

Appendix B

Equality Analysis Form

Directorate: Corporate Service Area: Black Country Transport	Lead Officer: Stuart Everton Date completed: 3 rd March 2021
Service / Function / Policy / Procedure to be assessed: The establishment of the Black Country Transport Team.	
Is this: New / Proposed <input type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	Review date: 18 th February 2021

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The Black Country Councils have sought to identify ways in which they can work more effectively, considering areas of responsibility with Transport for West Midlands (TfWM) and Midlands Connect, by prioritising key schemes of work. Thus ensuring that the Black Country Councils deliver on key priorities whilst also making representations at a regional and national level, whilst simultaneously seeking to utilise the existing resources in other organisations effectively to free-up capacity.

Historically the Black Country has worked with a number of key partner organisations that operate at a national or regional level. This is due to most schemes having assets that are owned by a number of bodies.

Through work jointly commissioned by the 4 Local Authorities, Arcadis and officers developed a business case to set out the rationale for a new Black Country Team. The Team would initially consist of 6 new roles including Programme Managers and Graduates who would work across and on behalf of the 4 Local Authorities. They would be responsible for the following

- Transport Strategy and Policy
- Major Scheme Development
- Key liaison with key partners such as TfWM and wider coordination

The new team would be hosted by the City of Wolverhampton Council, providing support services, employment and hot desking facilities. The officers appointed would be expected to work seamlessly between the 4 Local Authorities, providing support on key projects and initiatives, but also leading on certain agendas where required. Through the creation of the new Black Country Transport team the aim is to create internally a more coherent and effective service that will allow the Black Country to lever in a greater level of funding. The team will be focused to deliver on 4 main objectives:

- Speaking with a single voice
- Levering a greater level of investment in
- Working more efficiently
- Creating a long term pipeline

Equality Analyses

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment		No
Advancing equality of opportunity		No
Fostering good community relations		No

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to the Equality & Diversity Team. **If any of the three equality duties are relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<p>What outcomes are sought and for whom?</p>	<p>The Black Country Transport Team would seek to deliver the following outcomes:</p> <ul style="list-style-type: none"> • A better connected Black Country to employment and education facilities • Improved transport infrastructure • More active and sustainable communities • A more affordable transport system <p>The beneficiaries of these outcomes are the local authorities, businesses and residents of each borough.</p>
<p>Are there any associated policies, functions, services or procedures?</p>	<p>The two overarching documents and associated policies that shape the work of the team are as follows:</p> <p>West Midlands Strategic Transport Plan – Movement for Growth - staging.tfwm.org.uk/media/1099/movement-for-growth.pdf</p> <p>Black Country Core Strategy</p> <p>Adopted Strategy (dudley.gov.uk)</p>
<p>If partners (including external partners) are involved in delivering the service, who are they?</p>	<p>The key partners will be Transport for West Midlands and the West Midlands Combined Authority, Highways England, Network Rail and Midlands Connect</p>

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

The Black Country Core Strategy and West Midlands Local Transport Plan will identify the demographics of each area via the previous census data that will help shape some of the need for schemes.

Strategic transport schemes are largely identified and developed for a series of reasons, wider economic benefits, Employment, to ease congestion, air quality and to aid more sustainable transport.

The need for accessible provision is integral to our future transport system. Research indicates that accessibility of transport provision is a major barrier to participation and maintaining a sense of connectedness for people with disabilities. The ability to get out and about was consistently reported as being essential to mental health and independence as well as the ability to get and retain employment. The need for accessible provision is integral to our future transport system through such measures as accessible information provision, infrastructure design, comprehensive local network coverage, disability awareness.

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven’t consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

Consultation is undertaken on a 5-year basis for the refresh of the West Midlands local Transport Plan. This is led by TfWM on behalf of the 7 Local Authorities. No consultation would be required for the establishment of the Black Country Transport Team other than with the key collaborating partners. This is a strategic team established to make the 4 authorities more efficient.

Through scheme development such as a major highway improvement, or the Ultra Low Emission Vehicle Strategy, the team would undertake consultation with the general public as and when required. The consultation feedback would then be reviewed and any changes reflected in the updated scheme or policy.

Equality Analyses

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

There are no such surveys available for the Black Country Transport Team as this is a brand new team that has just been established. However surveys are regularly undertaken by TfWM for various aspects of scheme development and monitoring, which are then used to help shape future transport schemes and policies.

Step 3 – Identifying the negative impact.

a. **Is there any negative impact on individuals or groups in the community?**

	<p>Barriers:</p> <p>What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:</p> <ul style="list-style-type: none">• Where Civic Centre Offices alongside the 3 other BC offices• Who 6 team members, 3 Programme Managers, 2 Graduates and 1 Apprentice• How – the service is intended to be provided via office working and officers travelling across the 4 LA offices, hot desking will be required alongside some travelling. The new posts created would have a Black Country focus and requirements to work across the 4 offices and travel would be setout within their Job Description.• When the team would operate during normal working hours Mon-Fri 9-5pm• What – the team develop major scheme business cases, influence wider transport agendas, bid for external funding and develop transport strategies. <p>Any recruitment undertaken for the roles stated above would be in line with Wolverhampton Councils HR Policies. There would be no restrictions to any individual to undertake this job, the roles are largely office based with some travelling.</p>
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Equality Analyses

Equality Themes	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate the negative impact)
Age (including children, young people and older people)	N/A	N/A	N/A
Disability (including carers)	N/A	N/A	N/A
Gender (men and women)	N/A	N/A	N/A
Race (including Gypsies & Travelers and Asylum Seekers)	N/A	N/A	N/A
Religion or belief (including people of no religion or belief)	N/A	N/A	N/A
Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)	N/A	N/A	N/A
Pregnancy and Maternity	N/A	N/A	N/A
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	N/A	N/A	N/A
Marriage and Civil Partnership	N/A	N/A	N/A

Equality Analyses

Human Rights	N/A	N/A	N/A
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Step 4 – Changes or mitigating actions proposed or adopted

**Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure?
What changes or mitigating actions are proposed?**

To ensure that all recruitment and management of appointed staff is in line with current council policies and procedures.

Step 5 – Monitoring


How are you going to monitor the existing service, function, policy or procedure?

There would be an annual review undertaken every 12 months on the current teams performance and reported back to the 4 Local Authorities, most likely via the Association of Black Country Authorities Group.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale

Equality Analysis approved by:

Black Country Director of Transport Stuart Everton 	Date: 3 rd March 2021
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Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team: