

Equality Impact Assessment - Policies

Title of policy being assessed:	Local Transport Plan 3: 2011-2026
Department and Section:	Environment & Transportation Department, Transport Policy and Strategy Group
Names and roles of officers completing this assessment:	LTP3 Project Manager Assistant Engineer Structures Team Group Manager, Transport Policy and Strategy
Contact Telephone Numbers:	0116 305 7223
Date assessment completed:	18th March 2011

Defining the policy

1. Why is the policy necessary? What are its aims and objectives? What outcomes is the policy designed to achieve and for whom?

The Transport Act 2000 introduced a statutory requirement on local authorities to produce a Local Transport Plan (LTP) for their area.

The aim of LTPs is to set out how a local authority will work with others to manage and improve transport provision and planning in their areas. Since 2000, the LTP process has accelerated the concept of transport as an enabler of other things. The LTP process has therefore led local authorities to consider directly how well their transport networks contribute to the delivery of wider strategic priorities, such as maximising equality of access and improving quality of life for all residents.

Following the election of a new government in May 2010, there remains in place a statutory duty for local authorities to develop their next LTPs by 1st April 2011, and there are no plans to remove or amend this duty.

Since 2000 legislation has contained an obligation for local transport authorities to have regard to the transport needs of older people and people with mobility difficulties when developing transport plans and policies. The Local Transport Act 2008 added a new requirement to have regard to the needs of disabled people, both in developing and implementing the plans.

Our third Local Transport Plan (LTP3) follows on from our first LTP (2001-2006) and LTP2 (2006-2011). With the latest guidance from central Government providing local authorities with the flexibility to determine their own timescales for LTP3, we are proposing that LTP3 will contain a longer-term transport strategy that will run from April 2011 to 2026 and is supported by shorter-

term Implementation Plans that cover a rolling three year period.

Our LTP3 strategic transport goals are:

Goal 1: A transport system that supports a prosperous economy and provides successfully for population growth.

Goal 2: An efficient, resilient and sustainable transport system that is well managed and maintained.

Goal 3: A transport system that helps to reduce the carbon footprint of Leicestershire.

Goal 4: An accessible and integrated transport system that helps promote equality of opportunity for all our residents.

Goal 5: A transport system that improves the safety, health and security of our residents.

Goal 6: A transport system that helps to improve the quality of life for our residents and makes Leicestershire a more attractive place to live, work and visit.

The long-term vision for our transport system is for

“Leicestershire to be recognised as a place that has, with the help of its residents and businesses, a first class transport system that enables economic and social travel in ways that improve people’s health, safety and prosperity, as well as their environment and their quality of life.”

The outcomes of LTP3 are:

- Our transport system provides more consistent, predictable and reliable journey times for the movement of people and goods. (Goals 1)
- All residents have efficient, easy and affordable access to key services (such as employment, education, health care and food shopping), particularly by public transport, bike and on foot. (Goal 1 and 4)
- Our transport system and its assets are effectively managed and well maintained. (Goal 2)
- Our transport system is resilient to the impacts of climate change. (Goal 2)
- The negative impact of our transport system on the environment and individuals is reduced. (Goals 3 and 6)
- More people walk, cycle and use public transport as part of their daily journeys. (Goals 3 and 5)
- The number of road casualties is reduced. (Goal 5)
- There is improved satisfaction with the transport system amongst both users and residents. (Goal 6)
- The natural environment can be accessed easily and efficiently, particularly by bike or on foot. (Goal 6)

The key stakeholders of LTP3 are:

- All road users, motorised and non-motorised
- Organisations representing different users, for example cycling groups
- The county’s main bus companies and road haulage companies
- District councils within Leicestershire
- Members of the County Council
- Other local partnerships
- Residents of Leicestershire
- Businesses
- Emergency services

- Visitors to the county

2. How have these aims, objectives and outcomes been determined? What research and consultation/engagement/involvement has been undertaken/used to inform the design and delivery of the policy? How have needs based on race, gender, disability, age, religion/belief or sexual orientation been taken account of?

The aims, objectives and outcomes of LTP3 were shaped by national and local policies and strategies, e.g.:

The former government's five broad transport goals in the document entitled 'Delivering a Sustainable Transport System Main Report' (November 2008):

- To support national economic competitiveness and growth by delivering reliable and efficient transport networks.
- To reduce transports emissions of carbon dioxide and other greenhouse gases, with the desired outcome of tackling climate change.
- To contribute to better safety, security and health and longer life expectancy by reducing the risk of death, injury or illness arising from transport and by promoting travel modes that are beneficial to health.
- To promote greater equality of opportunity for all citizens with the desired outcome of achieving a fairer society.
- To improve quality of life for transport users and non-transport users, and to promote a healthy natural environment.

