bisexual – 3.9%, Gay man – 1.5%, Gay woman or lesbian – 1.5%, Heterosexual or straight – 69.0%, Prefer not to say 19.9%, Other – 0.9%
Care leavers / care experienced adults	-

## Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of Gloucestershire County Council staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Care leavers / care experienced adults	

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