

<b>Board Meeting Paper</b>	
<b>Jul 16 BM D 2.12</b>	
<b>Purpose of report</b>	<input checked="" type="checkbox"/> Decision <sup>1</sup> <input type="checkbox"/> Discussion / debate <input type="checkbox"/> Information only <sup>2</sup>
<b>Sensitive Information?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>If sensitive, protective marking<sup>3</sup></b>	
<b>Date of Meeting</b>	21 July 2016
<b>Agenda Item</b>	D 2.12
<b>Report Title</b>	Updated Equality Scheme and Action Plan
<b>Sponsor</b>	Anthony Smith
<b>Author(s)</b>	Nigel Holden



### 1. Summary

Approval is sought for the updated Equality Scheme and Action Plan

### 2. Recommendations / decision required

The Board are asked to review and if appropriate approve the updated Equality Scheme and Action Plan 2016-17 for publication on our website.

### 3. Further details

Under the Equality Act 2010 Transport Focus has a public sector Equality Duty which requires us to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

As a public body we are required to demonstrate compliance with the Equalities Duty at least annually and set equality objectives at least every four years.

Our Equality Scheme and Action Plan set out how we will meet our public sector Equality Duty.

The Equality Scheme published in 2012 is now due to be updated and revised Equality Scheme and Action Plan is included at Annex 1.

The Equality Scheme and Action Plan has been reviewed and agreed by the Management Team.

### 4. Implications – Financial, Risk, Legal, Staffing

There are no specific implications arising from this paper

<sup>1</sup> If a decision is required, or you are asking for the paper to be formally noted, please set this out in section 2

<sup>2</sup> If for information only, please make clear in section 1 **why** this information is being provided

<sup>3</sup> ie **OFFICIAL/SENSITIVE**: plus COMMERCIAL / POLICY / MANAGEMENT-STAFF / PERSONAL PROTECT

5. Background information	
Description	Web Link
Equality Scheme an Action Plan 2012-13	<a href="http://d3cez36w5wymxj.cloudfront.net/migrated/Single%20Equality%20Scheme%20and%20Action%20Plan%20-%20July%202012.pdf">http://d3cez36w5wymxj.cloudfront.net/migrated/Single%20Equality%20Scheme%20and%20Action%20Plan%20-%20July%202012.pdf</a>

6. Equalities screen
<p>Sometimes, an equalities impact assessment (EIA) is required for a given report, proposal or project. To help decide whether an EIA is required, a screen must be undertaken based on the information provided above. The screen seeks answers to four questions which are used to determine impact on the protected characteristics – major, minor or none (default). Please choose the correct impact value and, if <b>major</b>, link it to an explanation below.</p>

Gender	Age	Sexual orient'n	Disability	Marital status	Political belief	Religious belief	Racial group
1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?							
None	None	None	None	None	None	None	None
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?							
None	None	None	None	None	None	None	None
3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?							
					None	None	None
4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?							
					None	None	None

#### Summary of **major** impacts

1	
2	

#### Conclusion (the board's consideration of this paper may result in a change of conclusion)

Based on the information above, and having regard to the guidance below, the sponsor and author of this paper agree that (✓)	
(a) A full equalities impact assessment is <b>not</b> required	✓
(b) A full equalities impact assessment is <b>not</b> required at this time but the impact values above suggest the matter should be kept under view during the lifetime of the project	
(c) A full equalities impact assessment is required and should be completed during the lifetime of the project	
(d) A full equalities impact assessment is required and should be completed immediately	
Please provide a brief explanation of why you have arrived at this conclusion	
The proposal is entirely in respect of delivering equality of opportunity and good relations so an Equalities Impact Assessment is not considered appropriate	