

Equality Impact Assessment

June 2011



Staffordshire
Local Transport Plan 2011

1. Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EqIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000
- Disability Discrimination (Amendment) Act 2006
- Sex Discrimination Act 1975
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age

EqIAs can help the County Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EqIAs.

An EqIA is a process to determine whether a policy or function has any 'differential impacts' that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers which could prevent access to services or employment opportunities.

2.0 Equality Impact Assessment (EqIA)

| Equality Impact Assessment | |
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| 1. | Title of Function or Policy to be assessed: Staffordshire Local Transport Plan 2011 |
| 2. | Date: June 2011 |
| 3. | Name of Lead Officer: Clare Horton, Transport Policy Officer |
| 4. | EIA Team: Clare Horton, Transport Policy Officer Katrina Jones, Transport Policy Officer Pam Rushton, Business Support Manager Rashida Gyasi, Communities and Equalities Tina Patel, Policy Officer, Communities and Equalities |
| 5. | Head of Service: Charles Soutar |
| 6. | Existing, new or review: New |

7. Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:

The Transport Act 2000, amended by the Local Transport Act 2008, requires local transport authorities to produce and maintain a Local Transport Plan (LTP). An LTP sets out an authority’s policies, strategies, objectives and targets for improving transport in its area. It covers all modes of transport (including walking, cycling, public transport, car based travel and freight), the management and maintenance of its highway network and the relationships between transport, and wider policy issues such as the economy, environment and social inclusion.

The Staffordshire LTP is a countywide plan, i.e. it includes the administrative county area but excludes Stoke-on-Trent.

The overall vision of the LTP is:

“a transport system that supports Staffordshire’s economy, and safely and conveniently connects people and services within Staffordshire and beyond; it provides opportunities for services and jobs to be accessed in a sustainable way, and makes sure that any adverse effect of transport on Staffordshire’s rich environment and on residents’ quality of life is minimised”.

In order to achieve this vision, seven broad cross-cutting objectives have been developed together with 17 individual challenges (as contained in the table below) and 42 policies:

The EqIA Scoping Report (September 2010) provides details of those population groups considered under the EqIA and sets out the main sources of existing information both nationally and locally for each of these groups.

Countywide Objectives and Challenges

| Objectives | Challenges |
|---|---|
| Supporting Growth and Regeneration | Provide opportunities for residents to access jobs, training and education. |
| | Help businesses access suppliers, markets and a workforce. |
| | Enable economic growth without causing congestion. |
| Maintaining the Highway Network | Maintain the current condition of the highway network and its infrastructure |
| | Keep the highway safe and serviceable whilst achieving value for money. |
| Making Transport Easier to Use and Places Easier to get to | Reduce social exclusion faced by residents. |
| | Make ‘access for all’ a key consideration when planning new housing and employment sites, services and facilities. |
| Improving Safety and Security | Improve the skills of all road users. |
| | Improve the current road safety record. |
| | Tackle crime, fear of crime, and anti-social behaviour on the highway network. |
| | Improve the resilience of the highway network to events that pose safety threats to highway users. |
| Reducing Road Transport Emissions and their Effect on the Highway | Reduce emissions from road transport. |
| | Respond to current and future climate conditions. |
| Improving Health and Quality of Life | Encourage active travel. |
| | Maximise opportunities for transport to positively contribute towards people’s quality of life. Maybe we can include something around improving quality of life for those that have a disability. |
| Respecting the Environment | Minimise the impact of transport on the environment. |
| | Enhance the environment through the management and maintenance of the transport network. |

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| | <p>A number of expected outputs and associated indicators and targets have also been identified to measure the effectiveness of the LTP.</p> <p>Tables 1.1, 2.3, 3.2, 4.3, 5.1, 6.2 and 7.1 of the LTP summarise the LTP's challenges, policies, outputs, indicators and targets. Those outputs that will particularly advantage protected groups include:</p> <ul style="list-style-type: none"> • High trip generating developments located in areas with good public transport capacity and accessibility (i.e. better access to employment and services for protected groups); • Improved public realm and better, safer infrastructure (i.e. improved security for groups concerned for personal security on the transport network); • Better bus service coverage; • Improved community transport and taxis and | <p>private hire services;</p> <ul style="list-style-type: none"> • Better passenger transport travel information; • Better passenger transport interchanges; • Better passenger transport customer care; • More inclusive/accessible urban and rural environments; • Reduced cost of travel for the young, elderly and those with disabilities; <p>The above seven outcomes will provide increased accessibility and security to employment and services to protected groups</p> <ul style="list-style-type: none"> • Less crime and instances of anti-social behaviour on the highway network (benefits protected groups concerned for their personal security); • More targeted road safety messages (will particularly benefit young people). |
| <p>8.</p> | <p>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</p> <p>Network Management Duty (2011)</p> <p>Transport Asset Management Plan</p> <p>Air Quality Action Plans (to date eight Air Quality Management Areas have been declared in Staffordshire. One action plan was submitted to Defra in August 2009, covering two areas. The remaining action plans are still pending.)</p> <p>Staffordshire Rights of Way Improvement Plan 2007</p> <p>Noise Action Plans (to be developed)</p> <p>Draft Staffordshire Local Economic Assessment 2010</p> <p>The Staffordshire Children and Young People's Plan 2010-11 (Staffordshire Children's Trust 2010)</p> <p>Local Development Frameworks (Newcastle-under-Lyme adopted their core strategy in 2010, with Stoke-on-Trent City Council. Other boroughs and districts are in the process of developing their LDFs.)</p> <p>Active in the Outdoors: A Recreation Strategy and Action Plan for the Peak District National Park 2010-2020 (April 2010)</p> | <p>Cannock Chase Area of Outstanding Natural Beauty: Management Plan 2009-2014</p> <p>Draft Staffordshire Walking Strategy (2010)</p> <p>Draft Staffordshire Cycling Strategy (2010)</p> <p>Staffordshire Freight Strategy (2011)</p> <p>A Hard Rain: Staffordshire County Council's Corporate Climate Change Strategy (2006)</p> <p>Conservation within the Highway: Structures of Historic Importance</p> <p>Lighting Works within Conservation Areas and in the Vicinity of Listed Buildings</p> <p>Well Lit-Highways – Code of Practice for Highway Lighting Management</p> <p>Staffordshire County Council Winter Service Policy 2008</p> <p>Pitching the Message – Communication Guidelines for all Highway Schemes</p> <p>The Staffordshire Strategic Plan 2010-2015</p> |

9. Who is it intended to affect or benefit (the target population)?

The Government has said that local transport authorities are accountable to their communities for the quality of their LTPs and for their effective delivery. As a result, the completion of a comprehensive EqIA on the LTP should help to ensure that its policies promote equality and minimise or eliminate discrimination. The target population is, therefore, everyone who uses Staffordshire’s transport network.

The EqIA Scoping Report sets out the data we have both nationally and locally to inform policy development. The Scoping Report also provides a discussion of the available data and what it means to each of the population groups concerned

10. Within this table, briefly state/comment whether the policy or function will have a positive or negative impact across the following factors and provide any comments.

| | Positive Impact | Negative Impact | Comments |
|------------------|-----------------|-----------------|-----------------|
| Age | | | See text below |
| Disability | | | See text below |
| Gender | | | See text below |
| Race | | | See text below. |
| Religion/ Belief | | | See text below. |
| Sexuality | | | See text below. |
| Other | | | See text below. |

The remit of the Staffordshire LTP EqIA has been expanded to not only focus on the above equality groups but to also include rurality/rural isolation, social deprivation, gypsies and travellers, low income, migrants/refugees/asylum seekers, learning disabilities, mental health and transgender.

For a full assessment of the impact of the LTP’s policies and actions on equalities, please refer to the Staffordshire Local Transport Plan Equality Impact Assessment Scoping Report (September 2010) and Policy Assessment Matrix.

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| <p>11.</p> | <p>EqlA findings or actions to be taken forward</p> <p>The EqlA Scoping Report, this document and the accompanying Policy Assessment Matrix provide the basis for the production of a separate EqlA Action Plan. The Action Plan is currently under development and will be made available when complete. It will set out the actions that the County Council and its partners will take forward to address the issues highlighted by the EqlA.</p> <p>Age: See text above</p> <p>Disability: See text above</p> <p>Gender: See text above</p> <p>Race: See text above</p> <p>Religion/Belief: See text above</p> <p>Sexuality: See text above</p> <p>Other: See text above</p> |
| <p>12.</p> | <p>Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:</p> <p>How will it provide equality of access to services, information and employment?</p> <p>Two of the LTP's priorities and its associated strategies are 'Supporting Growth and Regeneration' (see Chapter 1) and 'Making the Transport System Easier to Use and Places Easier to Get To' (see Chapter 3). Within these two strategies are a whole host of policies and actions, the implementation of which will:</p> <p>Support Growth and Regeneration:</p> <ul style="list-style-type: none"> • Provide opportunities for residents to access jobs, training and education. • Help businesses access suppliers, markets and a workforce. • Enable economic growth without causing congestion. <p>Promote Equality of Access and Opportunity:</p> <ul style="list-style-type: none"> • Reduce social exclusion faced by residents. • Make 'access for all' a key consideration when planning new housing and employment sites, services and facilities. <p>Does it or could it celebrate diversity?</p> <p>The LTP positively acknowledges and caters for diversity.</p> <p>Will it or could it promote good relationships within and between communities?</p> <p>Yes. For example, by reducing social exclusion, encouraging travel by smarter modes, through the creation of inclusive environments, improved street design, improved access, the provision of concessionary fares, better public transport and passenger transport information, improved safety, less crime and instances of anti-social behaviour on the highway network and encouraging more considerate road user behaviour.</p> |

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| <p>13.</p> | <p>How will it help to prevent social exclusion?</p> <p>Through the inclusion of policies and actions within the LTP Strategies which will result in reduced crime, fear of crime and anti-social behaviour on the transport network, improved safety when travelling on the road network, an environment where people feel confident to walk and cycle, better bus services, passenger transport information and customer care, inclusive urban environments, concessionary fares for those most in need, improved access and reduced rural isolation wherever possible.</p> <p>See LTP Policies 1.1, 1.2, 3.1, 3.2, 3.3, 3.4, 4.1, 4.4, 5.1, 6.1, 6.2 and 6</p> <p>Will it help to reintegrate those who have become excluded?</p> <p>Yes. The LTP and its associated strategies are all about providing people with equal opportunities. Such actions which will help to reintegrate those who have become excluded include the Wheels to Work scheme, Moorlands Connect, concessionary fares, community transport, improved bus services, increased accessibility, reduced crime, fear of crime and anti-social behaviour on the transport network, improvements to the transport network, inclusive urban environments, improved street design etc.</p> <p>See LTP Policies 1.1, 1.2, 3.1, 3.2, 3.3, 3.4, 4.1, 4.4, 5.1, 6.1, 6.2 and 6.3.</p> <p>How will it provide good quality, inclusive services?</p> <p>The LTP includes an Implementation Plan which is a business plan for delivering and implementing the policies and actions contained within the Strategy Plan. It will be four years in length, updated on an annual basis and include a funded programme of transport improvements, targets, performance management, value for money and risk assessment. It will also include detailed proposals for the first year with outline proposals for the remaining years.</p> |
| <p>14.</p> | <p>Consultation:</p> <p>Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.</p> <p>Various strands of consultation have been undertaken during the preparation of this EqIA, as discussed below.</p> <p>A reference group operating on a virtual basis and comprising a number of stakeholders representing each of the equalities groups has been established to help inform and act as a ‘critical friend’ during the EqIA’s preparation. The Staffordshire Local Transport Plan EqIA Scoping Report has been subject to consultation with these stakeholders to enable them to identify any further available local data in relation to the transport barriers experienced by the different equality groups that had been omitted from the Report. Their views in respect of the data, together with the significant challenges and issues included within the Report, have also been sought. The outcomes of this consultation have been used to inform the final LTP.</p> <p>The EqIA Lead Officer has spoken to various interested equality groups in Staffordshire and asked them to contribute to the preparation of the EqIA wherever possible. These interested groups have included the Staffordshire Public Access Network Group, Staffordshire County Council Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Network, Lichfield District Council Disability Partnership Panel, and Staffordshire Third Sector Network – Sustainable Staffordshire Reference Group.</p> |

A focus group was held during May 2010 with the Staffordshire Youth Action Council. This enabled young people to discuss their views on transport in Staffordshire, the barriers they encounter when trying to access services and activities, and the ways that these barriers can be overcome. The outcomes from this focus group were included within the Scoping Report.

Individual discussions have also taken place with the Stoke-on-Trent and North Staffordshire LGBT Network and the Gender Advisory Bureau Ltd., who have both directly contributed to and helped to shape the EqlA.

The Scoping Report was the subject of full public consultation alongside the draft LTP in autumn 2010. This consultation lasted for twelve weeks and was used to inform and update the LTP and EqlA. The information gathered will subsequently be used to develop the EqlA Action Plan, to minimise any discrimination and ensure fairness for all. The Action Plan will utilise the data and evidence gathered and set out the actions for each population group identified in the Scoping Report.

External consultees that represent protected groups included:

- Staffordshire Blind
- Age Concern
 - Burton upon Trent
 - Stafford and District
 - Stone and District
- Community Council for Staffordshire
- Staffordshire Youth Council
- Cannock Chase Council for Voluntary Services
- Community Link East Staffordshire
- Stafford and District Community Link
- Staffordshire Moorlands Community and Voluntary Services
- Staffordshire Public Access Network
- Connexions
- Staffordshire and Stoke-on-Trent Consortium of Infrastructure Organisations
- Tamworth Centre for Voluntary Services
- South Staffordshire Community and Voluntary Action
- East Staffordshire Racial Equality Council
- Lichfield and District Community and Voluntary Sector Support
- Community Action and Support East Staffordshire
- Stoke and North Staffordshire LGBT Network
- Gender Advisory Bureau
- Job CentrePlus
- Mencap
- MIND
- West Midlands Consortium (services relating to travelling children, schools and families)
- Staffordshire University

- Stafford College
- South Staffordshire College
- Leek College
- Newcastle-under-Lyme College
- Stoke-on-Trent College
- Staffordshire Youth Service

Comments received as a result of the consultation have influenced the final LTP. A consultation summary, available on the LTP Portal, stated how the comments were actioned.

The LTP has a number of indicators and targets that will be monitored. Indicators relevant to protected groups include:

- Overall employment rate;
- Young People Not in Employment Education and Training (NEET) – the target is to increase the overall employment rate from a 2009 baseline;
- Condition of surface footways (pedestrianised areas and areas alongside a road intended for use by pedestrians);
- Street lighting lit at any one time;
- Public satisfaction with street lighting;
- Bus patronage – target is to increase bus patronage levels form a 2008/09 baseline);
- Accessibility levels to key services – target is to improve access to town centres from a December 2010 baseline and to decrease inaccessibility levels from a December 2010 baseline;
- Public satisfaction with local bus services;
- Public satisfaction with local public transport information;
- Public satisfaction with ease of access to key services (all, people with disabilities, no car households);
- Public satisfaction with community transport;
- Killed or seriously injured child casualties;
- 16-25 year-old casualties (all);
- Mode share of journey to school;
- Obesity levels (child);
- Level of tranquillity; and
- Locations affected by (road) traffic noise.

Head of Service:

I am satisfied with the results of this EIA.

I agree to review the Action Plan after 12 months with an appropriate equality representative.

Signature of Head of Service:



