

Equality Impact Assessment Template

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Orkney Ferries Limited Tariff review
Service/service area responsible	Development and Infrastructure
Name of person carrying out the assessment and contact details	Shona Croy
Date of assessment	20 February 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	This assessment relates to a review of the fares and tariffs for internal ferry services charged by Orkney Ferries Limited and the introduction of smart cards.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	<p>The introduction of a revised tariff structure that:</p> <ul style="list-style-type: none"> • achieves fairness, consistency and openness in terms of availability of tariffs; • assists in addressing social exclusion to islands communities; and • assists in promoting social and economic development <p>The introduction of smart cards, on a phased basis, starting with those eligible for concessionary travel under the Council's existing scheme on 1 April 2012.</p>
State who is, or may be affected by this function/policy/plan, and how	<p>All users of the internal ferry network – both domestic and commercial may be affected by this review. However, at the time of undertaking this assessment it is not possible to undertake a finalised equality impact assessment pending the outcome of further consultation. This assessment will consider the groups</p>

	<p>most likely to be affected based on the alternative tariff models being considered by the Council and will be updated following further consultation.</p> <p>The proposed introduction of smart cards will affect those eligible for concessionary travel with effect from 1 April 2012. It will be more convenient to the user and enhance confidentiality.</p>
How have stakeholders been involved in the development of this function/policy/plan?	<p>Revised models have been the subject of public consultation, including public meetings held within each island community council area. Questionnaires were available on line, at each public meeting and distributed to island rural shops. A separate meeting was held with the Orkney Equality Forum who submitted their own response to the consultation.</p> <p>The recommendations to the Transport and Infrastructure Committee on 28 February 2012 is to consult on two refined models (taking account of feedback from consultation). These two revised models, along with the current tariff model will be the subject of a second round of consultation. Option 3 – the status quo will therefore raise no additional positive/negative equality issues.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>Baseline data of income for financial year 2010/11 was modelled, utilising data from the booking system operated by Orkney Ferries Limited. This provided details of carryings, split between the inner and outer island routes, by category of user, including domestic vehicles and commercial meterage.</p> <p>A "<i>Review of Orkney Ferries tariff scheme</i>" was undertaken by the Spyrja Partnership in February 2011. The review included a comparison and benchmarking of ferry tariff structures of other Scottish operators and consideration of other European models.</p> <p>The study included a summary of available evidence on the impact of different charging regimes for ferry services in delivering social and economic benefits to isles communities.</p> <p>An equality impact assessment was undertaken as part of the study and is available as appendix 5 to item 1 on the reports accompanying the agenda for the meeting of the Transportation and Infrastructure Committee held on 6 September 2011. This is available upon request or may be downloaded from the Council website by copying the following link into your browser:</p> <p>http://www.orkney.gov.uk/Council/T/ti-committee---6-september-2011.htm</p>
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)

1. Race: this includes ethnic or national groups, colour and nationality	No
2. Sex: a man or a woman	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No
4. Gender Reassignment: the process of transitioning from one gender to another	No
5. Pregnancy and maternity	No
6. Age: people of different ages	<p>Yes – children 5-15, students, those aged over 60 are offered discounts.</p> <p>Passengers are currently able to purchase 10 and 20 journey books of tickets, which offer 25% and 30% discounts on the standard passenger tariff respectively. Passengers who live in the isles are able to purchase 50 journey books of tickets offering a 50% discount on the standard tariff. These tickets must be bought in advance and hence there may be issues of affordability for those on low income. This includes students and people of pension age.</p> <p>Both Options 1 and 2 would have positive impacts for those aged over 60 and students residents on the islands who are unable to afford to purchase multi journey tickets. The standard islander fare will be reduced for all other than those who purchase 50 book of tickets who currently receive a 50% discount.</p> <p>Negative impacts Those aged over 60 who are not island residents would no longer receive a 50% discount on the adult fare.</p>
7. Religion or beliefs or none (atheists)	No
8. Caring responsibilities	<p>Yes. Positive - the Council under its concessionary travel scheme offers residents of the isles who are older or who are disabled, 12 free return trips per annum on Orkney Ferries services. In addition, those with a Blue Badge also receive 12 free return trips for a vehicle, and those with a C+1 entitlement are able to bring a companion with them free on the 12 return trips. The report recommends no change to the current scheme.</p>
9. Marriage and Civil Partnership	No
10. Disability: people with	Yes the current tariffs offer discounts to registered

disabilities (whether registered or not)	disabled people, which includes free travel for registered blind people. The discount applies to both passenger and domestic vehicle travel. Both Options 1 and 2 remove the discount. The greatest impact will be on non island residents and to a lesser extent registered disabled island residents who will receive an islander discount.
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3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	<p>Yes there may be an impact on younger and older people, people with disabilities and carers as detailed above in respect of the revised tariff structure.</p> <p>The introduction of smart cards could potentially reduce the stigma that may be associated with certain concessionary fares and enhance confidentiality as no one else should be able to tell what fare a particular passenger has paid.</p>
How could you minimise or remove any potential negative impacts?	The review and second consultation will seek to explore with the service users concerns about the potential changes.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	Yes
What action is to be taken?	Progress to a second round of consultation following committee consideration in February 2012.
Who will undertake it?	Head of Transport and Amenities
When will it be done?	Following Committee consideration.
How will it be monitored? (e.g. through service plans)	Progress on consultation will be reported back to Committee.

Signature

Date 20 February 2012

Name SHONA CROY
(BLOCK CAPITALS)

Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.