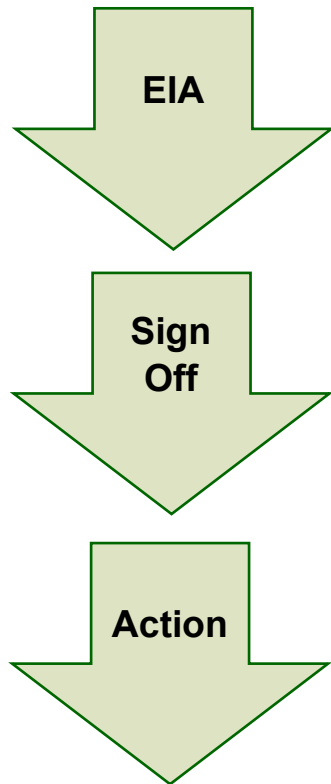


## Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team via [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk), or if it's relating to health inequalities, please contact Ruby Dillon via [rubydillon@warwickshire.gov.uk](mailto:rubydillon@warwickshire.gov.uk).



- Having identified an EIA is required, ensure that the EIA form is completed before any work is started. This includes gathering evidence and / or engaging the relevant stakeholders to inform your assessment.

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- Brief the relevant Assistant Director for sign off and upload the completed form here: [Upload Completed Equality Impact Assessments](#). Please name it “EIA [project] [service area] [year]”
- Undertake further research / engagement to further understand impacts (if identified).
- Undertake engagement and / or consultation to understand if EIA has identified and considered impacts.
- Amend accordingly to engagement / consultation feedback and brief decision makers of any changes.

- Implement proposed activity.
- Monitor impacts and mitigations as evidence of duty of care.

## Section One: Essential Information

<b>Service / policy / strategy / practice / plan being assessed</b>	Review of the Concessionary Travel Scheme 2022
<b>Business Unit / Service Area</b>	Environment Services / Transport Delivery/Concessionary Travel
<b>Is this a new or existing service / policy / strategy / practice / plan?</b> If existing, please state date of last assessment.	The Concessionary Travel Scheme is an existing scheme and the last EQiA was undertaken with the last review in 2017. Changes to the scheme are proposed as part of the current review
<b>EIA Authors</b> <b>N.B.</b> It is best practice to have more than one person complete the EIA to bring different perspectives to the table.	Jo Cooper / Dan Jeanes
<b>Do any other Business Units / Service Areas need to be included?</b>	No
<b>Does this EIA contain personal and / or sensitive information?</b>	No
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?</b>	It is possible that positive changes for some users will result in other service users being unhappy that they are not similarly benefitting. <b>If yes, please let your Assistant Director and the Customer Relations Team know as soon as possible</b>

**1. Please explain the background to your proposed activity and the reasons for it.**

The Warwickshire Concessionary Travel Scheme is based around the England National Concessionary Travel Scheme – a statutory scheme which is delivered by WCC on behalf of central government. WCC took over delivery in the scheme from the District and Borough Councils in 2011. The scheme provides free off-peak bus travel for eligible people, based on their age or a qualifying disability. WCC issues smartcards to enable passholders to access this. Statutory off peak bus travel is from 9.30am to 11pm on weekdays and all day at weekends and on bank holidays. In addition, Warwickshire residents can use their passes from 9am on weekdays and between 11pm and midnight on weekdays. This additional travel time is locally funded.

Based on the results from the engagement exercise, which indicated that 54% of respondents with disabled person's passes rely on their bus pass and have no access to a car, it is proposed to increase disabled person's passholders' access to education and employment by running a two year trial of all day travel for passholders of school and working age. The trial will assess

- Demand for weekday pre-9am travel
- Costs to WCC
- Impact on commercial bus travel

**2. Please outline your proposed activity including a summary of the main actions.**

There are four potential proposals to change the scheme.

This EQiA is concerned with two areas

1. Continuation of the existing discretionary travel times for holders of older person's passes
2. Introduction of all day travel for holders of disabled person's passes for a trial period of two years, to enable greater access to education, training and employment, to assess take up and cost.

