



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Future Joint Working Arrangements for MiDAS
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The Minibus Driver Awareness Scheme (MiDAS) which is designed to offer assessment and training to minibus drivers in educational establishments, local authorities and the voluntary sector.
Description of the service/policy/project/project phase	MiDAS offers a driving assessment and training to minibus drivers in educational establishments, local authorities and the voluntary sector. The scheme aims to ensure that drivers have the required skills to safely drive a minibus and transport passengers safely with a particular focus on the needs of older and disabled people. Training is provided on a cascade basis with MiDAS training trainers who then assess and train drivers in their own organisations. Regular Refresher Training for both trainers and drivers aims to maintain the standard of MiDAS drivers. MiDAS is currently made available to organisations across the UK through an arrangement between the County Council and the Community Transport Association (CTA) which is due to expire in March 2022.
New/changed service/policy/project	MiDAS has been in operation for 25 years and there is now a need for the scheme to be refreshed and modified to ensure it continues to meet market needs and make best use of the latest training practices and technology. The target for completing this exercise is April 2022 when the next round of Refresher Training is due. There is the opportunity for the County Council to undertake this work through a joint working arrangement with two other organisations - the Community Transport Association and Motability. The proposed arrangement will enable MiDAS to continue to make a key contribution both locally and nationally to improving driving standards and minibus safety for passengers. It will provide a framework for redesigning and operating MiDAS which offers training across the widest possible range of transport providers and ensures that MiDAS continues to be promoted as the national standard for minibus driver training across the UK.

Engagement
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Motability, one of the potential joint working partners and a national organisation, offer through their network of contact the opportunity to co-design training materials with disabled people which will ensure that MiDAS offers the most relevant and appropriate training for the needs of disabled people. Part of the MiDAS training is specifically for drivers who are transporting people with disabilities. The development of the relevant sections of the revised training offer will involve co-design with disabled people to ensure that this training reflects their specific needs. Many of the passengers who travel on minibuses driven by MiDAS drivers will be older and disabled people.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The proposals should result in an improved training offer to drivers and passenger assistants involved in providing minibus transport. Many of the passengers who travel on these minibuses will be older people and the development of the revised training offer will also involve co-design with disabled people to ensure that this training reflects their specific needs. This should have benefits for older people many of whom may have mobility issues. The proposals will also help to ensure a common standard of delivery across a range of transport services which will both maintain and improve passenger safety. Extending the MiDAS training offer to the commercial sector should also result in an improved transport experience for a wider number of older people. Drivers can be confident that they are being provided with the most up to date information and trained to a high standard. Passengers can be assured that as they use mini bus services to access other key services, they are being driven by drivers who have received the most relevant and up to date training for their needs.</p>
Mitigation	

### Disability

Impact on public	Positive

Impact on staff	Neutral
Rationale	<p>The proposals should result in an improved training offer to drivers and passenger assistants involved in providing minibus transport. Many of the passengers who travel on these minibuses will be older people and the development of the revised training offer will also involve co-design with disabled people to ensure that this training reflects their specific needs. This should have benefits for older people many of whom may have mobility issues. The proposals will also help to ensure a common standard of delivery across a range of transport services which will both maintain and improve passenger safety. Extending the MiDAS training offer to the commercial sector should also result in an improved transport experience for a wider number of older people. Drivers can be confident that they are being provided with the most up to date information and trained to a high standard. Passengers can be assured that as they use mini bus services to access other key services, they are being driven by drivers who have received the most relevant and up to date training for their needs.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposals are expected to have a neutral impact on this protected group.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral

Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are expected to have a neutral impact on this protected group.
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00126

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