Equality Analysis Evidence Document

Title: What are you completing an Equality Analysis on?
Review of Wiltshire Local Transport Plan (LTP3) Public Transport Strategy and its service delivery.

Why are you completing the Equality Analysis? (please tick any that apply)

Proposed New Policy or Service	Change to Policy or Service ✓	MTFS (Medium Term Financial Strategy) ✓	Service Review

Version Control				
Version control number	3.0	Date	?	Reason for review (if appropriate)	Wiltshire Council is reviewing its LTP3 Public Transport Strategy with a focus on changes to the provision of Council subsidised bus services in Wiltshire.

Risk Rating Score (use Equalities Risk Matrix and guidance)

If any of these are 3 or above, an Impact Assessment **must be completed.
Please check with equalities@wiltshire.gov.uk for advice

Criteria	Inherent risk score on proposal	Residual risk score after mitigating actions have been identified
Legal challenge	8	To be determined
Financial costs/implications	6	To be determined
People impacts	16	To be determined
Reputational damage	12	To be determined

Section 1 – Description of what is being analysed

Wiltshire Council is embarking on a review of the Wiltshire Local Transport Plan (LTP) Public Transport Strategy and its service delivery (i.e. Wiltshire Council supported bus services).

The review of the Public Transport Strategy is part of a wider review of all areas of Wiltshire Council's passenger transport remit (except rail and taxis). The wider review will include re-examining policy and spending in home-to-school and college transport, Special Educational Needs and Disabilities (SEND) transport and social care client transport.

Although passenger transport makes a strong contribution to the priorities that underpin Wiltshire Council's Business Plan, a key challenge in recent years has been how the service can continue to achieve these priorities in the face of growing pressures on local authority spending. This review has therefore been undertaken to help identify additional savings from passenger transport budgets.

A major part of the review will be to investigate the scope for savings in support for local bus services. Roughly half of bus routes in Wiltshire are operated without the need for subsidy. However, services with fewer passengers such as many of those that operate at the weekend, in the evenings or away from strategic (busy) roads, require financial support from the Council to be viable.

These budget constraints and challenges are not unique to Wiltshire as many other local authorities have already made or are planning to make savings from subsidised bus routes. The Campaign For Better Transport commented in recent reports that since 2010, local authorities in England and Wales have cut £78 million in funding and over 2,400 routes have been reduced, altered, or withdrawn altogether.

The bus service options being considered by Wiltshire Council as part of the review and public consultation are as follows:

- Option 1 - Withdraw funding for all supported evening services

- Option 2 - Withdraw funding for all supported Sunday and bank holiday services

- Option 3 - Reduce the hourly services Mon-Fri to a two hourly service on the strategic bus network which links the small market towns and larger villages in Wiltshire with the nearest large town

- Option 4 - Reduce rural bus services to 2-3 buses a day on regular routes and withdraw most of the infrequent services except those that are the only service to a group of villages

- Option 5 - Reduce town bus services to 2-3 journeys a day. Existing buses used by pupils within Warminster, Devizes, Bradford on Avon and Melksham would be retained

- Option 6 - Withdraw all funding for all council subsidised services

Section 2A – People or communities that are currently **targeted or could be affected** by any change (please take note of the Protected Characteristics listed in the action table).

The proposal to reduce or withdraw bus subsidies will have an impact across Wiltshire.

Public transport is available to all regardless of their Protected Characteristics. As a result, all transport users in Wiltshire may potentially be directly or indirectly affected by the review and all the Protected Characteristics as defined by the Equality Act 2010 could be impacted by changes to the Council's passenger transport service. However, in its report 'Valuing the social impacts of public transport' (March 2013), the Department for Transport identifies the following key groups:

Group	Why is this an identified key social group?
People on low incomes and **unemployed people**, including people working part time and those claiming state benefits	- Travel is a significant determinant of employment horizons. - Inability to afford the running costs of private transport results in lower than average car ownership and higher reliance on public transport.
Disabled people, including people with mobility limitations, sensory disabilities and people with mental wellbeing disabilities	- Lower levels of car ownership, as well as potentially reduced mobility. - Reliance on lifts from family and friends commonplace. - Particular access needs, potentially focussed around healthcare.
Older people, including retired people (aged 60/65 and over) and, potentially, older working aged people (aged over 55)	- Lower levels of car ownership due to low income levels and health limitations. - Ability to use concessionary passes for local trips. - Access needs often locally focussed – local shops, post office, leisure activities.
Younger people and **children**, including younger adults aged 16-24	- Car ownership not legal until the age of 17. - Comparatively low levels of car ownership amongst 17-25 year olds due to overall lower income status, participation in higher education and reliance on parents for transportation.
Gender groups, and **women** in particular	- Fewer women than men hold full driver's licences and fewer women own cars. - Women use buses more frequently than men. Young women make a significant number of trips by bus.
People from **Black, Asian and minority ethnic (BAME) communities**	- Lower levels of car ownership amongst people from Black communities. - High levels of bus use amongst many BAME people. - Existing challenges to bus use including social conventions, cost of travel, linguistic barriers, and personal security.
Single parents	- High levels of bus use amongst women with young children. - Bus use often difficult for single parents juggling children, buggies, shopping; existing services not meeting their needs. - Large number of through trips involving children – 'drop offs' at nursey or school, and

	onward travelling to work, shopping, leisure.
People living in **remote areas**, such as **rural areas** or urban peripheries	• Levels and frequencies of public transport provision tend to be much lower. • Services and amenities tend to be centralised. • Public transport accessibility not increased at the same pace as in urban areas.

Based on the above, the Protected Characteristics that are most likely to be affected are considered to be:

- Age
- Disability
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Other (rurality, low incomes, shift/part-time workers, carers, military status and people with no access to private transport).

Section 2B – People who are **delivering** the policy or service that are targeted or could be affected (i.e. staff, commissioned organisations, contractors)

As the review includes all subsidised bus routes in Wiltshire, a number of Wiltshire Council services and policies are likely to be affected (e.g. social care, planning / housing and public health). Initial engagement with relevant Wiltshire Council departments was undertaken as part of the pre-consultation process (see Section 3).

Some Wiltshire Council staff may also potentially be affected by the review (to encourage input from staff, the review and consultation exercise has been included in internal communications and on the Council's website).

Bus operators will be affected, especially those that rely on Wiltshire Council contracts for their business operation. Initial engagement with several bus operators was undertaken as part of the pre-consultation process (see Section 3).

Changes may also affect contractors of the Council.

Section 3 –The underpinning **evidence and data** used for the analysis (Attach documents where appropriate)

Prompts:
- What data do you collect about your customers/staff?
- What local, regional and national research is there that you could use?
- How do your Governance documents (Terms of Reference, operating procedures) reflect the need to consider the Public Sector Equality Duty?
- What are the issues that you or your partners or stakeholders already know about?
- What engagement, involvement and consultation work have you done? How was this carried out, with whom? Whose voices are missing? What does this tell you about potential take-up and satisfaction with existing services?
- Are there any gaps in your knowledge? If so, do you need to identify how you will collect data to fill the gap (feed this into the action table if necessary)

Census 2011

Population:
The total usual resident population of Wiltshire was 470,981.

Age Group	2001	2011	2016	2026	2036
0–4	26,506	28,514	28,057	29,356	29,455
5–10	34,220	32,776	36,164	37,588	37,657
11-15	27,928	29,821	27,968	32,150	32,475
16-17	10,437	12,473	11,443	12,640	12,901
18-59(F)/64(M)	251,939	268,398	267,978	273,887	270,893
60(F)/65-74(M)	48,152	61,518	70,274	79,749	89,524
75-84	25,249	28,642	31,562	46,638	52,364
85+	9,077	12,177	14,361	21,072	34,901
Total	433,508	474,319	487,807	533,080	560,171

Source: Wiltshire Estimates and Projections

Gender:
50.8% of the population of Wiltshire are female and 49.2% are male.

Age:
The ages of Wiltshire residents are:
- children (ages 0-17): 22%
- working age population (ages 16-64): 62.5%
- retirement age population (ages 65+): 18.2%.

Armed Forces:
2.4% of Wiltshire's usual residents are employed in the armed forces.

Ethnic Group:
96.6% of Wiltshire's population define themselves as 'White' including 0.2% who define themselves as 'White: Gypsy or Irish Traveller'.
3.4% of Wiltshire's population define themselves as 'Black and Minority Ethnic'.

Religion:
64.0% of Wiltshire's population define themselves as Christian.
26.5% of Wiltshire's population follow no religion.

Health and Care:
6.7% of people in Wiltshire say that their day-to-day activities are limited a lot.
There are some 47,608 carers in Wiltshire which constitutes 10.1% of the total population.

Economic Activity:
42.2% of people in Wiltshire aged 16 to 74 are full time employees
15.0% of people in Wiltshire aged 16 to 74 are part time employees
2.9% of people in Wiltshire aged 16 to 74 are unemployed.
2.6% of people in Wiltshire aged 16 to 74 are full time students.
14.7% of people in Wiltshire aged 16 to 74 are retired.
2.7% of people in Wiltshire aged 16 to 74 are long-term sick or disabled.

