

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Transport – Remove companion concessionary rates
Please outline the proposal.	<p>The sub-regional Diamond Card Concessionary Travel Scheme provides free travel for elderly and disabled people. The proposal is to remove the discretionary element of the scheme, removing companion passes for carers who assist disabled or elderly people who cannot travel on their own.</p> <p><i>(for more details please refer to savings proposal document)</i></p>
What savings will this proposal achieve?	400k p.a.
Name of Lead Officer	Peter Mann

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
No significant opportunities/ positive impacts
Please outline where there may be significant negative impacts, and for whom.
<p>The diamond card can only be used by older and disabled people. Some people who use the diamond card will find it hard to travel without someone being with them and it is for this reason that the additional concession is given to someone who is travelling to assist a diamond card holder. The impact of removing this concession would be</p> <ul style="list-style-type: none"> <li>-For family members, partners and friends, the person who is helping the disabled person would have to pay for their ticket which would disproportionately affect people on low incomes. Family members, some of whom cannot work because of caring responsibilities, are more likely to struggle with paying for additional expenses. Therefore the disabled person is likely to be less able to travel as a result of this proposal.</li> <li>- For paid assistants, the disabled person would fund this travel cost, not the assistant. Therefore the disabled person is less able to travel as a result of this proposal.</li> </ul> <p>Disabled people and older people could be negatively affected and women who are more likely to be carers. BME people are high users of personal budgets and are more likely to employ an assistant therefore this will impact negatively on some BME people too.</p>

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
n/a
Please outline where there may be negative impacts, and for whom.
Some staff who work with disabled people may feel uncomfortable asking them to pay for their bus fare and could be out of pocket through this initiative. Most support staff are commissioned, with a higher proportion of younger and female staff.

<b>Is a full Equality Impact Assessment required?</b>	
Does the proposal have the potential to impact on people with protected characteristics in the following ways:	
<ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.	YES
Service Director sign-off and date:	Equalities Officer sign-off and date: 4/10/2016 Anne James – Equality and community cohesion Team Leader