Two further ideas being proposed are subject to further work, if approved by Cabinet, and will have separate EQiAs in due course.

3. Introduction of a Companion (+1) Pass
4. Investigation into a standalone scheme for other categories of individual

### 3. Who is this going to impact and how?

Customers	Members of the Public	Employees	Job Applicants
Existing and future passholders who are Warwickshire residents	Existing and future passholders who are Warwickshire residents	n/a	n/a
<b>Other, please specify:</b>			

#### Section Two: Evidence

Please include any evidence or relevant information that has influenced the decisions contained in this EIA. This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups and additional groups outlined in Section Four.

#### A – Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

As at 30 November 2022 there were 3,641 valid disabled person's passes in circulation. This is 4.4% of all passholders. These passholders can be broken down to

- 48 aged 16 and under
- 35 aged 17-18
- 302 aged 18-25
- 3256 aged over 25

The following is the percentage of concessionary journeys in Warwickshire which were made by disabled person's passholders, after 9am on weekdays and all day at weekends and bank holidays, under the current scheme.

- 14% during 2018-19 and 2019-20.
- 32% during the first pandemic year of 2020-21
- 13% during 2021-22
- 15% during 2022-23 (year to date)

An engagement exercise was carried out from July-September 2022. There were 12,639 responses. Key findings from the results are published in Appendix 3 to the Cabinet Report. These include:

- 54% of disabled person's pass holders rely on their bus pass and don't have access to a car (compared to 14% overall)
- Of the respondents, 91.7% said they qualified because of their age, 3.6% because of their disability and a further 2.8% because of their age and a disability, although 'disability' was not defined and so the number who may be entitled because of 'age and a qualifying disability' is likely to be less than the 3%.

### **B – Qualitative Evidence**

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

There will be no change to eligibility for a bus pass, as this is set out by legislation.

Currently, disabled person's passes are only issued to people who are under the state retirement age. Once someone reaches state retirement age their next pass will be an older person's pass. This is done so that we will no longer need to approach passholders to ask for evidence of their eligibility for a disabled person's pass. It is not currently proposed to make any change to this arrangement. The rationale for taking this approach is that the vast majority will no longer be in education, employment or training and are not likely to need to travel before 9.30am on a regular basis.

Based on the figures from the engagement exercise, there could be up to an additional 2,300 older person's passholders who may have a qualifying disability. However, as the purpose of the proposed trial is to increase opportunities for access to education and employment, it is not proposed to include people above state retirement age in the trial. This will be consistent with the current practice of issuing if disabled person's passes only to qualifying passholders below state retirement age.

As the pass cannot currently be used before 9am, the pass is not useful to travelling to school or college, or to many workplaces. In particular, the following groups are expected to benefit from the change;

- Students with special educational needs, generally aged 16-25, who are suitable for travel training and who qualify for a concessionary pass – travel training is a process whereby the student is taught how to travel by bus independently. Currently it is necessary to purchase a commercial bus pass for this purpose and once the student leaves education then they would have to pay their own bus fare before 9am if they wanted to travel.
- Passholders who currently cannot access work using their bus pass
- Passholders who do not have access to a car

### Section Three: Engagement

Engagement with individuals or organisations affected by the proposed activity must take place. For further advice and support with engagement and consultations, click [here](#).

<p><b>Has the proposed activity been subject to engagement or consultation with those it's going to impact, taking into account their protected characteristics and socio-economic status?</b></p>	<p>An engagement exercise was carried out between July and September 2022, based on the existing scheme.</p> <p>Changes are proposed in response to the engagement exercise results. There has been no consultation on these proposals, but further work is required to develop two of them, and these will be subject to further customer engagement in due course.</p>	
<p><b>If YES, please state who with.</b></p>	<ul style="list-style-type: none"> <li>• The questionnaire was also available to complete online on AskWarwickshire and also advertised via a link from the Concessionary Travel webpage.</li> <li>• The 29,241 passholders for whom we have an email address were sent a link to the electronic questionnaire.</li> <li>• A paper copy with a pre-paid reply envelope was posted to 5266 customers (a randomised 10% sample of remaining passholders) for whom we did not have email addresses. The covering letter also included the web address for filling the survey online.</li> <li>• A press release was issued.</li> </ul>	
<p><b>If NO engagement has been conducted, please state why.</b></p>	<p>n/a</p>	
<p><b>How was the engagement carried out?</b></p>	<p><b>Yes / No</b></p>	<p><b>What were the results from the engagement? Please list...</b></p>
<p><b>Focus Groups</b></p>	<p>No</p>	
<p><b>Surveys</b></p>	<p>Yes</p>	<p>12,639 responses were received</p>

