Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Green Travel Plan

Is the policy, project, service, function or strategy:

- Existing □
- Changed □
- New/Proposed √

STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES

What is the aim of the policy, project, service, function or strategy?

To reduce congestion and carbon emissions in Chesterfield Borough.
Who is the policy, project, service, function or strategy going to benefit and how?

**A Green Travel Plan will produce real benefits for:**

**Chesterfield Borough Council**
- Healthier and more motivated staff.
- Reduced congestion and improved access to sites for visitors and customers.
- Leading by example: demonstrating good environmental and transport practice to other local employers.
- Potential budget saving.

**Staff**
- Increased travel choices.
- Improved health.
- Travel cost savings: through discount travel cards, using cheaper alternatives and car-sharing.
- Equal opportunity: by supporting those staff who, out of necessity or choice, do not use a car.

**Our Local Environment**
- Reduced air pollution and improved air quality.
- Cleaner buildings.
- Reduced resource use.

**The Local Community**
- A healthier, more attractive environment in which to live and work.
- Less traffic and cleaner air.
- Supporting cycling and walking and the use of public transport will help improve facilities for all.
- Safer roads, safer neighbourhoods.

What outcomes do you want to achieve?

**The objectives of the plan are:**
- To promote more sustainable alternatives to the car for Council staff making trips to, from and during work
- To promote greener vehicles for Council service delivery
What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

60% of staff drive to work and 24% of staff live within 3 miles of work. There will be a shift in culture through implementing the Green Travel Plan. A preliminary EIA identified several groups that could be negatively impacted namely; disabled people, people under 18, carers and women.

**STEP 2 – COLLECTING YOUR INFORMATION**

What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

1. Staff travel survey completed to assess the likely impact.
2. Data available on what proportion of employees are carers.
3. Corporate plan
4. State of the Borough
5. Employee Survey 2010

**STEP 3 – FURTHER ENGAGEMENT ACTIVITIES**

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

<table>
<thead>
<tr>
<th>Date</th>
<th>Engagement Activity</th>
<th>Main findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nov 2010</td>
<td>Staff Travel Survey</td>
<td>Gives current figures on staff travel.</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Union consultation</td>
<td>Union involvement in project group.</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Member consultation</td>
<td>Member involvement in project group.</td>
</tr>
</tbody>
</table>

**STEP 4 – WHAT’S THE IMPACT?**

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.
<table>
<thead>
<tr>
<th>Group or Protected Characteristic</th>
<th>Positive impacts</th>
<th>Negative impacts</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age – including older people and younger people.</td>
<td></td>
<td>The national cycle to work scheme is only available for employees over the age of 18.</td>
<td>Any potential mitigating action – other schemes available?</td>
</tr>
<tr>
<td>Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/AIDS and cancer.</td>
<td></td>
<td>Some employees with disabilities may not be able to take advantage of schemes such as the cycle to work scheme and public transport.</td>
<td>Existing reasonable adjustments relating to transport for disabled employees will continue and new requests will continue to be assessed on a case by case basis.</td>
</tr>
<tr>
<td>Gender – men, women and transgender.</td>
<td></td>
<td>Some concerns have been raised particularly by female employees about parking away from the town hall when they have evening meetings. Concerns have also been raised about the cycle routes recommended.</td>
<td>If employees have evening meetings e.g. full Council or Community Forum meetings in the Town Hall they will continue to be able to park in the Town Hall car park for the day of the meeting. Cycle routes recommended are well lit.</td>
</tr>
<tr>
<td>Marital status including civil partnership.</td>
<td>None</td>
<td>None</td>
<td></td>
</tr>
<tr>
<td>Pregnant women</td>
<td>None</td>
<td>None</td>
<td></td>
</tr>
</tbody>
</table>
and people on maternity/paternity. Also consider breastfeeding mothers.

<table>
<thead>
<tr>
<th>Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.</th>
<th>None</th>
<th>None</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethnic Groups</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Religions and Beliefs including those with no religion and/or beliefs.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Other groups e.g. those experiencing deprivation and/or health inequalities.</td>
<td>Carers may not be able to take advantage of the various transport types available.</td>
<td>Develop a scheme for guaranteed ride home for carers needing vehicle in emergency situations.</td>
</tr>
</tbody>
</table>

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

Yes  √
No  □

If yes what action can be taken to stop the discrimination?

Broadly all schemes to be designed to have a positive impact on the environment and the health and well-being of staff. The policy is aimed at encouraging staff to participate in the scheme rather than requiring them to do so. However, where a potentially negative impact has been identified mitigating action is being considered to maximise access to the scheme.

**STEP 5 – RECOMMENDATIONS AND DECISION MAKING**

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

Mitigating actions have been included in the scheme.
How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

A bi-annual survey of employees will be conducted.
Employee satisfaction survey.
Also, equal opportunities monitoring when people join the scheme.

STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION

Please note the draft EIA should be reviewed by the appropriate Head of Service/Service Manager and the Policy Service before WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager
Name: Darran West
Date: 20/08/12

Reviewed by Policy Service
Name: Donna Reddish
Date:

Final version of the EIA sent to the Policy Service ☐

Decision information sent to the Policy Service ☐