

Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	Concessionary Bus Travel
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change to policy
What is the objective of this proposal?	To maintain as far as possible the level of bus service provision through the level of concessionary fares reimbursement given to bus operators.
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	No
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	No
What processes are in place to monitor and review the impact of this proposal?	There will be regular monitoring through the associated Bus Service Improvement Plan

Requirement	Detail
Who will approve this proposal? (Committee, CLT)	Executive Committee

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community, but will be of proportionately greater benefit to the older age groups, who are more likely to rely on bus service.		Positive
Sex Is one sex affected more than another or are they affected the same?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community		Positive
Disability It is likely to have an effect on a particular type of disability? Why?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of		Positive

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
	the community, but will be of proportionately greater benefit to those with disabilities, who are more likely to rely on bus service.		
Gender Reassignment Will there be an impact on trans males and/or trans females?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community		Positive
Race Are people from one ethnic group affected more than people from another ethnic group?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community		Positive
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community		Positive
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community		Positive

Protected Groups	General Equality Duty Considerations	Changes	Impact
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community. However, it will be of proportionately greater benefit to those who are pregnant or using a pushchair.		Positive
Religion or Belief Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community		Positive
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	The proposal seeks to ensure that as far as possible bus service levels are maintained and if possible improved. This will benefit all sectors of the community. However, it will be of proportionately greater benefit to those with certain health behaviours who are less able to walk or cycle, or those on low incomes who rely proportionately more on buses.		Positive

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to relevant report?	Yes / No
Is this document going to be published with the relevant report?	Yes / No

4: Ownership

Question	Response
Directorate	
Service area	
Lead officer's name	
Lead officer's job title	
Lead officer's contact details	
Lead officer's signature	
Date completed	

Completed forms must be sent to Equalities@northnorthants.gov.uk