

## EQUALITY IMPACT ASSESSMENT

### STRATEGY, POLICY & SERVICE DEVELOPMENT

#### Addressing the needs of all sections of the Community

##### **Purpose - Delivering Excellent Services and Inclusive Employment Practices:**

Central Bedfordshire Council wants to ensure that it provides services which address the needs of all members of the community and employs a workforce that at all levels is representative of the community it serves.

The Council conducts Equality Impact Assessments as strategies, policies and services are developed to:

- Consider issues relating to age, disability, gender, gender reassignment, race, religion and belief and sexual orientation;
- Obtain a clearer understanding of how different groups may be affected;
- Identify changes which may need to be built into an initiative as it is developed;
- Comply with legislative requirements;
- Identify good practice;

##### **Principles of Equality of Opportunity:**

- All sections of the community must have access to information & services.
- Strategies, Policies and Services should be appropriate to the needs of different groups of people.
- Strategies, Policies and Services should be developed in consultation with local communities.
- Services that are delivered through an external contractor or statutory agency must also address the needs of all sections of the community.
- Strategies, Policies and Services should help to promote equality of opportunity and good relations between different groups of people.

##### **Statutory Requirement to Undertake Equality Impact Assessments:**

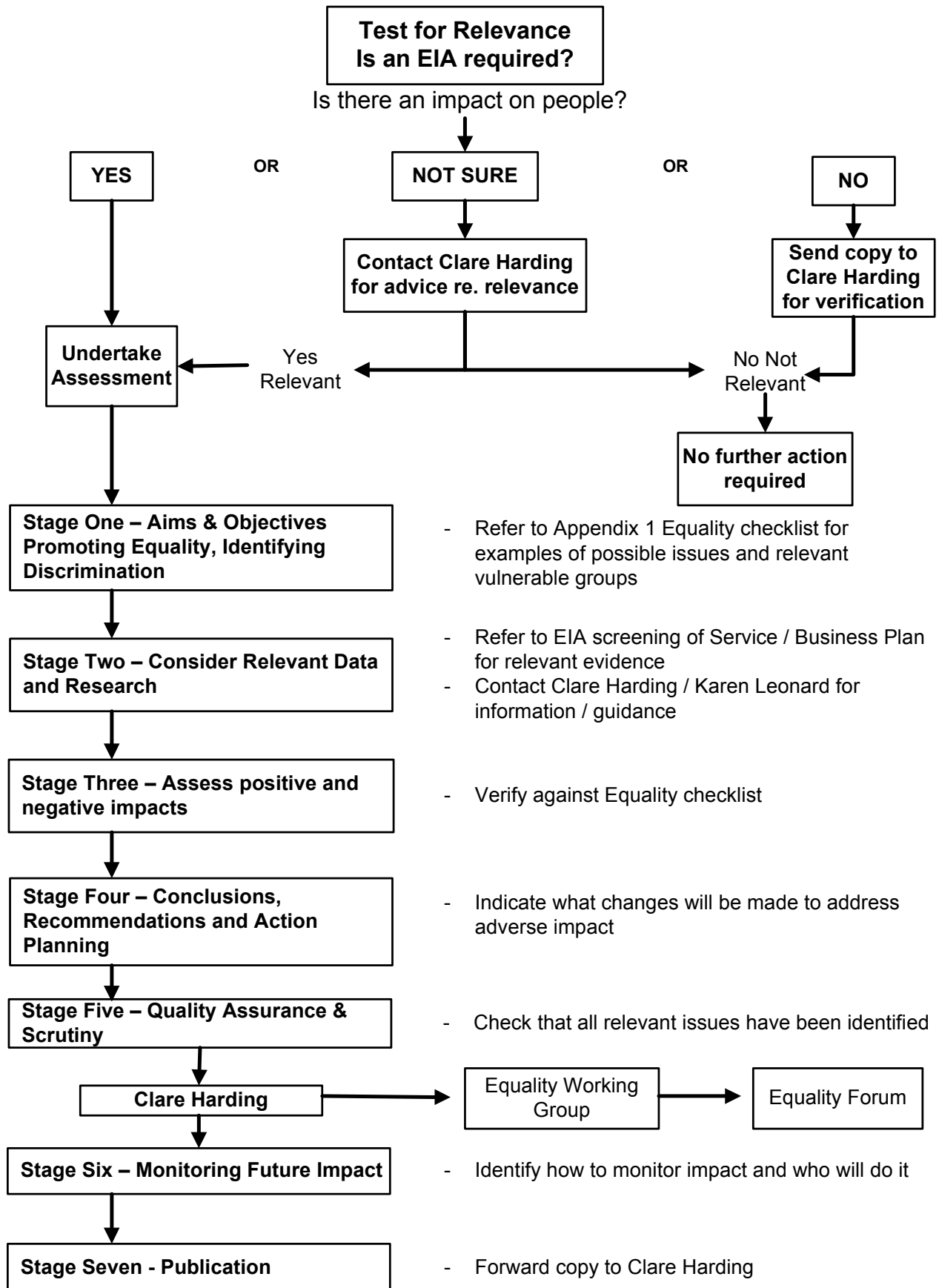
- Final approval of the policies etc, can only happen after the completion of an equality impact assessment.
- It is unlawful to adopt a policy contingent on an equality impact assessment.