And

Leicestershire's 'Sustainable Community Strategy' 2008 – 2013 new refreshed priorities:

1. Supporting individuals and families
2. Enhancing children's lives
3. Improving our communities
4. Protecting our environment
5. Developing our economy
6. Delivering effective services

To help us produce our third Local Transport Plan we have looked at our own research and also information from the Department for Transport and others to develop a clear picture of Leicestershire. We have looked in detail at:

- our transport system (roads, bus services, walking and cycling)
- road accidents in Leicestershire
- how our transport system supports Leicestershire's economy, including,
 - how people travel to work
 - congestion
- the impact of our transport system on our residents, for example,
 - in terms of health and pollution
 - how easy it is for people to get to places like shops and colleges
- the impact of our transport system on our environment
 - how much transport contributes to levels of carbon dioxide (CO₂) gas

This information can be viewed online at www.leics.gov.uk/ltp3_sources_of_evidence

We have also taken account of feedback we received on LTP2 and from consultation carried out during the development of LTP3. We have also consulted on an Equality Impact Assessment Scoping Report and the draft Equality Impact Assessment. Consultation documents were available on request in different formats and languages.

The County Council has made a range of commitments to promote equality and diversity, and to reduce disadvantages and inequalities of opportunity in many policy and strategy areas. LTP3 has balanced equality issues against a range of potentially competing influences such as road safety, environmental concerns, the national financial situation and the likely cuts in funding for transportation projects.

At the time of writing (March 2011) there is great uncertainty over how public services will be delivered in the future. Although transport was less affected by the Comprehensive Spending Review than some other departments of state, our LTP3 was still developed at a time of considerable uncertainty and change. The coalition Government's public austerity programme not only results in cuts in some areas of public spending, but also requires substantial re-structuring, merging or closure of many of the organisations currently responsible for these services.

This equality assessment concentrates on the development of LTP3 and how it affects various equality groups. Individual schemes will be assessed through their own delivery area equality impact assessments e.g. public transport and integrated transport.

The anticipated lack of resources to actually deliver the LTP Implementation Plans means that the options chosen have been constrained by financial reality. Ambition has had to be tempered by achievability. Prioritisation has become even more difficult, with even essential schemes now at risk of not being funded.

3. (a) Who is responsible for implementing the policy? What processes, procedures and/or criterion will be critical to deliver the policy? Review these against the access needs that various equality groups of people have and consider if they result in barriers which prevent these groups of people from either finding out about the policy or benefiting from it? (See Section 6 for examples)
- (b) Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs that you have identified can be addressed. For disabled people, as defined under the Disability Discrimination Act, this could mean treating them more favourably to ensure that there is equality of outcome.
- (c) When you are deciding priorities for action you will need to consider whether the barriers result in an adverse impact or discrimination that is illegal. These will constitute your top priority. The other priorities will be dependent on such issues as whether a group is particularly excluded or connected to the core business of the service, whether there are adjustments that would mean several groups benefit.

The Transport Policy and Strategy Group in the Transportation Branch of the Environment & Transport Department leads on the preparation of LTP3. However, the Department as a whole

delivers the Plan.

Joint working with Leicester City Council is vital, given the strong interdependence between the city and surrounding areas in the county. LTP3 shows how we manage this joint work.

Our 9 objectives in LTP3 set out our commitment to improving transportation for all users.

The rolling 3 year implementation plans for LTP3 will detail how the strategy will be delivered, together with the Department's Local Business Plans.

The consultation on LTP3 will be guided by Leicestershire County Council's Consultation Standards (http://www.leics.gov.uk/index/your_council/haveyoursay/standards.htm) and the Equality Improvement Plan in the Equality Impact Assessment for the Department's Communication & Information Service (http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessment/equality_impact_assessment_documents/htwm_eia.htm). (Communications are now delivered by a centralised Communication Unit which is developing its own Equality Impact Assessments and Equality Improvement Plans).

LTP3 will be available on the Leicestershire County Council website. For people who do not have access to a computer LTP3 can be accessed using free internet facilities at any library. CDs of LTP3 and hard copies of sections of LTP3 will also be available on request.

The web version of LTP3 states its availability in different formats (e.g. large print, Braille, Easy read - http://cis/social_services/accessible_info/index.htm) and the website contains information on languages (interpretation and translation services). The web version of LTP3 has been produced to Web Content Accessibility Guidelines. (http://www.leics.gov.uk/index/help/accessibility/accessibility_settings.htm).

An Equality Impact Assessment Scoping Report was developed jointly with Leicester City Council and consulted on in August 2010 (http://www.leics.gov.uk/eia_scoping_report.pdf). The Scoping Report and the responses to the consultation were considered (http://www.leics.gov.uk/index/highways/transport_plans_policies/ltp/ltp3/ltp3_previous_consultation.htm), together with the LTP3 Evidence Base (www.leics.gov.uk/ltp3_sources_of_evidence), in developing this Equality Impact Assessment. The draft of this Equality Impact Assessment went out to consultation in October / November 2010 (http://www.leics.gov.uk/index/highways/transport_plans_policies/ltp/ltp3/ltp3_previous_consultation.htm).

Through consultation with our stakeholders, we will seek to remove barriers to services in terms of equality and diversity either in the aim of the LTP or in the way it is implemented.

Equality Group	Possible Positive / Adverse Impacts of LTP3	Illegal Discrimination Yes/No	Action
Disability	Improving access to key services by public transport, walking and cycling, and promoting social inclusion will benefit disabled users. However, mobility scooter and wheel	No	Corporate communications and marketing is to take account of the needs of all members of the community. Scheme consultation is to take account of the needs of all

	<p>chair users are more reliant on cars or taxis than public transport.</p> <p>Disabled users may not have the same range of travel choices or be able to change behaviour.</p> <p>Maintaining / improving facilities for pedestrians, cyclists and public transport users will benefit disabled users.</p> <p>A focus on packages of measures and value for money may mean stand-alone schemes needed to improve disabled access don't happen.</p> <p>The result of the review of the hourly bus network could impact on disabled users.</p> <p>Access to hospitals in the County by public transport can be difficult.</p> <p>LTP3 is available in different formats, but we need to ensure all information is accessible.</p> <p>The effects of Personalisation in Adult Social Care are unknown at present.</p> <p>Concessionary travel benefits disabled users.</p>		<p>members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p> <p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>Consultation may identify further issues to be addressed.</p> <p>An example of our approach in the short term is;</p> <ul style="list-style-type: none"> - to continue to address barriers to the use of public transport by continuing to offer advice and improved support to those with mobility or learning disabilities.
Race / Ethnicity	<p>Different ethnic groups may not have the same range of travel choices or be able to change behaviour because of socio-economic reasons.</p> <p>The result of review of hourly bus network could impact on different ethnic groups.</p> <p>Maintaining / improving facilities for pedestrians,</p>	No	<p>Corporate communications and marketing is to take account of the needs of all members of the community.</p> <p>Scheme consultation is to take account of the needs of all members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p>

	<p>cyclists and public transport users may benefit different ethnic groups.</p> <p>Fear of harassment and safety concerns on public transport and recreational footpaths can be barriers to different ethnic groups using these services.</p> <p>LTP3 is available in different formats and languages on request but we need to ensure that all other information provided to the public is accessible.</p>		<p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>When developing measures to promote and encourage increased walking, cycling and public transport usage consider whether it might be appropriate to provide complementary measures to address people's fears/perceptions of danger such as improved street lighting.</p> <p>Consultation may identify further issues to be addressed.</p> <p>An example of our approach in the short term is;</p> <ul style="list-style-type: none"> - to continue to address barriers to the use of public transport by continuing to provide information in a range of languages.
Religion / Faith	<p>LTP3 is available in different formats and languages on request but we need to ensure that all other information provided to the public is accessible.</p>	No	<p>Corporate communications and marketing is to take account of the needs of all members of the community.</p> <p>Scheme consultation is to take account of the needs of all members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p> <p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p>

			<p>ocuments/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>Consultation may identify further issues to be addressed.</p> <p>An example of our approach in the short term is;</p> <ul style="list-style-type: none"> - to continue to address barriers to the use of public transport by exploring how we can better communicate public transport information in a wider range of formats.
Gender	<p>Improving access to key services by public transport, walking and cycling may benefit women.</p> <p>Women may not have the same range of travel choices or be able to change behaviour.</p> <p>The result of the review of the hourly bus network could impact on women.</p> <p>The review of school travel plans could affect choices for women escorting children to and from school.</p> <p>Maintaining / improving facilities for pedestrians, cyclists and public transport users may benefit women.</p> <p>Fear of crime or harassment and safety concerns on public transport, cycle-ways and footpaths, and in car-parks can be barriers to women using these services.</p>	No	<p>Corporate communications and marketing is to take account of the needs of all members of the community.</p> <p>Scheme consultation is to take account of the needs of all members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p> <p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>When developing measures to promote and encourage increased walking, cycling and public transport usage consider whether it might be appropriate to provide complementary measures to address people's fears/perceptions of danger such as improved street lighting.</p> <p>Consultation may identify further issues to be addressed.</p>

