EQUALITY IMPACT ASSESSMENT (EIA)

Warwickshire Rail Strategy 2019-2034

Before completing this document please refer to our 'Guide to Equality Impact Assessments' [here](.).

Service/policy/strategy/practice/plan being assessed	Warwickshire Rail Strategy 2019-2034
Business Unit/Service Area	Transport Planning, Communities
Is this a new or existing service/policy/strategy/practice/plan? *If an existing service/policy/strategy/practice/plan please state date of last assessment*	This is a new strategy that will replace the County's Rail Strategy, as contained within the Third Local Transport Plan.
EIA Review team – list of members	Victoria Mumford Margaret Smith
Do any other Business Units/Service Areas need to be included?	
Date of assessment	5th July 2019 – EIA on Draft Strategy 11th January 2020 - EIA on Final Strategy (post consultation).
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees? *If **yes** please let your Assistant Director and the Customer Relations Team know as soon as possible*	**No**

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Details of service/policy/strategy/practice/plan

Scoping and Defining	
(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan?	There is a need to set out what is required within Warwickshire to ensure excellent passenger rail services which will address the needs of both current and potential passengers in Warwickshire and deliver the wider objectives of the County Council and the objectives as set out in the Rail strategy; these being; 1. Maximise economic, social and environmental benefits of the rail network to Warwickshire residents and businesses; 2. Maximise opportunities for journeys within Warwickshire (and beyond) to be undertaken by rail, particularly for commuting purposes; 3. Maximise opportunities for travel demands of new developments to be met by rail; 4. Support opportunities to transfer freight from road to rail.
(2) Who are the customers?	People who live, work or visit Warwickshire.
(3) How has equality been considered in the development or review so far?	The strategy promotes access to rail services for all users, including those with physical or sensory difficulties; where possible the strategy seeks to identify improvements at stations that will improve access by all groups.
(4) What is the reason for the change/development?	The existing Warwickshire rail strategy, as contained in the Local Transport Plan 3 is out of date. Therefore the strategy has been updated and refreshed.
(5) How does it fit with Warwickshire County Council's wider objectives?	The strategy aligns with the County Councils objectives in terms of reducing congestion, maximising opportunities to improve existing connectivity and improving journey reliability.
(6) Why might it be important to consider equality and the protected characteristics?	Whilst there is a rail station in each of Warwickshire's main towns, some smaller towns and most villages in the county do not have a station. This means that some people, especially those living in more rural areas, do not have easy access to rail services. In addition services may be

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	limited and not provide the required connectivity. The strategy seeks to improve access points to the rail network, deliver service improvements to provide additional connectivity opportunities and provide access improvements at existing stations.

| **Information Gathering** ||

(7) What sources of data have you used? *You must keep a record of any data you have currently used as supporting evidence*	The strategy has been developed in line with wider County Council objectives and the wider regional context. Significant work has been undertaken to help identify the economic value of key interventions in Warwickshire. The strategy also builds on the West Midlands Rail The final strategy has been prepared following a full public consultation, which included a wide range of stakeholders; user groups, other local authorities, operators, interest groups and potential partners.
(8) What does the data you have tell you about your customers and about protected equality groups?	The rail strategy has been widely consulted on as part of a full public consultation. The respondents to the on line survey predominately identified their ethnicity as 'White British' and data is limited regarding protected equality groups. The County Council will, in the near future, be producing a new transport strategy (of which the rail strategy will be part of). This will provide another opportunity to consult with the wider public and specific protected equality groups. The Transport Planning team will continue to work closely with the Equalities and Insight teams to ensure that we maximise the response rate from protected groups where appropriate.
(9) What do you need to know more about?	
(10) How could you find this out and who could help you?	

| **Engagement and Consultation** ||

(11) Who have you consulted with from protected equality groups?	The Draft Rail Strategy was subject to a full public consultation. As part of the consultation process, the County Council encouraged responses from protected equality groups to be submitted. In attempt to ensure that we have consulted with individuals/organisations from protected equality groups and that their views are represented throughout the consultation we have asked respondents to provide us with their diversity data, making it clear to them why we are asking for it and how this data will be used and stored.