**If you need any assistance regarding this Assessment, please contact:**

**Clare Harding, Corporate Policy Advisor (Equality & Diversity) Business Transformation,  
[Clare.Harding@centralbedfordshire.gov.uk](mailto:Clare.Harding@centralbedfordshire.gov.uk) 01234 228329 (Ext.42329)**



## Overview of Equality Impact Assessment Process Strategy, Policy, Service, Project, Contract or Decision



## Central Bedfordshire Equality Impact Assessment Template

<b>Title of the Assessment:</b>	Leighton Buzzard Station Travel Plan	<b>Date of Assessment</b>	17 <sup>th</sup> August 2009
<b>Responsible Officer:</b> <b>Email:</b>	James Gleave <a href="mailto:James.Gleave@centralbedfordshire.gov.uk">James.Gleave@centralbedfordshire.gov.uk</a>	<b>Extension Number</b>	44028

### Relevance Test: Is an equality impact assessment required?

Relevant?	Yes	No
Does the strategy, policy, service, project, contract or decision impact on people?	Y	
Will it benefit some people and communities & not others (community cohesion)?		N
Does it involve making decisions based on people's characteristics or circumstances?	Y	
Will it have a significant impact on someone's life or wellbeing?	Y	
<b>If you have answered yes to any of the above an impact assessment must be completed</b>		
Not Sure?	Yes	No
The service is a support function or administrative		N
There is insufficient evidence to make a judgement		N
<b>If you have answered yes to the above please contact Clare Harding for further advice</b>		
Not Relevant?	Yes	No
There is no discernable impact on people		N
<b>If you have answered yes to the above please contact Clare Harding for confirmation that an impact assessment will not be required</b>		

### Stage One – Aims and Objectives

#### 1.1) What are the objectives of the strategy, policy or service being assessed?

Our primary aim is to transform Leighton Buzzard station from its current state to an effective sustainable transport interchange, with high quality services supported by high quality facilities for sustainable transport. Transport improvements at the station and in the station area should also contribute to increasing travel by train to and from Leighton Buzzard for commuting, business, and leisure purposes.

To achieve this aim, we have to make sure that we are achieving a number of objectives:

- To achieve a modal shift away from single car occupancy travel as a means of travelling to and from Leighton Buzzard station
- To assist in achieving a reduction in both local and regional traffic congestion by securing a modal shift away from single car occupancy travel to and from the station, and by achieving an increase in the number of people travelling by train
- To achieve an increase in the number of people travelling to and from Leighton Buzzard by train
- To assist in achieving a reduction in Leighton-Linslade's overall carbon footprint by achieving a reduction of the average carbon footprint of passengers using Leighton Buzzard station
- To achieve a significantly improved level of bus interchange at Leighton Buzzard station by improving both bus facilities and services

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- To contribute towards Healthy Town objectives by developing walking as a safe, convenient means of travelling to and from Leighton Buzzard station, particularly on short journeys
- To work with Go-Cycle to achieve a significant increase in people cycling to and from Leighton Buzzard station, and to make the station a best practice example for catering for the needs of cyclists
- To manage car travel to and from Leighton Buzzard station in a way that achieves a reduction in commuter parking on local roads, as well as increasing the use of vehicles with lower CO<sub>2</sub> emissions and increasing the number of station users car sharing
- To achieve an increase in the awareness of opportunities to travel to and from Leighton Buzzard station by non-single occupancy car through marketing and publicity initiatives
- To identify barriers, both actual and perceptual, that prevent people accessing Leighton Buzzard station, and to tackle them
- To achieve an improved level of satisfaction with station facilities, including sustainable transport infrastructure

#### 1.2) What needs is it designed to meet?

The needs of users and non-users of Leighton Buzzard station.

#### 1.3) What outcomes will be delivered?

- The delivery of a number of infrastructure and service improvements that will make it easier to get to Leighton Buzzard station by all modes of transport, such as additional bus services, more cycle parking, and cheaper car parking
- The delivery of a number of improvements to facilities at Leighton Buzzard station, including real time train running information, refurbished toilets, and improved disabled access.
- Extensive promotion of non-car modes of transport as a means of getting to and from the station.
- An enhanced station interchange, providing easier interchange between local transport and rail services.

#### 1.4) Which other strategies or policies support this?

Bedfordshire Local Transport Plan 2006/07 to 2010/11  
Delivering a Sustainable Railway: The Rail White Paper 2007

#### 1.5) In which ways does this support Central Bedfordshire's intention to tackle inequalities and deliver services to vulnerable people?

*For example does it consider the needs and interests of people who are at greater risk of lower quality of life outcomes, close achievement gaps, reduce racial tensions, increase participation in decision making and service delivery processes or increase a sense of belonging amongst different communities or groups?)*

The Station Travel Plan supports Central Bedfordshire Council's intentions to tackle inequalities and deliver services to vulnerable people in a number of ways:

- Improved access to the station by non-car modes of transport facilitating increased participation in public life, and improved access to the opportunities provided by local rail services, such as jobs, training, and leisure activities.
- Much wider promotion of rail services, and means of getting to the station by non-car modes.
- Provision of affordable services.
- Training of station staff to provide onward travel information to a variety of audiences.

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**1.6) Is it possible that this could contribute to inequality by treating some members of the community less favourably such as people from black and minority ethnic communities, disabled people, women, or lesbian, gay, bisexual and transgender communities? (For example, location of facilities, access to buildings, access to translation services, eligibility rules, allocations policies, dress rules etc)**

No.

**Please refer to Appendix 1 Equality Checklist for examples of potential issues and further details of vulnerable groups**

<b>Stage 2: Consideration of Relevant Data &amp; Research</b>	<b>Refer to Equality Checklist</b>	
	<b>Awareness</b>	<b>Accessibility</b>
	<b>Take Up levels</b>	<b>Staff Training Needs</b>
	<b>Appropriateness</b>	<b>Partnership – working</b>
	<b>Adverse Outcomes</b>	<b>Contracts &amp; monitoring</b>

**2) What sources of evidence and key facts will be used to inform the assessment?**

**Please refer to the Equality Impact Assessment Screening for your Service / Business Plan for examples of relevant evidence or contact: Clare Harding, Corporate Policy Advisor (Equality & Diversity) for further details**

**2.1) Existing Data and Consultation Findings:**

- |  |  |
|--|--|
| Service Monitoring / Performance Information <input type="checkbox"/>  | Demographic Profiles – Census & ONS <input type="checkbox"/>   |
| Place survey / Customer satisfaction data <input type="checkbox"/>   | Local Needs Analysis <input type="checkbox"/>                  |
| <b>National / Regional Research</b> <input type="checkbox"/>   | <b>Local Research</b> <input type="checkbox"/>                 |
| Best Practice / Guidance <input type="checkbox"/>  | Benchmarking with other organisations <input type="checkbox"/> |
| Analysis of service outcomes for different groups <input type="checkbox"/>   | Inspection Reports <input type="checkbox"/>                    |
| <b>Data about the physical environment e.g. housing market, employment, education and training provision, transport, spatial planning and public spaces</b> <input type="checkbox"/> |  |

**\*Consultation with Service Users**                      **\*Consultation with Community / Voluntary Sector**

- |   |  |
|---|--|
| *Consultation with Staff <input type="checkbox"/>                                 | <b>Customer Feedback / Complaints</b> <input type="checkbox"/> |
| Expert views of stakeholders representing diverse groups <input type="checkbox"/> | Elected Members <input type="checkbox"/>                       |
| Specialist staff / service expertise <input type="checkbox"/>                     |  |