<b>Public Event</b>	No	
<b>Displays / Exhibitions</b>	No	
<b>Other (please specify)</b>	n/a	
<b>Has the proposed activity changed as a result of the engagement?</b>		Yes, some changes are proposed
<b>Have the results of the engagement been fed back to the consultees?</b>		No - the survey was anonymous.
<b>Is further engagement or consultation recommended or planned?</b>	Not yet determined	A feasibility study is proposed for introduction of a Companion Pass and a further report will be taken to Cabinet. If Cabinet decide to go ahead with a companion pass then consultation on the detail will be necessary. Further work is proposed to explore the possibility of a further standalone scheme and if this is progressed then further engagement may be necessary.
<b>What process have you got in place to review and evaluate?</b>	Introduction of free all days travel for holders of disabled person's passes below retirement age is proposed for a trial period of two years. A review and further evaluation of its impact will be carried out before the end of the trial  The overall scheme will be reviewed again in 2027, or sooner if central government makes any changes to the statutory scheme.	

## Section Four: Assessing the Impact

### Protected Characteristics and other groups that experience greater inequalities

What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposed activity? This section also allows you to consider other impacts, e.g. health inequalities such as deprivation, socio-economic status, vulnerable groups such as individuals who suffer socio-economic disadvantage, armed forces, carers, homelessness, people leaving prison, young people leaving care etc.

On the basis of evidence, has the potential impact of the proposed activity been judged to be positive (+), neutral (=), negative (-), or positive and negative (+&-), for each of the protected characteristic groups below and in what way?

**N.B** In our Guidance to EIAs we have provided you with potential questions to ask yourself when considering the impact of your proposed activity. Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at Section Six.

	<b>Impact type</b> (+) (=) (-) or (+&-)	<b>Nature of impact including health inequalities</b> Will your proposal have negative or positive implications for each group, including on health inequalities?	<b>Mitigating Actions for Negative Impacts</b> What can you do to mitigate any identified negative impacts or health inequalities? Use this column to form the basis of Section 6.



	Impact type	Nature of impact including health inequalities	Mitigating Actions for Negative Impacts																																												
Age	=	<p>No changes are proposed to the scheme for people who qualify because of their age. Older person's pass holders will still be able to use their passes from 9am until midnight, on weekdays.</p> <p>As at 30 September there were 78,101 passholders with an older Person's pass. Once a passholder reaches state retirement age they are issued an older person's pass, rather than a disabled person's pass. There are some passholders whose disabled person's passes expire after they reach retirement age – this is due to an error when setting expiry dates. They will be issued with an older person's pass when they reach retirement age and the old pass will be cancelled.</p> <p>Passholder and respondent age profiles were as follows;</p> <table border="1"> <thead> <tr> <th>Age</th> <th>Passholders @ 30 Sept 2022</th> <th colspan="2">Respondents to engagement exercise (based on equalities monitoring)</th> </tr> </thead> <tbody> <tr> <td>Under 18</td> <td>0.1%</td> <td>7</td> <td>0.1%</td> </tr> <tr> <td>18 – 24</td> <td>0.4%</td> <td>14</td> <td>0.1%</td> </tr> <tr> <td>25 - 39</td> <td>0.9%</td> <td>80</td> <td>0.6%</td> </tr> <tr> <td>40 – 49</td> <td>0.7%</td> <td>75</td> <td>0.6%</td> </tr> <tr> <td>50 – 59</td> <td>1.4%</td> <td>166</td> <td>1.3%</td> </tr> <tr> <td>60 – 64</td> <td>0.9%</td> <td>143</td> <td>1.1%</td> </tr> <tr> <td>65 – 74</td> <td>42.2%</td> <td>6745</td> <td>53.4%</td> </tr> <tr> <td>75 +</td> <td>53.5%</td> <td>4985</td> <td>39.4%</td> </tr> <tr> <td>Not Answered</td> <td>n/a</td> <td>236</td> <td>1.9%</td> </tr> <tr> <td>Prefer not to say</td> <td>n/a</td> <td>188</td> <td>1.5%</td> </tr> </tbody> </table> <p>Children under the age of five do not have to pay for bus travel and so there are no passholders younger than five years old.</p>	Age	Passholders @ 30 Sept 2022	Respondents to engagement exercise (based on equalities monitoring)		Under 18	0.1%	7	0.1%	18 – 24	0.4%	14	0.1%	25 - 39	0.9%	80	0.6%	40 – 49	0.7%	75	0.6%	50 – 59	1.4%	166	1.3%	60 – 64	0.9%	143	1.1%	65 – 74	42.2%	6745	53.4%	75 +	53.5%	4985	39.4%	Not Answered	n/a	236	1.9%	Prefer not to say	n/a	188	1.5%	<p>Individual letters will be sent to those passholders whose disabled person's passes are being replaced with older person's passes, explaining why this is happening.</p> <p>Older person's passholders may feel discriminated against because it is not proposed to include older people's passholders in the trial for free all-day travel.</p> <p>Messaging should make it be clear that the purpose of the trial is to increase access to education, training and employment. There is not sufficient funding to offer or trial all-day travel for all passholders.</p>
Age	Passholders @ 30 Sept 2022	Respondents to engagement exercise (based on equalities monitoring)																																													
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	Impact type	Nature of impact including health inequalities	Mitigating Actions for Negative Impacts												
<p><b>Disability</b> Consider:</p> <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g. dyslexia)</li> <li>• Mental health conditions (e.g. depression)</li> <li>• Medical conditions (e.g. diabetes)</li> </ul>	+ & =	<p>Passholders with a qualifying disability, who are below retirement age, will be permitted to use their pass at any time. This includes children aged 5-17 and adults aged 18 to state retirement age (currently 66) when they would qualify for an older person's pass. The intention of this proposal is to increase opportunity for education, employment and training for passholders with disabilities.</p> <p>There are seven disabilities which will enable someone to qualify for a concessionary bus pass, which currently offers free off-peak bus travel. These are defined by statute and WCC has no discretion on eligibility. For those people the trial introduction of free all day travel will have a positive impact.</p> <p>As at 30 September 2022 there were 3641 passholders with a disabled person's pass. These were all older than five years old (when children start needing a separate ticket) bus fares and below state retirement age (when an older person's bus pass is issued)..</p> <p>For those people with disabilities are not eligible for a concessionary bus pass there will be no change.</p> <p>The engagement exercise asked about disability in two places. Firstly, respondents were asked how they qualified for a bus pass. The responses were as follows;</p> <table border="1"> <tbody> <tr> <td>Age</td> <td>11,253</td> <td>91.7%</td> </tr> <tr> <td>Disability</td> <td>443</td> <td>3.6%</td> </tr> <tr> <td>Age and Disability</td> <td>348</td> <td>2.8%</td> </tr> <tr> <td>Not a passholder</td> <td>221</td> <td>1.8%</td> </tr> </tbody> </table>	Age	11,253	91.7%	Disability	443	3.6%	Age and Disability	348	2.8%	Not a passholder	221	1.8%	<p>Older person's passholders who have stated they have a disability may feel that they should be entitled to all day travel. Messaging should make it be clear that the purpose of the trial is to increase access to education, training and employment.</p>
Age	11,253	91.7%													
Disability	443	3.6%													
Age and Disability	348	2.8%													
Not a passholder	221	1.8%													

	Impact type	Nature of impact including health inequalities	Mitigating Actions for Negative Impacts																		
		<p>Secondly, respondents were asked if they had a long term illness or disability as part of the equalities monitoring.</p> <table border="1"> <tr> <td>Yes</td> <td>2655</td> <td>21.0%</td> </tr> <tr> <td>No</td> <td>8881</td> <td>70.3%</td> </tr> <tr> <td>Not Answered</td> <td>353</td> <td>2.8%</td> </tr> <tr> <td>Prefer not to answer</td> <td>750</td> <td>5.9%</td> </tr> </table> <p>It should be noted that in both cases some of the respondents who said they have a disability may not have a qualifying disability which would entitle them to a disabled person's pass.</p>	Yes	2655	21.0%	No	8881	70.3%	Not Answered	353	2.8%	Prefer not to answer	750	5.9%							
Yes	2655	21.0%																			
No	8881	70.3%																			
Not Answered	353	2.8%																			
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<b>Gender Reassignment</b>	=	<p>It is not possible to analyse passholders by gender. No data is held for either passholders or respondents in respect of gender reassignment.</p> <p>Results for gender from the equalities monitoring for the engagement exercise were as follows;</p> <table border="1"> <tr> <td>Female (including trans female)</td> <td>5539</td> <td>43.8%</td> </tr> <tr> <td>Male (including trans male)</td> <td>5521</td> <td>43.7%</td> </tr> <tr> <td>Non-binary / agender / gender-fluid</td> <td>8</td> <td>0.1%</td> </tr> <tr> <td>Not Answered</td> <td>933</td> <td>7.4%</td> </tr> <tr> <td>Prefer not to say</td> <td>445</td> <td>3.5%</td> </tr> <tr> <td>Prefer to self-describe</td> <td>193</td> <td>1.5%</td> </tr> </table>	Female (including trans female)	5539	43.8%	Male (including trans male)	5521	43.7%	Non-binary / agender / gender-fluid	8	0.1%	Not Answered	933	7.4%	Prefer not to say	445	3.5%	Prefer to self-describe	193	1.5%	
Female (including trans female)	5539	43.8%																			
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Prefer not to say	445	3.5%																			
Prefer to self-describe	193	1.5%																			
<b>Marriage and Civil Partnership</b>	=	<p>It is not possible to analyse passholders by marital or civil partnership status. This was not covered by equalities monitoring in the engagement exercise.</p>																			
<b>Pregnancy and Maternity</b>	=	<p>It is not possible to analyse passholders this way. This was not covered by equalities monitoring in the engagement exercise.</p>																			

	Impact type	Nature of impact including health inequalities	Mitigating Actions for Negative Impacts		
<b>Race</b> Including: <ul style="list-style-type: none"> <li>• Colour</li> <li>• Nationality</li> <li>• Citizenship</li> <li>• Ethnic or national origins</li> </ul>	=	It is not possible to analyse passholders by race or ethnicity.  Results from the equalities monitoring for the engagement exercise were as follows;			
		Arab		2	0.0%
		Asian or Asian British - Bangladeshi		4	0.0%
		Asian or Asian British - Indian		144	1.1%
		Asian or Asian British - Pakistani		13	0.1%
		Black or Black British - African		12	0.1%
		Black or Black British - Caribbean		21	0.2%
		Chinese		23	0.2%
		Gypsy or Traveller		1	0.0%
		Mixed - Asian and White		13	0.1%
		Mixed - Black African and White		3	0.0%
		Mixed - Black Caribbean and White		6	0.0%
		Other Asian Background		23	0.2%
		Other Black Background		7	0.1%
		Other Mixed Background		11	0.1%
		Other White background		122	1.0%
		White British		11117	88.0%
		White Irish		190	1.5%
		Prefer not to say		376	3.0%
Prefer to self-describe	47	0.4%			
Not Answered	504	4.0%			
<b>Religion or Belief</b>	=	It is not possible to analyse passholders this way.  Results from the equalities monitoring for the engagement exercise were as follows;			

	Impact type	Nature of impact including health inequalities	Mitigating Actions for Negative Impacts																																	
		<table border="1"> <tr><td>Buddhism</td><td>35</td><td>0.3%</td></tr> <tr><td>Christianity</td><td>8021</td><td>63.5%</td></tr> <tr><td>Hinduism</td><td>74</td><td>0.6%</td></tr> <tr><td>Islam</td><td>27</td><td>0.2%</td></tr> <tr><td>Judaism</td><td>13</td><td>0.1%</td></tr> <tr><td>No religion or belief</td><td>2631</td><td>20.8%</td></tr> <tr><td>Not Answered</td><td>577</td><td>4.6%</td></tr> <tr><td>Prefer not to say</td><td>1053</td><td>8.3%</td></tr> <tr><td>Sikhism</td><td>66</td><td>0.5%</td></tr> <tr><td>Spiritualism</td><td>57</td><td>0.5%</td></tr> <tr><td>Any other religion or belief</td><td>85</td><td>0.7%</td></tr> </table>	Buddhism	35	0.3%	Christianity	8021	63.5%	Hinduism	74	0.6%	Islam	27	0.2%	Judaism	13	0.1%	No religion or belief	2631	20.8%	Not Answered	577	4.6%	Prefer not to say	1053	8.3%	Sikhism	66	0.5%	Spiritualism	57	0.5%	Any other religion or belief	85	0.7%	
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<b>Sex</b>	=	It is not possible to analyse passholders this way. This was not covered by equalities monitoring in the engagement exercise.																																		
<b>Sexual Orientation</b>	=	<p>It is not possible to analyse passholders this way.</p> <p>Results from the equalities monitoring for the engagement exercise were as follows;</p> <table border="1"> <tr><td>Asexual</td><td>626</td><td>5.0%</td></tr> <tr><td>Bi / bisexual</td><td>122</td><td>1.0%</td></tr> <tr><td>Gay man</td><td>47</td><td>0.4%</td></tr> <tr><td>Gay woman / lesbian</td><td>10</td><td>0.1%</td></tr> <tr><td>Heterosexual / straight</td><td>9060</td><td>71.7%</td></tr> <tr><td>Pansexual</td><td>7</td><td>0.1%</td></tr> <tr><td>Prefer not to say</td><td>1703</td><td>13.5%</td></tr> <tr><td>Other</td><td>58</td><td>0.5%</td></tr> <tr><td>Not Answered</td><td>1006</td><td>8.0%</td></tr> </table>	Asexual	626	5.0%	Bi / bisexual	122	1.0%	Gay man	47	0.4%	Gay woman / lesbian	10	0.1%	Heterosexual / straight	9060	71.7%	Pansexual	7	0.1%	Prefer not to say	1703	13.5%	Other	58	0.5%	Not Answered	1006	8.0%							
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	Impact type	Nature of impact including health inequalities	Mitigating Actions for Negative Impacts
<b>Groups who may require support:</b> <ul style="list-style-type: none"> <li>• Individuals who suffer socio-economic disadvantage</li> <li>• Armed Forces (WCC signed the <a href="#">Armed Forces Covenant</a> in June 2012)</li> <li>• Carers</li> <li>• Homelessness</li> <li>• People leaving Prison</li> <li>• People leaving Care</li> </ul>	=	It is not possible to analyse passholders this way. This was not covered by equalities monitoring in the engagement exercise.	
<b>Other Identified Health Inequalities (HI)</b> Many issues can have an impact on health: is it an area of deprivation, does every population group have equal access, unemployment, work conditions, education, skills, our living situation, rural, urban, rates of crime etc.	=	Eligibility is set out in statute and so there is no capacity to include other health inequalities.	
<b>Other Groups</b> If there are any other groups			

**Public Sector Equality Duty (PSED)**

Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please evidence how your proposed activity meets our obligations under the PSED.

