

Step 1: Clarifying Aims

Q1. Outline the aims/objectives/scope of this piece of work

The proposal is to extend route 470 (Colliers Wood – Epsom town centre) from Epsom to Epsom Hospital.

This proposal is in line with the Mayor's Transport Strategy objectives as it helps provide a good public transport experience.

This is to give direct bus links from various parts of the borough of Sutton, including the main town centre, to the Hospital. This is partly because Epsom Hospital is part of the Epsom and St Helier University Hospital Trust and some patients from London are referred to Epsom.

It will also improve access to Roseberry School (secondary) which is near the Hospital.



Q2. Does this work impact on staff or customers? Please provide details of how.

This proposal benefits passengers by increasing direct journey opportunities by bus.



Step 2: The Evidence Base

Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work. You should also include any research on the issues affecting inclusion in relation to your work

AGE

8% of bus users are aged 65 or over, which is lower than the population of London as whole (11%).

29% of bus users are young people under 25, which is lower than the population of London as a whole (32%).

DISABILITY including carers

10% of bus users are disabled, which is lower than the population of London as whole (14%). This includes people with physical, sensory or cognitive impairments.

Data on bus usage by carers is not currently available.

GENDER

54.7% of day bus passengers are women, which is higher than the population of London as a whole (51%).

64% of night bus users are men, which is higher than the population of London as a whole (49%).

GENDER REASSIGNMENT

Data on bus usage by individuals who share this protected characteristic is not currently available.

MARRIAGE / CIVIL PARTNERSHIP

Data on bus usage by individuals who share this protected characteristic is not currently available.

PREGNANCY / MATERNITY

Women are 57% of London bus passengers and a significant number of these may be accompanied by young children or may be pregnant.

RACE

47% of bus passengers are from BAME communities, which is higher than the population of London as a whole (40%).

53% of bus users are White, which is lower than the population of London as a whole (60%).

RELIGION / BELIEF

Data on bus usage by individuals who share this protected characteristic is not currently available.



SEXUAL ORIENTATION

Data on bus usage by individuals who share this protected characteristic is not currently available.

OTHER – refugees, low income, homeless people

Data on bus usage by individuals who share this protected characteristic is not currently available.

Bus specific data is from TfL Bus users Survey
London wide data from 2011 Census

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Step 3: Impact

Q4. Given the evidence listed in step 2, consider and describe what potential short, medium and longer term negative impacts this work could have on people related to their protected characteristics?

| Protected Characteristic | | Explain the potential negative impact |
|-----------------------------|---|---------------------------------------|
| Age | N | |
| Disability including carers | N | |
| Gender | N | |
| Gender reassignment | N | |
| Marriage/civil partnership | N | |



| | | |
|---|----------|--|
| Other – e.g. refugees, low income, homeless people | N | |
| Pregnancy/maternity | N | |
| Race | N | |
| Religion or belief | N | |
| Sexual orientation | N | |



Q5. Given the evidence listed in step 2, consider and describe what potential positive impacts this work could have on people related to their protected characteristics?

| Protected Characteristic | | Explain the potential positive impact |
|-----------------------------|---|---|
| Age | Y | Reduces the need to change buses for passengers wishing to access Epsom Hospital and Roseberry School |
| Disability including carers | Y | Reduces the need to change buses for passengers wishing to access Epsom Hospital and Roseberry School |
| Gender | Y | Reduces the need to change buses for passengers wishing to access Epsom Hospital |
| Gender reassignment | Y | Reduces the need to change buses for passengers wishing to access Epsom Hospital |
| Marriage/civil partnership | Y | Reduces the need to change buses for passengers wishing to access Epsom Hospital |



| | | |
|--|-----------------|--|
| <p>Other – e.g. refugees, low income, homeless people</p> | <p>Y</p> | <p>Reduces the need to change buses for passengers wishing to access Epsom Hospital and potentially having to pay a 2nd fare</p> |
| <p>Pregnancy/maternity</p> | <p>Y</p> | <p>Reduces the need to change buses for passengers wishing to access Epsom Hospital</p> |
| <p>Race</p> | <p>Y</p> | <p>Reduces the need to change buses for passengers wishing to access Epsom Hospital</p> |
| <p>Religion or belief</p> | <p>Y</p> | <p>Reduces the need to change buses for passengers wishing to access Epsom Hospital</p> |
| <p>Sexual orientation</p> | <p>Y</p> | <p>Reduces the need to change buses for passengers wishing to access Epsom Hospital</p> |



Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?

| List the groups you intend to consult with or have consulted and reference any previous relevant consultation? ¹ | If consultation has taken place what issues were raised in relation to one or more of the protected characteristics? |
|---|--|
| NHS and local politicians | Both sets of stakeholders have bene involved in development of the scheme and are supportive |
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| | |

¹ This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.



Q7. Where relevant, record any consultation you have had with other projects / teams who you are working with to deliver this piece of work. This is really important where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

None.



Step 5: Informed Decision-Making

Q8. In light of the assessment now made, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Please remember to review this as and when the piece of work changes

| | |
|---|--|
| 1. Change the work to mitigate against potential negative impacts found | |
| 2. Continue the work as is because no potential negative impacts found | |
| 3. Justify and continue the work despite negative impacts (please provide justification) | |
| 4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate | |



Step 7: Sign off

| | | |
|----------------------|--|------|
| Signed Off By | EQIA Author | |
| | Signature | Date |
| | EQIA Superuser | |
| | Signature | Date |
| | Senior accountable person | |
| | Signature | Date |
| | Diversity & Inclusion Team Representative | |
| | Signature | Date |