**\*For details of existing consultation findings please contact Karen Leonard Consultation Manager Business Transformation [Karen.Leonard@centralbedfordshire.gov.uk](mailto:Karen.Leonard@centralbedfordshire.gov.uk) 01234 42967 (Ext 42329)**

Please bear in mind that whilst sections of the community will have common interests and concerns, views and issues vary within groups. E.g. women have differing needs and concerns depending on age, ethnic origin, disability etc

**Please give details below of data and consultation findings relating to:**

**- Age:**

The passenger survey revealed that a significant number of young people are using the local train service to access schools, colleges, and leisure facilities in Milton Keynes. The vast majority of these young people walk to the station, or get a lift from their parents. Census data has revealed that 24% of the population of Leighton-Linslade is under the age of 18.

National research, as set out in *Young People and Transport: Understanding their needs and requirements* published by the Department for Transport indicates that young people generally see trains in a positive light, although they are expensive. However, there are a number of key barriers to transport faced by young people:

- The cost of public transport fares rising when they reach 14 years of age
- Issues with bus drivers being rude, driving erratically, and not accepting local passes
- Safety of buses, cycling, and walking at night
- The general poor condition of buses that do operate, as well as their reliability
- Finding it difficult to understand timetables, and poor information on fares
- Lack of cycle lanes of sufficient width
- Fear of traffic preventing them from crossing roads and cycling
- The 'hassle' factor of using certain modes of transport

Census data has also revealed that 17.3% of the population of Leighton Buzzard is aged over the age of 60 years old. *Older People and Transport: Understanding their needs and requirements* published by the Department for Transport indicated a number of key barriers to transport faced by old people:

- Sparse, unreliable, infrequent buses
- Many older people are less mobile, and need more specialist means of transport for getting around
- The condition of transport infrastructure, such as pavements
- The less mobile elderly being unable to access public transport facilities
- Concerns over safety, particularly to those older people who use the bus less frequently
- The cost of using trains, where the National Concessionary Fares Discount does not apply
- The radial nature of public transport routes meaning that local trips may not be possible
- Fear of traffic and habitual car use discouraging the uptake of cycling

**- Disability:**

The Passenger Survey undertaken as part of this work indicated a number of issues that are faced by people of differing disabilities. The most notable of these is the lack of step-free access between the station's 4 platforms, making the station inaccessible to people in wheelchairs and with movement difficulties. Indeed, this is an issue that the local access group has been highlighting for a number of years with the train operators and the local MP.

Another less significant issue highlighted in the passenger survey is the navigability of the station for blind and partially-sighted people. In particular, the edges of the station platforms have no tactile paving, which is considered vital for informing those who are blind or partially-sighted of the edge of the platform, and for ensuring that they stand well back from the edge so that they are not blown over by passing trains. There is also a lack of tactile paving on flushed kerbs in the station forecourt area.

As well as these issues, the Disabled Persons Transport Advisory Committee in its report *Attitudes of disabled people to public transport*, highlighted a number of public transport-specific issues that can be faced by disabled people. These include:

- Cars are central to the mobility needs of the disabled, and they are often driven by another person
- The attitude of staff members to those with disabilities is of particular importance, with disabled people expressing a desire that staff give them the consideration needed when delivering their services (for example a bus driver waiting for a blind person to sit down before driving off)
- The availability of wheelchair spaces is considered to be poor on both buses and trains

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- Those with disabilities are more likely to look favourably on using taxis and minicabs rather than trains
- Rail is considered to be the worst performing and least favoured mode of transport for disabled people.

### - Gender:

Data from the Census reveals that 50.4% of the population of South Bedfordshire generally is female, while 49.6% of the population are males. In contrast, the passenger survey revealed that 51% of station users were male, and 49% were female.

Research by the Department for Transport has highlighted a number of transport issues that vary according to gender which are of interest to this work:

- The car is better suited to the multi-purpose and encumbered nature of trips undertaken by women
- Women avoiding going out after dark, particularly on public transport
- Public transport is considered to not be suited to facilitating buggies and heavy shopping
- General perception amongst women that their options are limited because of their parental responsibilities
- The cost of transport is a particular issue, especially as, on average, women earn less than men in a similar position, and are more likely to work part-time
- The condition of pavements and other transport infrastructure is of particular concern to young mothers, particularly where potholes in pavements make moving buggies difficult
- A car is seen as a status symbol and a part of a persons identity, particularly for young males. Car ownership among females, however, is much lower than that among females

### - Trans Gender / Gender Reassignment:

No specific findings have been found relating to the transport issues of people who are trans-gender or have had gender reassignment surgery, nor has the research findings of this project focussed upon this particular group. Much more general issues that are faced by this group include personal safety (such as the fear of attack), the use of single sex facilities such as toilets, and a lack of understanding from the staff of service providers.

### - Race:

Census data reveals that around 6.1% of the local population of Leighton-Linslade is within an ethnic minority community, i.e. non-white British. The report *Public Transport needs of Minority, Ethnic, and Faith Communities*, produced by the Department for Transport, identified a number of transport barriers:

- Inadequate information on services in an accessible format within their communities
- Inappropriate marketing for the community being undertaken
- Racist behaviour by staff members, and fear of racist attack when using public transport
- Problems with communicating with service providers, for example bus drivers
- Staff laid on by transport providers not being representative of the communities served
- Significant concerns for racist attacks and all aspects of personal safety when using public transport
- Being unable to understand travel updates as and when they occur
- Many routes are radial, meaning that journeys to some areas require an extended journey

### - Religion or Belief:

The report *Public Transport needs of Minority, Ethnic, and Faith Communities*, produced by the Department for Transport, identified a number of transport barriers faced by a number of religious beliefs, particularly for non-Christianity religions. These include:



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- Inadequate information on services in an accessible format within their communities
- Inappropriate marketing for the community being undertaken
- Racist behaviour by staff members
- Problems with communicating with service providers, for example bus drivers
- Staff laid on by transport providers not being representative of the communities served
- Significant concerns for racist attacks and all aspects of personal safety when using public transport
- Being unable to understand travel updates as and when they occur
- Many routes are radial, meaning that journeys to some areas require an extended journey

### - Sexual Orientation:

There are no specific findings from the research undertaken as part of this work, and wider transport research more generally, that have highlighted specific transport issues for people of differing sexual orientations. A more general issue that is of relevance, however, is that of personal safety, where people of different sexual orientations may find it difficult to use public transport for fear of bullying or attacks upon themselves.

- **Other issues:** e.g. *Social Class/Deprivation, Looked After Children, Offenders, Cohesion*

The research undertaken as part of this project has indicated that people in managerial and higher socio-economic groups make up the majority of rail users (around 68%). This could indicate that people within lower socio-economic groups find it difficult to use train services for a number of reasons.

### **2.2) Is the same impact being achieved for diverse groups as is being achieved across the population or workforce as a whole?**

### **2.3) Are there areas where more information may be needed?**

No research was found on the issues affecting people of differing sexual orientations and transgender people that prevent them from using non-car modes of transport, other than much wider issues. Also, a lack of information on the use of the station by different ethnic groups is a notable omission from the consultation findings

### **2.4) Are there any gaps in data or consultation findings?**

See 2.3.

### **2.5) What action will be taken to obtain this information?**

Additional surveys would be required on the use of the station by a number of particular groups before extensive marketing of rail services and other modes of transport is undertaken. In addition to this, a further review of existing research is required to understand the transport barriers faced by these particular groups.

***For advice on developing inclusive approaches to consultation and working with vulnerable / disadvantaged groups please contact Karen Leonard Consultation Manager 01234 42967 (Ext 42329) or Clare Harding, Corporate Policy Advisor (Equality & Diversity) Business Transformation, Central Bedfordshire Council 01234 228329 (Ext.42329)***

### **2.6) To what extent do current procedures and working practices address the above issues and help to promote equality of opportunity?**

The majority of the issues identified above are currently being tackled by existing working practices, and new design standards for infrastructure and vehicles. This includes:

- Staff training for service providers includes considering the needs of a variety of different users



