

## Equality Impact Report

<b>Title of proposal</b>	<b>New Passenger Transport Dynamic Purchasing System (DPS)</b>
<b>Date of implementation</b>	<b>April 2022</b>
<b>EIR completed by</b> <b>Name:</b> <b>Tel:</b>	Nicholas Thomas 0330 222 6718
<b>1. Background</b>	
<p>Since 2015 the Transport Co-ordination Team has procured transport services for eligible clients for home to school and social care transport services via the 'Client Transport DPS'. This DPS expires in 2022 and it is recommended to replace it with a new 'Passenger Transport DPS'.</p> <p><b>Equality duty</b></p> <p>The Equality Act (2010) mandates a duty for public bodies to have regard to the need to:</p> <ul style="list-style-type: none"><li>• eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;</li><li>• advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and</li><li>• foster good relations between persons who share a relevant protected characteristic and those who do not share it.</li></ul> <p>To meet the public sector equality duty set by the Equality Act 2010, authorities are required to analyse the impact of proposed policies, strategies and action plans across all of the protected groups.</p> <p>In this Equality Impact Assessment, we evaluate the impact of implementing a new DPS and show due regard to the need to avoid any discriminatory or negative consequences for a particular group, on the grounds of:</p> <ul style="list-style-type: none"><li>• Race (including ethnic origin, nationality)</li><li>• Disability</li><li>• Sex</li><li>• Age</li><li>• Religion or belief (including lack of belief)</li><li>• Pregnancy and maternity</li><li>• Marriage and civil partnership</li><li>• Sexual orientation</li><li>• Gender or Gender Reassignment</li></ul>	
<b>2. Describe any negative impact for customers or residents.</b>	

It is not an intention that any new procurement for transport services involving an assessment of supplier's ability to provide a suitable service could adversely impact existing passengers and their families/carers if the incumbent supplier is not approved.

Any change will be handled sensitively and stakeholders, including schools, will be given as much notice as possible.

**3. Describe any positive effects which may offset any negative impact.**

A key advantage of delivering the new DPS is that West Sussex County Council will engage closely with transport suppliers to review and bring up to date required standards of service to ensure the Council's clients receive a safe and comfortable journey.

**4. Describe whether and how the proposal helps to eliminate discrimination, harassment and victimisation.**

The new DPS agreements will give new entrants to the market the opportunity to apply for approval to bid for work when the agreement is periodically opened. This will also apply to unsuccessful applicants if they are subsequently able to meet the assessment criteria. The proposed DPS agreement supports the principle that children and adults should be enabled to attend education and vocational activities that will help them acquire skills and maintain independence.

**5. Describe whether and how the proposal helps to advance equality of opportunity between people who share a protected characteristic and those who do not.**

The new DPS agreements will allow more opportunity for more suppliers to work for WSCC improving the local economy. This, in itself, will directly allow people with protected characteristics greater opportunity for employment and indirectly through improved local transport services allowing greater access in their communities.

**6. Describe whether and how the proposal helps to foster good relations between persons who share a protected characteristic and those who do not.**

WSCC approved suppliers will be required to have their staff undertake a suite of training including Disability Awareness, Safeguarding Awareness, Safer Recruitment and courses tailored for specific disabilities. The assessment for approval will include analysis of the supplier's recruitment and retention policies.

**7. What changes were made to the proposal as a result? If none, explain why.**

None

**8. Explain how the impact will be monitored to make sure it continues to meet the equality duty owed to customers and say who will be responsible for this.**

The new DPS agreements will be monitored by the Transport Service Assurance Team to ensure full compliance with all contract terms and conditions, as well as how suppliers respond to service complaints and representations. This monitoring shall include compliance with meeting the equality duty owed to customers.