	<b>Evidence of Due Regard</b>
<p><b>Eliminate unlawful discrimination (harassment, victimisation and other prohibited conduct):</b></p>	<p>The basic scheme offers the same benefits to both older person's passholders and disabled person's passholders. It is not proposed to remove any of the current benefits.</p> <p>The engagement exercise indicated that over 50% of disabled person's pass holders have no access to a car (compared to 14% overall) and so introducing free pre-9am travel for passholders will help remove a barrier to accessing education, training and employment.</p>
<p><b>Advance equality of opportunity:</b> This involves</p> <ul style="list-style-type: none"> <li>• removing or minimising disadvantages suffered by people due to their protected characteristics;</li> <li>• taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people, for example, taking steps to take account of people with disabilities;</li> <li>• encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.</li> </ul>	<p>The current bus pass scheme does not allow travel during peak times i.e. does not allow people to travel to and from work or education settings before 9am.</p> <p>The proposed change will enable more disabled person's passholders to access education, training and employment, particularly in view of the high number of passholders who have no access to a car should they need to travel before 9am.</p>
<p><b>Foster good relations:</b></p> <p>This means tackling prejudice and promoting understanding between people from different groups and communities.</p>	<p>Publicity will be needed to ensure that passholders are aware of the change to the times they can use their pass. It is proposed to contact each disabled person's passholders individually, so that there is no confusion. If we have an email address (1323 passholders) then they will be notified via email. Otherwise a letter will be needed (2318 passholders).</p>

## Section Five: Partners / Stakeholders

Which sectors are likely to have an interest in or be affected by the proposed activity?	Yes / No	Describe the interest / affect
<b>Businesses</b>	Yes	Holders of Disabled Person's Passes will have increased opportunity to access work.
<b>Councils</b>	No	
<b>Education Sector</b>	Yes	Will support travel training for SEND pupils
<b>Fire and Rescue</b>	No	
<b>Governance Structures</b>	No	
<b>NHS</b>	No	
<b>Police</b>	No	
<b>Voluntary and Community Sector</b>	No	
<b>Other(s): please list and describe the nature of the relationship / impact</b>		



## Section Six: Action Planning

If you have identified impacts on protected characteristic groups in Section Four, please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. It is also important to consider how often this E.I.A. will be reviewed, and who is responsible for doing this. If you are not taking any action to support or mitigate the impact, you should complete the No Mitigating Actions section below instead.

### Mitigating Actions

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts or build on positive impacts for protected groups or health inequalities
- Whether you could do more to fulfil the aims of the PSED
- How you will monitor and evaluate the effect of this work
- Anything else you can think of!

Identified Impact	Action(s)	Timescale incl. evaluation and review date	Name of person responsible
Messaging needs to be clear on who is entitled to all day travel. Also need to be clear that this is a time-limited trial.	Individual letter or email to each passholder who will benefit Change to the carrier letters sent out with the disabled person's passes	Before the change is made. Review messaging and feedback after six months  When trial is ending, a further letter or email will need to be sent out details what happens next.	Jo Cooper

Older person's passholders may feel angry that they are not offered free all day travel	Clear messaging is needed on the website. Ensure all frontline staff and bus operators are aware of the change and the reasoning behind it	Review the information as and when feedback is received, and after six months.	Jo Cooper
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**No Mitigating Actions**

<b>Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.</b>
n/a

**Section Seven: Assessment Outcome**

<b>Only one of following statements best matches your assessment of this proposed activity. Please select one and provide your reasons.</b>		
<b>No major change required</b>		
<b>The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities</b>		
<b>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities</b>	✓	There is potential for discrimination because the proposal does not include passholders with disabilities over state retirement age. However, the proposal is intended to increase access to education, training and employment, and this will apply to few people over state retirement age.
<b>Stop the proposal as it is potentially in breach of equality legislation</b>		

### Section Eight: Sign Off

N.B To be completed after the EIA is completed but before the area of work commences.

Name of person/s completing EIA	Jo Cooper
Name and signature of Assistant Director	
Date	
Date of next review and name of person/s responsible	30 September 2023 Jo Cooper

Once signed off, please ensure the EIA is uploaded using the following form. Please name it “EIA [project] [service area] [year]”: [Upload Completed Equality Impact Assessments](#)

These will be stored on a [Sharepoint library](#) which Warwickshire County Council colleagues can access.

It is the responsibility of the individuals and teams who completed the EIA to review it regularly and to carry out any required activities in line with the action plan made.

For advice or support, please contact [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk).