


**EQUALITY IMPACT ASSESSMENT TEMPLATE
AND GUIDANCE**

Policy and Intelligence Team



EQUALITY IMPACT ASSESSMENT TEMPLATE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Debbie Newcombe	Department and service:	Sustainable Transport, Strategic Planning and Infrastructure	Date of assessment:	17 May 2022
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard	Signature:		Approval date:	20 May 2022
Overview: Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> ▪ Aims and objectives (including rationale for decision) ▪ Key stakeholders ▪ Details of any engagement activities 	<p>This assessment covers the award of the Council's contract for the Supply, Installation and Maintenance of Bus Shelters and Information Panels Including Right to Display Advertising on Bus Shelters and Information Panels in the City of Plymouth.</p> <p>The key objectives of this contract are to:</p> <ul style="list-style-type: none"> • Seek income for the Council through the sale of commercial advertising • Invest in the modernisation of public transport infrastructure <p>The outcomes and benefits of this proposal are:</p> <ul style="list-style-type: none"> • The replacement of existing bus shelters with new, more modern shelter configurations using new technologies where appropriate • Clean and well maintained public transport and associated advertising infrastructure, presenting a good image of the City and encouraging greater use of public transport services • The Council receiving a share of the advertising revenue 				
Decision required: Within this section, you must be clear on any decision being made and how/when, it will be taken.	<p>To approve the award of a contract to the highest scoring Tenderer for the Supply, Installation and Maintenance of Bus Shelters and Information Panels Including Right to Display Advertising on Bus Shelters and Information Panels in the City of Plymouth.</p> <p>This decision will be taken following final consultation with the Cabinet Member for Transport on 7 June.</p>				

SECTION TWO: EQUALITY IMPACT ASSESMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes	X	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two)	Yes	X	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	N/A			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
	<p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p>	<p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
Age	<p>With people living longer the proportion of elderly people in the population is increasing. Plymouth currently has 44,552 concessionary passes issued to its residents on the grounds of age. This contract will ensure bus shelters are</p>	<p>Changes to the public transport infrastructure at some sites in the City could be perceived by users as a reduction, rather than an improvement in provision.</p>	<p>There will be no reduction in boarding opportunities as a result of this contract award. Bus shelters that are being replaced under the new contract will see much improved,</p>	<p>This programme will be led by the Sustainable Transport Team who will work with both the current and new providers to ensure the replacement programme is as</p>

	<p>provided that are suitable for use by those of all ages including the elderly who may have mobility issues and other disabilities associated with advanced years.</p>		<p>more modern shelters with glass roofs and improved lighting to improve public safety. Improved seating will also feature as will new environmental features at some sites such as living roofs and solar power. The programme for bus shelter delivery through the new contract will be co-ordinated with the current shelter provider to ensure that residents are only inconvenienced for a very short period of time whilst shelters are replaced.</p>	<p>seamless as possible to minimise any impact on bus users.</p>
<p>Disability</p>	<p>There are more people living with a disability now as a result of the fact that we are living longer and medical advances enable people to manage long-term health problems. Plymouth currently has 4,192 disabled passholders in addition to the elderly passholders detailed above.</p> <p>This will include conditions which can result in people being unable to drive. They are therefore reliant upon public transport to access their place of work, employment or</p>	<p>Changes to the public transport infrastructure at some sites in the City could be perceived by users as a reduction, rather than an improvement in provision.</p>	<p>There will be no reduction in boarding opportunities as a result of this contract award. Bus shelters that are being replaced under the new contract will see much improved, more modern shelters with glass roofs and improved lighting to improve public safety. Improved seating will also feature as will new environmental features at some sites such as living</p>	<p>This programme will be led by the Sustainable Transport Team who will work with both the current and new providers to ensure the replacement programme is as seamless as possible to minimise any impact on bus users.</p>

	<p>education opportunities, health and related services, or to go shopping.</p> <p>The bus shelter contract will ensure shelters meet accessibility requirements so that the needs of those with disabilities are catered for.</p>		<p>roofs and solar power. The programme for bus shelter delivery through the new contract will be co-ordinated with the current shelter provider to ensure that residents are only inconvenienced for a very short period of time whilst shelters are replaced.</p>	
Gender reassignment	All the bus shelters are available for use by men and women and therefore there should be no discrimination on the basis of gender reassignment.	No potential direct impact has been identified	None	N/A
Marriage and civil partnership	All bus shelters are available for use by men and women, irrespective of whether they are in an opposite sex or same sex marriage or civil partnership	No potential direct impact has been identified	None	N/A
Pregnancy and maternity	All of the bus shelters provided through the contract are equally accessible for those who are pregnant or travelling with children	No potential direct impact has been identified	None	N/A
Race	The bus shelters being provided are accessible for use by everyone regardless of race.	No potential direct impact has been identified	None	N/A
Religion or belief	The bus shelters provided through the contract are accessible	No potential direct impact has been identified	None	N/A

	for use by all regardless of their faith, religion or belief.			
Sex	All of the bus shelters provided through the contract are equally accessible for use by men and women.	No potential direct impact has been identified	None	N/A
Sexual orientation	The bus shelters provided through the contract are accessible for use by all regardless of their sexual orientation.	No potential direct impact has been identified	None	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
If your proposal may impact on the Council's ability to ensure human rights, please specify the relevant article in the boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type 'not applicable'.	Please use this column to identify where your decision may cause a negative impact on the Council's ability to ensure human rights. Where there is no impact, please type 'not applicable'.	Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.
Not applicable	Not applicable	Not applicable	Not applicable

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
	Please use this column to identify where your decision may cause a negative impact on the Council's ability to meet its equality objectives. Where there is no	Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate	Please use this column to provide the timeframe for implementing any mitigation activities. You must include

	impact, please type 'not applicable'.	against a negative impact you must make this clear.	the lead department.
Celebrate diversity and ensure that Plymouth is a welcoming city.	Not applicable	Not applicable	Not applicable
Pay equality for women, and staff with disabilities in our workforce.	Not applicable	Not applicable	Not applicable
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Not applicable	Not applicable	Not applicable
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	Not applicable	Not applicable	Not applicable
Plymouth is a city where people from different backgrounds get along well.	Not applicable	Not applicable	Not applicable