			<p>An example of our approach in the short term is;</p> <ul style="list-style-type: none"> - to seek to address fear of crime and personal safety concerns through our wider work to promote active and sustainable travel.
Age	<p>Improving access to key services by public transport, walking and cycling, and promoting social inclusion will benefit younger and older age groups.</p> <p>Improvements to road safety for children and older people by means of education, training, publicity and local safety schemes.</p> <p>Older and young people may not have the same range of travel choices or be able to change behaviour.</p> <p>The result of the review of the hourly bus network could impact on different age groups.</p> <p>The review of school travel plans could affect choices for younger users.</p> <p>Cuts to some school bus services and increases in fare paying rates will affect younger users.</p> <p>Maintaining / improving facilities for pedestrians, cyclists and public transport users may benefit some age groups.</p> <p>A focus on packages of measures and value for money may mean isolated improvements needed for different age groups don't happen.</p>	No	<p>Corporate communications and marketing is to take account of the needs of all members of the community.</p> <p>Scheme consultation is to take account of the needs of all members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p> <p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>When developing measures to promote and encourage increased walking, cycling and public transport usage consider whether it might be appropriate to provide complementary measures to address people's fears/perceptions of danger such as improved street lighting.</p> <p>Consultation may identify further issues to be addressed.</p> <p>An example of our approach in the short term is;</p> <ul style="list-style-type: none"> - to continue to develop our Star Walker Travel Scheme and seek to promote healthier and more sustainable travel from an

	<p>Fear of crime or harassment and safety concerns on public transport, cycle-ways and footpaths can be barriers to different age groups.</p> <p>Access to hospitals in the County by public transport can be difficult.</p> <p>The effects of Personalisation in Adult Social Care are unknown at present.</p> <p>Concessionary travel benefits some age groups.</p> <p>LTP3 is available in different formats on request but we need to ensure that all other information provided to the public is accessible.</p>		early age.
Sexual Orientation	<p>Maintaining / improving facilities for pedestrians, cyclists and public transport users may benefit LGB users.</p> <p>Fear of crime or harassment and safety concerns on public transport, cycle-ways and footpaths, and in car-parks can be barriers to LGB users.</p>	No	<p>Corporate communications and marketing is to take account of the needs of all members of the community.</p> <p>Scheme consultation is to take account of the needs of all members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p> <p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>When developing measures to promote and encourage increased walking, cycling and public transport usage consider</p>

			<p>whether it might be appropriate to provide complementary measures to address people's fears/perceptions of danger such as improved street lighting.</p> <p>Consultation may identify further issues to be addressed.</p> <p>An example of our approach in the short term is;</p> <ul style="list-style-type: none"> - to seek to address fear of crime and personal safety concerns through our wider work to promote active and sustainable travel.
Socio-Economics	<p>Improving access to key services by public transport, walking and cycling may benefit low income users and promote social inclusion.</p> <p>Low income users may not have the same range of travel choices or be able to change behaviour.</p> <p>Maintaining / improving facilities for pedestrians, cyclists and public transport users may benefit low income users.</p> <p>The result of the review of the hourly bus network could impact on low income users.</p> <p>LTP3 is available in different formats on request but we need to ensure that all other information provided to the public is accessible.</p> <p>Use of internet / phone to get information may be a barrier to low income users but for people without access to a personal computer LTP3 is also available using free internet facilities at any</p>	No	<p>Corporate communications and marketing is to take account of the needs of all members of the community.</p> <p>Scheme consultation is to take account of the needs of all members of the community.</p> <p>Ensure we have feedback from network users and the data to make better informed decisions.</p> <p>Service delivery / schemes / policies to have Equality Impact Assessments (see http://www.leics.gov.uk/index/your_council/equality_and_diversity/equality_impact_assessments/equality_impact_assessment_documents/htwm_eia.htm for existing Equality Impact Assessments).</p> <p>LTP3 should help promote and facilitate healthier ways to travel. This could help to minimise the financial costs and social impacts of poor health.</p> <p>Consultation may identify further issues to be addressed.</p> <p>An example of our approach in the short term is;</p>

	<p>library.</p> <p>People from deprived neighbourhoods are more likely to suffer chronic ill-health, limiting illness and poorer quality of life as they grow older. They are more likely to have to live in areas with greater health risks, for example closer to busy roads. They suffer more from transport noise, and may well have a higher incidence of mental illness.</p> <p>Access to hospitals in the County by public transport can be difficult.</p> <p>The effects of Personalisation in Adult Social Care are unknown at present.</p> <p>Concessionary travel benefits some groups.</p>		<p>- to ensure that access to job opportunities, employment and labour markets is a key focus of our review of our hourly bus network.</p>	
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4. What measures and methods have been designed to monitor the application of the policy, achievement of intended outcomes and identification of any unintended or adverse impact? How frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? List your answers below.

The effectiveness of Implementation Plans will be monitored annually against LTP3 strategic outcomes using a number of different mechanisms. The Implementation Plans will contain a range of performance indicators and targets against which we can monitor our performance.

The Implementation Plans will run on a three-year cycle to match the national public finance periods, and the opportunity will be taken when writing each new Implementation Plan to review the long term strategy. The first Implementation Plan for 2011 to 2014 has been written.

To address any identifiable under-representation in terms of take-up and response rates to consultations all responses will be examined and, if necessary, targets set for improvement.

Leicestershire Together is likely to provide the monitoring framework for non-transport related objectives.

5. Consider the answers given in questions 1, 2, 3 and 4 and assess whether the policy and its implementation results, or could result in adverse impact on or discrimination against different groups of people. If you consider that there is adverse impact or discrimination, or

the potential for either, please outline below and state whether it is justifiable or legitimate and give your reasons for this.

There is no expectation that LTP3 will have an adverse impact on or discriminate against different groups of people. Potential adverse impacts have been identified in 3 above and these will be addressed for each service, scheme or policy as part of the delivery mechanism for LTP3.

6. (a) If you have identified adverse impact or discrimination that is illegal you are required to take action to remedy this immediately.

(b) If you have identified adverse impact or discrimination that is justifiable or legitimate will need to consider what actions can be taken to mitigate its effect on those groups of people. This arises out of the duty to promote good relations between people of different groups and is in keeping with the Council's approach to social cohesion. Also, the new PSA15 explicitly requires councils to address disadvantage across all six protected characteristics.

Not applicable.

OPPORTUNITIES FOR SOCIAL COHESION OR PROMOTING GOOD RELATIONS BETWEEN DIFFERENT GROUPS OF PEOPLE

7. Social cohesion is a priority for councils. Progress made towards building more cohesive, empowered and active communities is now being measured through national Performance Indicators. Essentially social cohesion is about promoting a sense of connection, trust and belonging both within and across communities and groups. Review all the actions and targets that you have identified as a result of this equality impact assessment to identify what social cohesion issues could arise, for example:

- (a) Are there ways in which the policy development process could bring different groups of people together, for example to monitor its impact or develop its future shape?
- (b) Could the implementation of the policy result in different groups of people being brought together? Has the capacity of the policy to bring different groups together been fully utilised?
- (c) Does the implementation of the policy have the potential to lead to resentment between different groups of people? How can you compensate for perceptions of preferential or differential treatment? Are these implications or decisions being explained to those affected?
- (d) If the EIA improvement plan identifies addressing a gap in the service for a particular group of people, has this also addressed the potential for perceptions of preferential treatment for the group? (For example, if you give priority treatment to disabled people, how will you manage the negative attitudes that non-disabled people may develop as a result?)
- (e) How can the policy explicitly demonstrate the council's commitment to promote equality across race, gender, disability, age, religion/belief and the LGBT communities?

Society works because people build relationships with other people, and they can only do this by being able to move around. In modern society, where there are more opportunities and specialities than ever before, the need to travel is greater than it has ever been. Society needs an effective sustainable transport network which allows everyone to conveniently access employment, education, shops, leisure, healthcare, culture and other essential facilities.

Being unable to access transport affects earning ability, reduces access to life opportunities such as healthcare, education and training, and can lead in extreme cases to social isolation and mental illnesses such as anxiety and depression.

Market forces do not provide a universal service; many people lack convenient access, especially those without a car, those living in deprived neighbourhoods, those living in rural areas, and those with caring responsibilities or personal mobility difficulties.

Public policy has to make up for this market failure. Direct intervention such as subsidising non-commercial bus services can be a lifeline for isolated communities; support measures such as raised bus stops make a real difference for pushchairs and wheelchairs.

Local provision of services encourages community building, but transport isolation and poor connectivity penalises people without a car. People need to be able to access good local services without needing to travel.

A key task for local authorities is ensuring transport provision protects vulnerable groups and reduces the barriers which inhibit people from using transport, such as fears about personal safety. Transport crime and fear of crime are a real worry for older and younger people, and all too often deter people from going out and about. Issues raised include anti-social behaviour by other bus passengers, the danger and unpleasantness of cycling on busy roads, and the perceived dangers of walking alone at night.

Leicestershire Together will continue to be used to provide feedback from different groups and communities and will help to monitor the LTP3 strategic outcomes.

8. EQUALITY IMPROVEMENT PLAN

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Ensure equality impact assessment remains relevant and up-to-date.	Consult and review the equality impact assessment for LTP3 if the focus of LTP3 needs to change. This change could be required because new evidence comes to light, the financial situation changes or the equality legislation changes etc..	Equality impact assessment to remain relevant and up-to-date.	A Yeomanson	As required
Ensure equality impact assessment remains relevant and up-to-date.	Review equality impact assessments for the LTP3 delivery areas such as Sustainable Travel and Engineering Design so that they align with LTP3 strategic outcomes and take account of the 2011 departmental reorganisation.	Equality impact assessments to remain relevant and up-to-date.	Relevant Group Manager	By March 2012
Ensure that equality data and information is available to support the decision making process.	Ensure that equalities issues related to service delivery / individual strategies identified in the course of this assessment are, and continue to be, passed on to the appropriate teams so that they are taken account of.	Clear mechanisms in place for conveying equality issues.	Relevant Group Manager	Ongoing
Ensure that equality data and information is available to support the decision making process.	Ensure that the Performance Framework of the Department's Local Business Plans include delivery of equalities issues and that outcomes are monitored.	Inclusion of equality issues and monitoring of outcomes.	A Yeomanson/ Corporate Performance Management	Ongoing

Equality Objective	Action	Target	Officer responsible	By when
Improve communication and access to service information.	In future LTP3 related consultations, ensure we continue to ask for equality information, but seek to place consultation information via appropriate groups, both to encourage response and help provide a representative consultation profile.	Encourage participation and improve quality and quantity of equality data.	A Yeomanson/ Corporate Communications Team	Ongoing
Improve communication and access to service information.	Other transport-related consultations to continue to ask for equality information, but seek to place consultation information via appropriate groups, both to encourage response and help provide a representative consultation profile.	Encourage participation and improve quality and quantity of equality data.	Relevant Group Manager	Ongoing
Improve communication and access to service information.	In future LTP3 related consultations ensure we continue to set the equality information in context, and clarify the reason for requesting it, to reduce the resistance to providing it.	Encourage participation and improve quality and quantity of equality data.	A Yeomanson/ Corporate Communications Team	Ongoing
Improve communication and access to service information.	Other transport-related consultations to continue to set the equality information in context, and clarify the reason for requesting it, to reduce the resistance to providing it.	Encourage participation and improve quality and quantity of equality data.	Relevant Group Manager	Ongoing
Improve communication and access to service information.	Where consultation information is sent to groups, ensure that a request for a reply is explicit in any covering letter, asking for a corporate response if appropriate. If input to the consultation from a particular sector is essential, consider whether a separate meeting / presentation focus group is appropriate. Where possible, engage	Encourage participation and improve quality and quantity of equality data	A Yeomanson/ Corporate Communications Team Relevant Group Manager for other transport-related	Ongoing

Equality Objective	Action	Target	Officer responsible	By when
	existing or pre-arranged meetings to help in delivering the consultation.		consultations	
Improve communication and access to service information.	Identify and target equality groups who may have particular difficulty accessing the consultation material, and make early enquiries as to requirements. This may be via appropriate groups, organisations or individuals.	Improve access to information and improve quality and quantity of equality data	A Yeomanson/ Corporate Communications Team Relevant Group Manager for other transport-related consultations	Ongoing

1st Authorised signature (EIA Lead) LTP3 Project Manager Date: 21st March 2011

2nd Authorised signature (Member of DMT) Environment and Transport Assistant Director Date: 21st March 2011

Once completed and authorised, please send a copy of this form to the Equality and Diversity Team in the Chief Executives Department