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- The Station Car Park is “Park Mark” accredited for its safety and security, and contains the required number of disabled bays
- An increasing number of buses operating in Leighton Buzzard conform with new requirements for disability access, with the remaining non-compliant vehicles to be phased out throughout the life of the Station Travel Plan
- The station itself is open and manned between 0600 and 2100 on most days, and is covered by CCTV
- It is a legal requirement for all new promotional material to be available in a variety of languages, and in formats that are accessible for all
- All new infrastructure, and increasingly older infrastructure, is required to conform with new disability access regulations as set out in the Disability Discrimination Act
- PlusBus tickets are available, whereby for an add-on of £2 to the rail ticket unlimited use of the towns bus network is allowed for the day

**Central Bedfordshire Equality Impact Assessment Template**

<b>Stage 3 – Assessing Positive &amp; Negative Impacts</b>	<b>Refer to Equality Checklist</b>	
	<b>Awareness</b>	<b>Accessibility</b>
	<b>Take Up levels</b>	<b>Staff Training Needs</b>
	<b>Appropriateness</b>	<b>Partnership - working</b>
	<b>Adverse Outcomes</b>	<b>Contracts &amp; monitoring</b>

<b>Analysis of Impacts</b>	<b>Impact Yes</b>	<b>Impact No</b>	<b>Summary of impacts and reasons for this</b>
<b>3.1) Age</b>	Y		The expansion of an existing 50% discount for Senior Citizens with another Central Bedfordshire rail operator will be investigated. There will also be promotion of railcards for young people and senior citizens.
<b>3.2) Disability</b>	Y		Major improvements to disabled access to the station are already planned for 2012 – 2016. More minor improvements are planned up until 2012. There will also be promotion of the disabled railcard.
<b>3.3) Gender</b>	Y		As females make up a significant percentage of the current users of the station, much of the marketing will need to be tailored towards the female audience.
<b>3.4) Transgender</b>		N	No specific security enhancements are planned for people who are trans-gender. Additional research is required on this audience.
<b>3.5) Race</b>		N	Some future marketing may be tailored towards particular ethnic minorities, but further research is required to understand the audience.
<b>3.6) Religion / Belief</b>		N	As with race.
<b>3.7) Sexual Orientation</b>		N	No specific security enhancements are planned for people of different sexual orientations. Additional research is required on this audience.
<b>3.8) Other e.g. . Social Class/Deprivation, Looked After Children, Offenders, Cohesion</b>		N	There are no specific plans to encourage people from lower socio-economic groups to use the train more.

<b>Stage 4 – Conclusions, Recommendations and Action Planning</b>
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**4.1) What are the main conclusions from the assessment?**

Many of the more general concerns associated with many groups have already been tackled by existing work, or are planned to be tackled through various improvements and possibly marketing initiatives. It is therefore important that these groups are made aware of the fact that these issues are being addressed. However, a key concern is that there is a distinct lack of information on the transport issues faced by some groups, and the use of the station by many others. Before plans can be made to tackle these issues, additional research is probably required.

**4.2) What are the priority recommendations and actions?**

The key recommendation at this stage is to undertake further research and consultation of particular groups, with the view that future actions can be undertaken on the basis of this research. In addition to this, representatives of such groups, or a single “equalities” representative, could be invited onto the Station Travel Plan Steering Group.

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**4.3) What changes will be made to address any adverse impacts that have been identified?**

Changes to the Station Travel Plan Action Plan will be made based upon the further research and consultation undertaken with affected groups.

**4.4) Are there any budgetary implications?**

Additional research will probably require additional funding over and above that which is already committed. The exact levels of the funding required is uncertain.

**4.5) Actions to be Taken:**

<b>Action</b>	<b>Date</b>	<b>Priority (high / medium low)</b>
Make initial contact with interested groups through the Central Bedfordshire Equalities Forum	Sep 09	High
Agree scope of additional research required with interested groups	Nov 09	High
Undertake research and consultation with interested groups	Dec 09	High
Agree actions to be included in the Action Plan to tackle issues raised in the research with interested groups and the Station Travel Plan Steering Group.	Feb 09	High
Implement actions	Apr 09 onwards	High

**Stage 5 Quality Assurance & Scrutiny:  
Checking that all the relevant issues have been identified**

**5.1) What methods have been used to gain feedback on the main issues raised in the assessment?**

Checks have been made with:

**Step 1:**

- The Corporate Policy Advisor (Equality & Diversity) for comment & decision re further scrutiny

**Step 2:**

- The Equalities Working Group  - The Equalities Forum

- Other  *Please give details e.g. LGBT Network:*

**5.2) Were any additional actions / amendments identified?**

*Please give details:*

**Stage 6 – Monitoring Future Impact**

**6.1) How will implementation of the actions be monitored?**

The implementation of future actions will be monitored as part of the Station Travel Plan. This will be monitored through monthly meetings with a core working group, and quarterly reports to a wider Steering Group.

**6.2) What sort of data will be collected and how often will it be analysed?**

This is yet to be defined, but potential data collection could include uptake of the rail station by particular groups, and further attitudinal surveys.

**6.3) How often will the policy be reviewed?**

Through monthly Working Group meetings and quarterly Steering Group meetings.

**6.4) Who will be responsible for this?**

James Gleave, Planning and Transport Policy Officer, Central Bedfordshire Council

**6.5) Have the actions been incorporated in the service / business plan or team targets?**

Additional monitoring requirements will be planned into the future actions of the Station Travel Plan.

**Stage 7 – Publication**

**7.1) The results of all equality impact assessments must be accessible to the public. Please forward a copy of your completed equality impact assessment to:**

Clare Harding Corporate Policy Advisor (Equality & Diversity) – Business Transformation

[Clare.Harding@centralbedfordshire.gov.uk](mailto:Clare.Harding@centralbedfordshire.gov.uk) 01234 228329 (Ext.42329)

***Finalised Assessments can be used to inform the Equality Section of Committee Reports and should be saved with the strategy, policy, project, contract, or decision file for audit purposes and Freedom of Information Act requests***

## Equality & Diversity Checklist

Central Bedfordshire Council is legally required to:

- **Deliver** high quality, accessible services that meet the needs of all our customers.
- **Understand** issues relating to disability, gender, gender reassignment, race, religion or belief, age, and sexual orientation.
- **Engage** with service users, local communities, staff, stakeholders and contractors to identify and implement improvements
- **Tackle** barriers which restrict access to services  
(e.g. *inaccessible buildings, lack of employee understanding about customer needs*)

***Services must demonstrate how they address the following issues:***

### 1) PUBLICISING SERVICES:

- ★ **How does the service ensure that all sections of the community are aware of the service?** (e.g. *variety of approaches to publicity, awareness levels measured?*)
- ★ **When is the service available?** (e.g. *opening hours and any out of hours service*)

### 2) ACCESSIBLE SERVICES:

- ★ **How does the Service ensure that all sections of the community have equality of access?**  
(e.g. *variety of contact mechanisms and delivery points provided such as phone or website. Provision to help customers with additional needs to access the service such as disability access, provision of Interpreters?*)
- ★ **Does the service monitor and analyse levels of service take up?** (e.g. *are certain groups not using the service or over-represented? Are the reasons for this investigated?*)
- ★ **Does the service consider options for delivering services in a different way to facilitate easier access for customers?** (e.g. *outreach approaches*)

### 3) APPROPRIATE SERVICES:

- ★ **How does the service check that it is meeting the needs of all customers?**  
(e.g. *Has the service set up inclusive Customer feedback mechanisms? Is this feedback analysed by equality criteria?*  
*Is the service using a variety of inclusive consultation mechanisms for both existing, potential and ex-customers, including customers with special needs & community groups?*)
- ★ **Do the findings inform service development and improvement?**

### 4) SERVICE SUPPORT NEEDS:

- ★ **How does the service identify staff training needs?** (e.g. *via staff appraisal process*)
- ★ **What E&D training has been undertaken?**

### 5) PARTNERSHIP AND PROCUREMENT:

- ★ **How does the Service ensure that equality legal requirements are addressed when working in partnership or with contractors?** (e.g. *contract clauses, targets and monitoring*)

## Equality & Diversity - Key Issues to Consider:

The following key issues are not intended to provide a comprehensive or exhaustive list of issues, but should help give an indication of issues which need to be taken into account. Whilst a particular section of the community will have common interests and concerns, views and issues will vary within groups. For example, women will have differing needs and concerns depending on age, ethnic origin, disability etc.

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### Gender: Issues for women may include:-

- Personal security & safety
- Mobility & transport
- Caring for dependents
- Access to education
- Access to leisure and recreation facilities
- Health and social services
- Participation in public life
- Employment and training opportunities

#### Consider:-

- Whether service development or employment proposals promote a safe, secure and accessible environment for women, including access to public transport.
- Whether proposals recognise women's overwhelming responsibility for domestic labour and caring for dependants

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### Gender: Issues for men may include:-

- stereotyping
- educational attainment
- low take up of health services
- School exclusion
- recognition of caring responsibilities
- lack of access to flexible working

#### Consider -

- Whether outreach approaches are required to encourage men to engage with services

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### Gender: Issues for transsexuals may include:-

- Bullying / Harassment
- Right to Privacy
- Support during transition stage
- Time off for Medical Treatment
- Dress Codes
- Use of single sex facilities

#### Consider:

- whether it will be necessary to brief or train colleagues about appropriate behaviour

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### Race: Issues for ethnic minority groups may include:-

- Access to jobs and training
- Culture e.g. diet, dress
- Participation in public life
- Awareness of services
- Access to appropriate services
- Access to translation & interpretation
- Educational attainment/Exclusion rates
- Resources for voluntary/community groups
- Racial harassment and violence
- Support for business development

#### Consider:-

- Differences between and within ethnic groups.



**Disability: Issues for disabled people may include:-**

- Social isolation
- Mobility and transport
- Access to education/leisure activities
- Safety and security
- Low incomes/reduced employment
- Access to information (alternative formats)
- Accessibility of buildings/services
- Participation in public life

**Consider:-**

- The vast range and varying degrees of disability. Some people may have more than one disability
- Whether proposals promote independent living through improvements in access, mobility & safety
- The likely impact on carers and / or dependants.

**Religion or Belief: Issues for people who follow a religion or belief may include:**

- Dietary requirements / Fasting
- Religious Observance
- Dress / Jewellery
- Arrangements for Birth/Bereavement
- Leave for Religious Festivals
- Washing / Bathing

**Consider:-**

- Variations within religions can be significant and people will differ in the extent to which they actively practise their religion – Never make assumptions, ask individuals what's relevant for them
- Some people are humanists, atheists or agnostics do not assume everyone has a religion

**Age - Older People: Issues for older people may include:-**

- living in a safe community
- Loneliness and isolation
- Bereavement
- Access to local facilities
- being able to live in their own home
- Being in control/having choice over care
- Reduced income
- Affordable, accessible transport

**Consider:-**

- Ways of involving older people in consultation

**Age - Young People: Issues for younger people may include:-**

- Bullying / Peer Pressure
- Access to leisure activities
- Personal Development Relationships
- Education / Training / Employment Options
- Income / budget management
- Transport

**Consider:-**

- - Whether or not children may be made more or less vulnerable as a result of the service development
- Age appropriate methods of consultation with young people

**Sexual Orientation: Issues for gay lesbian or bisexual people may include:-**

- bullying / hate crime
- rejection by family
- attainment /staying on at school
- workplace benefits for partners e.g. pensions
- intrusive questions / right to privacy
- stereotyping
- depression / self harming
- safe environment to come out in

**Consider:-**

- Issues of sexual orientation may be compounded by other equality strands such as race, religion, age and disability making issues more difficult to manage. For example as a result of previous legislation, older LGB people may be very nervous about disclosing their sexual orientation and may feel very isolated

**More Information:**

**All Equality Groups:**

<http://www.cehr.org.uk/>

[http://www.theequalitiesreview.org.uk/publications/interim\\_report.aspx](http://www.theequalitiesreview.org.uk/publications/interim_report.aspx)

**Gender**

<http://www.womenandequalityunit.gov.uk/index.htm>

**Gender Reassignment**

<http://www.beaumontsociety.org.uk>

**Race:**

<http://www.voluntaryworks.org.uk/brec/Index.asp>

**Disability:**

<http://www.sightconcern.org.uk/>

<http://www.drcbeds.co.uk/>

**Religion Faith and Belief:**

<http://www.bcof.org.uk/>

<http://www.bbc.co.uk/religion/tools/calendar/index.shtml>

**Age:**

Older People - <http://www.ageconcernbeds.com/>

Young People <http://www.connx.org.uk/>

**Sexual Orientation**

<http://www.stonewall.org.uk/>

**If you need any assistance regarding this Assessment, please contact:**

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