

Community Impact Assessment Form (CIA)

The council's vision is to promote **equal life outcomes¹ for everyone** living, working and visiting York, through inclusive design in everything the council does. This is to ensure that no-one is unintentionally excluded in York because of specific personal characteristics. In the council, we call these characteristics "Communities of Interest or Identity" – "Cols" for short.

To help realise the vision, council officers are required by Cabinet to assess the impact of council policies, processes and behaviours on customers and staff from the Communities.

This process was previously called Equality Impact Assessment (EIA). To stress the importance of assessing the impact of everything we do on people from the Communities, starting June 2012, we have renamed the process Community Impact Assessment (CIA).

The assessment **should be done at the development stage** of any policy, review, project, service change etc, **before any decision is taken**. It should also be done every time there are changes to policies and practices, **before the changes are finally agreed** by decision makers.

In addition, the Equality Act 2010 came into force on the 1st October 2010. Under the Act the council has a legal duty to show that our policies, practices etc further the aims below:

- Actively and proactively eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share an identity and those who do not
- Foster good relations between people who share an identity and those who do not.

¹ In health, safety and security, personal freedom and choice, housing, education and lifelong learning, jobs and leisure activities and the infrastructure that supports these outcomes.

In completing **Community Impact Assessments (CIAs)** officers are also required to state how what they are assessing meets and contributes to these aims.

1	Name and Job Title of person completing assessment	Sam Fryers
2	Name of service, policy, function or criteria being assessed	Withdrawal of certain council-supported bus services
3	What are the main objectives or aims of the service/policy/function/criteria?	To provide transport for residents in areas where local bus operators are unable or unwilling to provide bus services commercially.
4	Date	7/11/14

Stage 1: Initial Screening

5	<p>What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative or positive effect on quality of life outcomes² for people (both staff and customers) from the communities? Document the source of evidence in the columns below. You can find evidence via:</p> <ul style="list-style-type: none"> • Data from the Business Intelligence Hub - http://colin.york.gov.uk/beSupported/business_intelligence_hub/ • Council Consultation and Engagement Calendar – contact Sophie Gibson, 551022. • Council consultation - http://colin.york.gov.uk/beSupported/inhouse_services/research_consultation/ • Workplace Wellbeing Survey – contact the Health and Safety team for more info – 554131. CaN results are here: http://colin.york.gov.uk/beConnected/about_CYC/structure/CAN/can_healthwellbeing_results/ • Staff Equalities Reference Group – See feedback reports here - http://colin.york.gov.uk/beSupported/equalities_inclusion/SERG/ • Equality Advisory Group (a customer group) - http://democracy.york.gov.uk/mgCommitteeDetails.aspx?ID=445 • EIA Fairs Feedback Newsletters -
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² See appendix 1

	http://colin.york.gov.uk/beSupported/equalities_inclusion/EIAs/consultation_feedback/ <ul style="list-style-type: none"> • Previous EIAs – see annual EIA lists - http://colin.york.gov.uk/beSupported/equalities_inclusion/EIAs/ 			
Community of Interest/Identity	Source of evidence that there is or is likely to be a negative or positive impact:			
	Staff		Customers/Public	
	Positive	Negative	Positive	Negative
Race				
Religion / Spirituality /Belief				
Gender				
Disability				Bus passenger data shows high proportion of older/disabled passengers on supported bus services.
Sexual Orientation				
Age				Bus passenger data shows high proportion of older/disabled passengers on supported bus services.
Pregnancy/maternity				
Gender Reassignment				
Marriage and Civil Partnership				
Carers of older and disabled people				
If there is no evidence the service/policy/function will affect any of the				

communities, please proceed to section 9.

If there **is** evidence the service/policy/function will affect **one or more of the communities**, continue to Stage 2, Full Impact Assessment.