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(12)	Who else could you consult with?	The consultation was a full public consultation and therefore all groups/individuals were able to respond if they wished to.
(13)	Who can help you to do this?	The Warwickshire Insight team helped provide advice as to who can be consulted.
Monitor and Evaluate		
(14) How will you monitor and evaluate the service/policy/strategy/practice/plan?		The Rail Strategy will be monitored on a regular basis to assess progress with delivery. It should be noted that a proportion of schemes and interventions identified in the strategy are dependent on other regional or national schemes being delivered. Delivering significant service or infrastructure on the rail network is challenging and requires the involvement of a number of partners.

Please note: Further information and advice about the corporate consultation process can be found [here](.).

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(15) Analysis of impact and potential actions:				
Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: ● Eliminate discrimination/mitigate negative impact ● Advance equality of opportunity ● Foster good relations
		Positive impacts identified (actual and potential)	Negative impacts identified (actual and potential)	
Age	Age can be a barrier to accessing the rail network, for both young and old people, access to stations can be difficult and often cost can be a barrier for both groups.			WCC can work with the Train Operating Companies (TOCs) to help improve access to stations and to identify ticketing opportunities to make travel by rail more affordable
Disability	The range of barriers facing people with disabilities are varied and relate to physical, sensory, learning and mental health needs. Disabled people are more reliant on public transport than the general population.			WCC will work with the TOCs to help promote opportunities to offer travel training and journey planning to help enable disabled people make travel journeys by rail. The County Council will also work with the TOCs and West Midlands Rail Executive to ensure that rolling stock is fully compliant to the Equality Act 2010.
Sex	Real or perceived safety on public transport can impact more greatly on particular groups.			WCC will work with the appropriate organisations in attempt to improve real and perceived safety. This may be in the form of additional CCTV at stations and station travel plans that promote safer walking routes to access stations.
Race	At this stage it is not though that the rail strategy poses any adverse impacts on the basis race.			
Religion or belief	At this stage it is not though that the rail strategy poses any adverse impacts on the basis of religion or belief.			

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Gender Reassignment	At this stage it is not though that the rail strategy poses any adverse impacts on the basis of gender reassignment.			
Pregnancy and Maternity	Access to stations without lifts/ramps or lack of adequate changing facilities may act as a barrier to accessing the rail network.			WCC can work with the Train Operating Companies (TOCs) to help improve access and changing facilities where appropriate.
Sexual orientation	At this stage it is not though that the rail strategy poses any adverse impacts on the basis of sexual orientation.			
Marriage and Civil Partnership (Note: only in relation to due regard to eliminating unlawful discrimination)	At this stage it is not though that the rail strategy poses any adverse impacts on the basis of marriage and civil partnership			

(16) Outcomes of Equality Impact Assessment		
Action	**Timescale**	**Responsibility**
Ensure the opportunity to engage with relevant groups during the delivery of specific schemes/interventions which are led by Warwickshire County Council.	Ongoing	Transport Planning
Include diversity data questions in any future scheme/project consultation	Ongoing	Transport Planning

Ensure that key messages concerning equality and diversity are discussed with the relevant organisations, where Warwickshire is not the organisation that can directly control the outcome.	Ongoing	Transport Planning

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Date of Next Review	

Name and signature of Officer completing the EIA	
Name and signature of Assistant Director	
Name and signature of Directorate Equalities Champion	

If you would like any equalities support or advice on this completed document, please contact the Equalities Team on 01926 412370 or
equalities@warwickshire.gov.uk

NEXT STEPS ONCE COMPLETED:
1. ***Go to File – Rename, and enter a new document name (e.g. Title of the EIA followed by - EIA)***

2. ***Go to Share (top right hand corner) Add Assistant Director and the Directorate Equalities Champion with 'can edit' option to gain their signatures and for recording purposes***

3. ***Once signed off, ensure the completed EIA is saved in a secure place***

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