Travel to Work:
Total number of people aged 16 to 74 in employment who usually travel to work by:
- Train: 1.8%
- Bus, minibus or coach: 1.9%
- Driving a car or van: 45.6%
- Passenger in a car or van: 3.5%
- Bicycle: 2.0%
- On foot: 9.2%

Car Availability:
14.8% of households do not have a car or a van
41.4% of households have 1 car or van
32.9% of households have 2 car or vans

Source: http://www.intelligencenetwork.org.uk/population-and-census/

National Travel Survey 2014 / Department for Transport Statistics

44% of local bus services (by vehicle miles) in Wiltshire are supported by the local authority.

Elderly and disabled concessionary passenger journeys on local Wiltshire bus services (percentage of total passenger journeys): 41%

Adults in households without a car / van by age and gender in England:

	17-20	21-29	30-39	40-49	50-59	60-69	70+
Males	19%	26%	17%	14%	13%	12%	21%
Females	24%	26%	19%	14%	13%	17%	39%
All	21%	26%	18%	14%	13%	14%	31%

Household car availability by household income quintile in England:

	No car / van	One car / van	Two or more cars / vans
Lowest real income level	47%	39%	14%
Second level	32%	50%	18%
Third level	19%	44%	36%
Fourth level	13%	42%	45%
Highest real income level	12%	41%	48%

Adults in households without a car / van by ethnic group in England:
- White - 18%
- Mixed / Multiple ethnic groups - 25%
- Asian / Asian British - 22%
- Black / African / Caribbean / Black British - 44%
- Other ethnic group - 24%

Full car driving licence holders by age and gender in England:

	17-20	21-29	30-39	40-49	50-59	60-69	70+
Males	34%	66%	82%	91%	89%	90%	80%
Females	25%	61%	75%	80%	78%	73%	47%
All	29%	63%	79%	85%	83%	81%	62%

Average number of trips per year in England on local and non-local buses by age and gender:

	0-16	17-20	21-29	30-39	40-49	50-59	60-69	70+
Males	61	92	63	39	32	33	45	67
Females	62	153	80	61	49	55	71	84
All	61	122	72	50	41	44	58	77

In England, 167 trips are made per person per year by local and non-local buses in households without a car / van compared with 35 trips in households with a car / van.

In England, 96 trips are made per person per year by local and non-local buses in households in the lowest income quintile compared with 35 trips in households in the highest income quintile.

The percentage of eligible pensioners holding concessionary passes in England is: males 73%; females 79%.

The frequency of bus use for those ages 60 years and over in England:
- Three or more times a week - 17%
- Once or twice a week – 14%
- Less than once per week, more than twice a month – 5%
- Once or twice a month – 9%
- Less than once a month, more than twice a year – 6%
- Once or twice a year – 5%
- Less than once a year or never – 44%

Sources:
https://www.gov.uk/government/statistics/national-travel-survey-2014
https://www.gov.uk/government/collections/bus-statistics

Consultation

As a first step in the current review, a pre-consultation exercise was undertaken between 8 July and 31 August 2015 to provide key stakeholders with an opportunity to shape the scope of the review. The pre-consultation exercise included five workshops and discussions with several bus operators. Approximately 160 questionnaires were returned and a bus survey was provided by Christian Malford Parish Council.

In brief summary, the key points that came out of the pre-consultation exercise are as follows:
- The overall feedback highlighted the importance of bus services to users, communities and public sector service providers.
- Community transport will not be able to provide transport alternatives on any significant scale.
- There is little scope to make subsidised bus services commercial.
- There were no new 'big ideas' suggested that would make significant financial savings within the necessary timeframe.
- There is limited potential for further savings in other areas of the Council's public transport

budgets.

Given the above, reductions in subsidised bus services are identified as the only realistic way to achieve significant financial savings. However, these bus service reductions would likely have an adverse impact on a number of economic, social and environmental objectives, and the savings could likely be (partly) offset by an unknown impact on other Wiltshire Council and public sector budgets (social care, health, etc). A paper setting out all the questionnaire comments received along with the Council's responses was posted on the Council's LTP3 webpage at the start of August 2015.

Councillors on the Passenger Transport Review Task Group were able to scrutinise the review at various stages through meetings held on 10 June 2015, 9 July 2015, 16 September 2015, and 3 December 2015. Task Group members also attended meetings organised as part of the pre-consultation exercise.

A public consultation is being undertaken from 11 January 2016 to 4 April 2016. This includes a consultation web page providing access to supporting documents. Hard copies are also available from libraries and Wiltshire Council offices. The supporting documents available include:

- the current LTP3 Public Transport Strategy document
- a public consultation document which includes: brief details on the national and local policy context; relevant research findings; and other additional detail and background on the review
- questionnaire
- Strategic Environmental Assessment (SEA), Habitats Regulation Assessment (HRA) and Equality Analysis Evidence Document (EAED).
- frequently asked questions
- maps identifying routes affected.

A variety of means will used to inform people of the consultation:

- Web portal
- Documents in specific libraries
- Press releases
- Parish newsletters
- Social media promotion
- Area Board announcements, Area Board blog sites
- Featured throughout the consultation process on the Council's website
- Correspondence with Chambers of Commerce
- Correspondence with Salisbury and Chippenham BIDs
- Emails sent to some 6,000 Area Board contacts
- Promotion of the consultation by DEVELOP (which supports voluntary and community organisations) and the Wiltshire Forum of Community Area Partnerships (WFCAP)
- Included in the November 2014 business newsletter sent by the Wiltshire Council Economic Development Team to approx. 2,000 business contacts
- Emails sent to Wiltshire 100 business contacts (107 businesses)
- Emails sent to some 4,000 Leisure Service contacts.

*Section 4 – **Conclusions** drawn about the impact of the proposed change or new service/policy

Prompts:
- What actions do you plan to take as a result of this equality analysis? Please state them and also feed these into the action table
- Be clear and specific about the impacts for each Protected Characteristic group (where relevant)
- Can you also identify positive actions which promote equality of opportunity and foster good relations between groups of people as well as adverse impacts?
- What are the implications for Procurement/Commissioning arrangements that may be happening as a result of your work?
- Do you plan to include equalities aspects into any service agreements and if so, how do you plan to manage these through the life of the service?
- If you have found that the policy or service change might have an adverse impact on a particular group of people and are **not** taking action to mitigate against this, you will need to fully justify your decision and evidence it in this section

In terms of assessing the potential impacts and actions of the proposed bus service options on each identified Protected Characteristic group, these are considered to be as set out below.

Age

Younger and older people are more reliant on bus services and less likely to have access to a car. Also, fewer young people now hold driving licences and we live in an increasingly 'ageing society'. Younger people need affordable bus services to enable them to take up opportunities in education and work, and to increase their independence. Research has shown that many older people place particular value on 'local' and 'daytime' travel and predominantly travel for shopping, to access key services (notably healthcare) or to visit family and friends. Both groups also benefit from the health benefits of using public transport through encouraging outside activity and mobility.

Option	Impacts	Actions
1	Direct: • Reduced travel options for younger and older people to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Reduced economic activity levels. • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options for younger and older people to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Reduced economic activity levels.	See Option 1.

	• Increased risk of social and economic isolation. • Physical and mental health issues.	
3	Direct: • Reduced travel options for younger and older people to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Reduced travel options for pre-school children and their parents to access health facilities and social activities that are specifically for their age group. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
4	Direct: • Reduced travel options for younger and older people to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Reduced travel options for pre-school children and their parents to access health facilities and social activities that are specifically for their age group. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
5	Direct: • Reduced travel options for younger and older people to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Reduced travel options for pre-school children and their parents to access health facilities and social activities that are specifically for their age group. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
6	Direct: • Reduced travel options for younger and older people to access	See Option 1.

| | employment opportunities, essential services and facilities, and travel to visit friends and family.
• Reduced travel options for preschool children and their parents to access health facilities and social activities that are specifically for their age group.
Indirect:
• Loss of employment and need to change current key arrangements (e.g. health appointments).
• Reduced economic activity levels.
• Increased risk of social and economic isolation.
• Decreased education participation levels.
• Physical and mental health issues. | |

Disability

People with disabilities are less likely to drive and therefore could become marginalized from the wider community and more reliant on support services without independent travel options such as supported bus services to provide them access to employment opportunities and essential services or to visit friends and family. Disabled people are also likely to need more trips to GPs and hospitals for regular medical checkups to help manage their health.

Option	Impacts	Actions
1	Direct: • Reduced travel options for disabled people to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues. • Reduced independence.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services).

		• Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options for disabled people to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues. • Reduced independence.	See Option 1.
3	Direct: • Reduced travel options for disabled people to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues. • Reduced independence.	See Option 1.
4	Direct: • Reduced travel options for disabled people to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues. • Reduced independence.	See Option 1.
5	Direct: • Reduced travel options for disabled people to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues. • Reduced independence.	See Option 1.
6	Direct: • Reduced travel options for disabled people to access employment opportunities, essential services and facilities, and travel to visit friends	See Option 1.

| | and family.
Indirect:
• Loss of employment and need to change current key arrangements (e.g. health appointments).
• Increased risk of social and economic isolation.
• Physical and mental health issues.
• Reduced independence. | |

Pregnancy and Maternity

Travel for pregnant women and for parents of young children is often focused around care commitments with destinations including clinics, nurseries, childminders, grandparents and friends. In addition, journeys often tend to involve a chain of trips (i.e. not usually a simple return journey but travelling onwards to work, learning or leisure activities). Any adverse impacts on time flexibility (e.g. reduced bus service frequencies) can therefore be significant. For single parents in particular, limited public transport provision can reduce the chance to take up those part time employment opportunities which can easily be combined with childcare commitments.

Option	Impacts	Actions
1	Direct: • Reduced travel options for pregnant women and parents with young children to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options for pregnant	See Option 1.

6	women and parents with young children to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	
3	Direct: • Reduced travel options for pregnant women and parents with young children to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
4	Direct: • Reduced travel options for pregnant women and parents with young children to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
5	Direct: • Reduced travel options for pregnant women and parents with young children to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
6	Direct: • Reduced travel options for pregnant women and parents with young children to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Increased risk of social and	See Option 1.

| | | economic isolation. |
| | • | Physical and mental health issues. |

Race

At a national level, car ownership within households from different ethnic backgrounds varies considerably and various studies have confirmed that bus use amongst non-White (Black, Asian and other Minority Ethnic (BAME)) groups is proportionately high. However, it is not clear whether or how BAME groups in Wiltshire would be affected by any of the options, other than through impacts on other Protected Characteristics such as age, gender and religion and belief. Within the White ethnic group, Gypsies and Travellers often live in rural locations.

Option	Impacts	Actions
1	Direct: • Reduced travel options to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
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Option	Impacts	Actions
	• economic isolation. • Physical and mental health issues.	
3	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
4	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
5	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
6	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	See Option 1.

Religion and Belief

The option to withdraw supported bus services on Sundays will reduce travel options for people to travel to places of worship on a Sunday. Reduced bus services on other days may impede access for those people who wish to attend a place of worship at a particular time.

Option	Impacts	Actions
1	Direct: • Reduced travel options to access places of worship. Indirect: • Increased risk of social isolation and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project /

		Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options to access places of worship. Indirect: • Increased risk of social isolation and mental health issues.	See Option 1.
3	Direct: • Reduced travel options to access places of worship. • Longer waiting times between buses. Indirect: • Increased risk of social isolation and mental health issues.	See Option 1.
4	Direct: • Reduced travel options to access places of worship. • Longer waiting times between buses. Indirect: • Increased risk of social isolation and mental health issues.	See Option 1.
5	Direct: • Reduced travel options to access places of worship. • Longer waiting times between buses. Indirect: • Increased risk of social isolation and mental health issues.	See Option 1.
6	Direct: • Reduced travel options to access places of worship. Indirect:	See Option 1.

| | • Increased risk of social isolation and mental health issues. | |

Sex

Women are less likely to have access to a car or hold a driving licence. They are also more likely to travel by bus than men and more likely than men to be responsible for childcare. Lack of access to a car and the need to fit their lifestyle around childcare can preclude women from labour market participation. Women also have a longer life expectancy.

Option	Impacts	Actions
1	Direct: • Reduced travel options for women to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options for women to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	See Option 1.

Option	Impacts	Actions
3	Direct: • Reduced travel options for women to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
4	Direct: • Reduced travel options for women to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
5	Direct: • Reduced travel options for women to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Physical and mental health issues.	See Option 1.
6	Direct: • Reduced travel options for women to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	See Option 1.

Other

Low incomes
People on low incomes are particularly reliant on local public transport services and a lack of available and adequate services can be a significant barrier to accessing employment opportunities and essential services. Public transport can also provide health benefits (as people walk more and drive less) which can be particularly beneficial for people from socio-economically deprived areas which typically have lower levels of health.

Option	Impacts	Actions
1	Direct: • Reduced travel options for people on low incomes to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis.

	change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options for people on low incomes to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	See Option 1.
3	Direct: • Reduced travel options for people on low incomes to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
4	Direct: • Reduced travel options for people on	See Option 1.

Option	Impacts	Actions
	low incomes to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	
5	Direct: • Reduced travel options for people on low incomes to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
6	Direct: • Reduced travel options for people on low incomes to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Increased risk of social and economic isolation. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.

Rurality

In rural areas, settlements are dispersed and homes, jobs and services are scattered – access to everyday opportunities and services can therefore be challenging. Rural bus services can help combat social exclusion by enabling non-drivers to access shops, education, training and essential services. They are also important for the local economy; small businesses in rural areas need good accessibility for their employees and rural buses can encourage visitors and tourists.

Option	Impacts	Actions
1	Direct: • Reduced travel options to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the

		variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	See Option 1.
3	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
4	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels.	See Option 1.

Option	Impacts	Actions
5	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
6	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Increased risk of social and economic isolation. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.

(The row above this table continues from the previous page:)
• Decreased education participation levels.
• Physical and mental health issues.

Shift / Part-time workers
People who are in employment but who are working non-peak hours can face significant accessibility barriers if they are unable to travel by private transport. A lack of provision of off-peak travel options, particularly at night, can inhibit job seekers from taking part time employment.

Option	Impacts	Actions
1	Direct: • Reduced travel options for shift / part time workers to access employment opportunities. Indirect: • Loss of employment. • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative

			travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options for shift / part time workers to access employment opportunities. Indirect: • Loss of employment. • Increased risk of social and economic isolation. • Physical and mental health issues.		See Option 1.
3	Direct: • Reduced travel options for shift / part time workers to access employment opportunities. • Longer waiting times between buses. Indirect: • Loss of employment. • Reduced economic activity levels. • Physical and mental health issues.		See Option 1.
4	Direct: • Reduced travel options for shift / part time workers to access employment opportunities. • Longer waiting times between buses. Indirect: • Loss of employment. • Reduced economic activity levels. • Physical and mental health issues.		See Option 1.
5	Direct: • Reduced travel options for shift / part time workers to access employment opportunities. • Longer waiting times between buses. Indirect: • Loss of employment. • Reduced economic activity levels. • Physical and mental health issues.		See Option 1.
6	Direct: • Reduced travel options for shift / part time workers to access employment opportunities. Indirect: • Loss of employment. • Increased risk of social and economic isolation. • Physical and mental health issues.		See Option 1.

Carers
Carers could be affected by bus service reductions in a number of ways. For instance, if a largely independent older person can no longer travel because of reduced bus services, the carer's and/or support services commitment is likely to increase. And, if the frequency of bus services is reduced, there

may be less opportunity for carers to travel by bus to the person they care for. This will have an impact both on the carer and the person in receipt of the care.

Option	Impacts	Actions
1	Direct: • Reduced travel options to journey to the person cared for. Indirect: • Increased risk of social isolation. • Physical and mental health issues for person cared for. • Increased reliance on carer and/or support services if independence of person they care for is diminished.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2	Direct: • Reduced travel options to journey to the person cared for. Indirect: • Increased risk of social isolation. • Physical and mental health issues for person cared for. • Increased reliance on carer and/or support services if independence of person they care for is diminished.	See Option 1.
3	Direct: • Reduced travel options to journey to the person cared for. • Longer waiting times between buses. Indirect: • Increased risk of social isolation. • Physical and mental health issues for person cared for. • Increased reliance on carer and/or	See Option 1.

Option	Impacts	Actions
4	Direct: • Reduced travel options to journey to the person cared for. • Longer waiting times between buses. Indirect: • Increased risk of social isolation. • Physical and mental health issues for person cared for. • Increased reliance on carer and/or support services if independence of person they care for is diminished.	See Option 1.
5	Direct: • Reduced travel options to journey to the person cared for. • Longer waiting times between buses. Indirect: • Increased risk of social isolation. • Physical and mental health issues for person cared for. • Increased reliance on carer and/or support services if independence of person they care for is diminished.	See Option 1.
6	Direct: • Reduced travel options to journey to the person cared for. Indirect: • Increased risk of social isolation. • Physical and mental health issues for person cared for. • Increased reliance on carer and/or support services if independence of person they care for is diminished.	See Option 1.

Military status

Military personnel and their families are often located in camps in (semi) rural locations. Therefore, withdrawn or reduced supported bus services will reduce travel options to access essential services or visit friends and family. There is also an increased risk of social isolation.

Option	Impacts	Actions
1	Direct: • Reduced travel options to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources

5			of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available. • Liaise with the Military Civilian Integration Partnership.
2	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.		See Option 1.
3	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.		See Option 1.
4	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.		See Option 1.
5	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses.		See Option 1.

Option	Impacts	Actions
	Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	
6	Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Increased risk of social and economic isolation. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.

People with no access to private transport
People with no access to private transport are particularly reliant on local public transport services and a lack of available and adequate bus services can be a significant barrier to accessing employment opportunities and essential services.

Option	Impacts	Actions
1	Direct: • Reduced travel options to access employment opportunities, leisure facilities and to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	• Consider the consultation responses in making any changes to bus services and the overall bus network. • Discussions with bus operators with a view to identifying currently supported bus services that could be run on a commercial basis. • Work with The Link Project / Community First to help increase the availability, capacity and use of Link schemes. • Discussions with community transport groups / Community First to identify potential ways in which the variety of community transport schemes in Wiltshire could help fill bus service gaps. • Liaise with relevant bodies such as Wiltshire Council departments, the Wiltshire Clinical Commissioning Group, charities and local churches / religious groups to identify, develop and implement alternative measures. • Discussions with town and parish councils to identify potential sources of funding and / or set up alternative travel solutions. • Promote and encourage alternative travel options (e.g. active travel (walking and cycling) and car share). • Promote Wiltshire Online as a possible alternative (this project provides opportunities for all adults to receive digital literacy support, free online resources, recycled computers for families on low income and greater take-up of council e-

			services). • Develop a communications plan to inform people of the review's outcomes, bus service changes and what alternative measures are (potentially) available.
2		Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect: • Loss of employment and need to change current key arrangements (e.g. social appointments). • Increased risk of social and economic isolation. • Physical and mental health issues.	See Option 1.
3		Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
4		Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
5		Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. • Longer waiting times between buses. Indirect: • Loss of employment and need to change current key arrangements (e.g. health appointments). • Reduced economic activity levels. • Decreased education participation levels. • Physical and mental health issues.	See Option 1.
6		Direct: • Reduced travel options to access employment opportunities, essential services and facilities, and travel to visit friends and family. Indirect:	See Option 1.

- Loss of employment and need to change current key arrangements (e.g. health appointments).
- Increased risk of social and economic isolation.
- Decreased education participation levels.
- Physical and mental health issues.

The people impact risk of each of the options is considered to be as follows:

Option	Inherent impact risk score on proposal	Residual impact risk score after mitigating actions have been identified
Option 1	3	To be determined
Option 2	3	To be determined
Option 3	2	To be determined
Option 4	3	To be determined
Option 5	2	To be determined
Option 6	4	To be determined

*Section 5 – How will the outcomes from this equality analysis be **monitored, reviewed** and **communicated?**

Prompts:
- Do you need to design performance measures that identify the impact (outcomes) of your policy/strategy/change of service on different protected characteristic groups?
- What stakeholder groups and arrangements for monitoring do you have in place? Is equality a standing agenda item at meetings?
- Who will be the lead officer responsible for ensuring actions that have been identified are monitored and reviewed?
- How will you publish and communicate the outcomes from this equality analysis?
- How will you integrate the outcomes from this equality analysis in any relevant Strategies/Polices?

This Equality Analysis Evidence Document will be included in the suite of supporting documents available as part of the public consultation being undertaken from 11 January 2016 to 4 April 2016.

As a working document it will amended / updated at various stages of the review / implementation phase and sections 4 and 5 from the latest version will be included in any relevant Committee, Corporate Leadership Team or Briefing papers.

*Copy and paste sections 4 & 5 into any Committee, CLT or Briefing papers as a way of summarising the equality impacts where indicated	
Completed by:	Matthew Croston, Project Officer, Programme Office Robert Murphy, Principal Transport Planner, Sustainable Transport Jason Salter, Head of Service, Passenger Transport Unit
Date	6/1/16
Signed off by:	Jason Salter, Head of Service, Passenger Transport Unit
Date	6/1/16
To be reviewed by:	Sarah Dicker, Senior Corporate Support Officer, Corporate Office
Review date:	30/12/15 (Ver 1)
For Corporate Equality Use only	Compliance sign off date:

Wiltshire Council
Where everybody matters

Equality Impact Issues and Action Table (for more information on protected characteristics, see page 7)					
Identified issue drawn from your conclusions (only use those characteristics that are relevant)	Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?	Who is responsible for the actions?	When will the action be completed?	How will it be monitored?	What is the expected outcome from the action?
Age					
Disability					
Pregnancy and Maternity					
Race (including ethnicity or national origin, colour, nationality and Gypsies and Travellers)					
Religion and Belief					
Sex					
Other (including caring responsibilities, rurality, low income, Military Status etc)					
Low Incomes					
Rurality					
Shift / Part-time Workers					
Carers					
Military status					
People with no access to private transport					

Calculating the Equalities Risk Score

You will need to calculate a risk score twice:

1. On the inherent risk of the proposal itself (without taking into account any mitigating actions you may identify at the end of the Equality Analysis (EA) process)
2. On the risk that remains (the residual risk) after mitigating actions have been identified

This is necessary at both points to:
- Firstly, identify whether an EA needs to be completed for the proposal and;
- Secondly, to understand what risk would be left if the actions identified to mitigate against any adverse impact are implemented

Stage 1 - to get the inherent risk rating:
1. Use the Equalities Risk Criteria Table below and score each criterion on a scale of 1 - 4 for the impact and 1 – 4 on their likelihood of occurrence. Multiply these 2 scores together (Likelihood x Impact) to get a score for that criterion (this will range from 1 – 16).
2. Record each of these scores in the table at the beginning of this document
3. Assess whether you need to carry out an EA using the guidance box below (stage 2).

Stage 2 - to identify whether an EA needs to be carried out:

If your inherent risk score (for any criteria) is:

12 – 16 or Red = High Risk. **An Equality Analysis must be completed.** Significant risks which have to be actively managed; reduce the likelihood and/or impact through control measures.

6 – 9 or Amber = Medium Risk. **An Equality Analysis must be completed**. Manageable risks, controls to be put in place; managers should consider the cost of implementing controls against the benefit in the reduction of risk exposure.

3 – 4 or Green = Low Risk. **An Equality Analysis must be completed**

1 – 2 or Green = Low Risk. **An Equality Analysis does not have to be completed**

Stage 3 - to get the residual risk rating:
1. Repeat the process above when mitigating actions have been identified and evidenced in the table on page 3 to calculate the **residual risk**
2. Make a note of the residual risk score in the table on the first page of the EA template

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Equalities Risk Criteria Table

Impact Criteria	Low 1	Moderate 2	Substantial 3	Critical 4
Legal challenge to the Authority under the Public Sector Equality Duty	**Complaint/initial challenge may easily be resolved**	**Internal investigation following a number of complaints or challenges**	**Ombudsman complaint following unresolved complaints or challenges**	**Risk of high level challenge resulting in Judicial Review**
Financial costs/implications	**Little or no additional financial implication as a result of this decision or proposal**	**Medium level implication with internal legal costs and internal resources**	**High financial impact - External legal advice and internal resources**	**Severe financial impact - legal costs and internal resources**
People impacts	**No or Low or level of impact on isolation, quality of life, achievement, access to services. Unlikely to result in harm or injury. Mitigating actions are sufficient**	**Significant quality of life issues i.e. Achievement, access to services. Minor to significant levels of harm, injury. mistreatment or abuse OR, low level of impact that is possible or likely to occur with over 500 people potentially affected**	**Serious Quality of Life issues i.e. Where isolation increases or vulnerability is greatly affected as a result. Injury and/or serious mistreatment or abuse of an individual for whom the Council has a responsibility OR, a medium level of impact that is likely to occur with over 500 people potentially affected**	**Death of an individual for whom the Council has a responsibility or serious mistreatment or abuse resulting in criminal charges OR High level of impact that is likely to occur, with potentially over 500 people potentially affected**
Reputational damage	**Little or no impact outside of the Council**	**Some negative local media reporting**	**Significant to high levels of negative front page reports/editorial comment in**	**National attention and media coverage**

Equalities Risk Matrix

Impact	Acceptable		Actively managed	
Critical (4)	4	8	12 Significant risk	16 Significant risk
Substantial (3)	3	6	9	12 Significant risk
Moderate (2)	2	4	6	8
Low (1)	1	2	3	4
	Very unlikely (1)	Unlikely (2)	Likely (3)	Very likely (4)

Likelihood of occurrence

The protected characteristics:

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). This includes all ages, including children and young people and older people.

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - The process of transitioning from one gender to another.

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships' and from 29th March 2014, same-sex couples can also get married at certain religious venues. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity - Pregnancy is the condition of being pregnant.
Maternity refers to the period of 26 weeks after the birth, which reflects the period of a woman's ordinary maternity leave entitlement in the employment context.

Sex (this was previously called 'gender') - A man or a woman.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

You are also protected if you are discriminated against because you are **perceived** to have, or are **associated** with someone who has, a protected characteristic. For example, the Equality Act will protect people who are caring for a disabled child or relative. They will be protected by virtue of their association to that person (e.g. if the Carer is refused a service because of the person they are caring for, this would amount to discrimination by association and they would be protected under the Equality Act)