Stage 2: Full Impact Assessment

6	How could different communities be affected by the proposed or reviewed service/policy/function/criteria? Record negative and positive effects below. Expand the boxes to take up as much room as you need. See the 2 EIA Guidance documents on Colin for help about effects to consider.	
A1	Public/customers – positive effects	
A2	Public/customers – negative effects	<p>Communities will be affected by loss or reduction of bus services in certain areas/at certain times:</p> <ul style="list-style-type: none"> • [Service 10] Dunnington, Gate Helmsley* and Stamford Bridge* - after 21:00 Sunday-Thursday • [Service 10] Poppleton - after 20:00 Sunday-Thursday) • [Service 14] Haxby (Greenshaw Drive and Station Road areas), Huntington Rd (south of Haley’s Terrace), Woodthorpe - after 18:30 Mon-Thu and all day Sunday • [Service 16A] Dodsworth Ave/Monkton Rd area, Hamilton Drive area - all day Sunday • [Service 19] St Wilfrid’s Primary School • [Service 20] Clifton Moor business park, Poppleton (Station Road) • [Service 21] Middlethorpe Grove, Acaster Malbis, Appleton Roebuck*, Bolton Percy*, Colton* - from April 2016 • [Service 27] Heslington Lane (between Broadway and Heslington village) • [Service 36] Elvington, Wheldrake <p>*Villages situated outside City of York boundary.</p>

B1	Staff – positive effects	
B2	Staff – negative effects	
7	<p>Can any negative effects be justified? For example:</p> <ul style="list-style-type: none"> ▪ As a proportionate means to achieve a legitimate aim ▪ In support of improving community cohesion ▪ To comply with other legislation or enforcement duties ▪ Taking positive action to address imbalances or under-representation ▪ Because of evidence-based need to target a particular community or group e.g. younger/older people. <p>NB. Lack of financial resources alone is NOT justification!</p>	
<p>The bus services being withdrawn do not meet the council's criteria for subsidy:</p> <ol style="list-style-type: none"> 1) Subsidy per passenger not in excess of £2.00 2) A minimum of 9 passengers per bus, per hour operated. 		
8	<p>What changes will you make to the service/policy/function/criteria as result of information in parts 5 & 6 above?</p>	
<p>Withdrawal of bus services which do not meet the Council's established criteria.</p>		
9	<p>What arrangements will you put in place to monitor impact, positive and negative, of the proposed service/policy/function/criteria on individuals from the communities?</p>	
<p>Feedback from Bus User Group, bus operators and iTravel York website. Monitor Dial & Ride usage.</p>		
10	<p>List below actions you will take to address any unjustified impact and promote equality of outcome (as in appendix 1) for staff, customers</p>	

and the public from the communities. The action could relate to:		
<ul style="list-style-type: none"> ▪ Procedures ▪ Service delivery ▪ Training ▪ Improvement projects 		
Action	Lead	When by?
Advertise bus service changes/withdrawals at least one month in advance of change date, on iTravel York website, on-bus posters, through parish councils and local press. Advise residents in some affected areas that they will be able to still make bus journeys if they are able to travel at alternative times.	S.Fryers	1/3/2015
Advertise Dial & Ride service at bus stops in most affected areas.	S.Fryers	1/4/2015
11	Date CIA completed	
Author: Position: Date:		
12	Signed off by	
I am satisfied that this service/policy/function has been successfully impact assessed. Name: Position (Head of Service and above) : Date:		
Please send the completed signed off document to equalities@york.gov.uk . It will be published on COLIN as well as on the council website.		

Appendix 1 - Quality of Life Indicators (also known as “the 10 dimensions of equality”)

Think about the positive and negative impact in these areas:

- ❑ Access to services and employment
- ❑ Longevity, including avoiding premature mortality.
- ❑ Physical security, including freedom from violence and physical and sexual abuse.
- ❑ Health, including both well-being and access to high quality healthcare.
- ❑ Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.
- ❑ Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
- ❑ Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
- ❑ Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
- ❑ Participation, influence and voice, including participation in decision-making and democratic life.
- ❑ Identity, expression and self-respect, including freedom of belief and religion.
- ❑ Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.

Indicators from: The Equalities Review 2007 and the Equality Framework for Local Government.