

Equality Impact Assessment (EQIA) Screening Form – FDC Transport Team – December 2025

A successful EQIA screening will look at 5 key areas:

1. Identify the Policy, Project, Service Reform or Budget Option to be assessed.

A clear definition of what is being screened and its aims.

2. Gathering Evidence and Stakeholder Engagement

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups).

3. Assessment and Differential Impacts

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level.

4. Outcomes, Action and Public Reporting

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.

5. Monitoring, Evaluation and Review

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

Section 1: Identify the Policy, Project, Service Reform or Budget Option

Name of the Policy, Project, Service Reform or Budget Option to be screened	The work of FDC Transport Team – see text box section below for further details.
Reason for change in Policy or Policy Development	N/A
List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option	Please see the details above about the service area being screen.

Name of officer completing assessment (signed and date)	Wendy Otter
Assessment verified by (signed and date)	

If applicable, please provide further details about the name and description of policy being analysed

Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required

The Work of FDC Transport Team

FDC transport team delivers a sustainable transport work programme covering all modes of travel across Fenland District. Our main aim is to secure improvements to address the transport infrastructure and service deficit that exists in Fenland across all modes of transport. The district requires regeneration and has significant pockets of deprivation. Access and Transport enable people to travel and access opportunity and to feel connected. The transport team programme aims to work with the statutory transport agencies, providers and other key stakeholders to secure the transport improvements needed to address the deficit and ensure equal access to opportunities for everyone no matter how they chose to travel.

The work of the Transport team is varied and multi-faceted but includes the following significant projects and partnerships:

Fenland Local Plan Sustainable Transport Policy (LP15)

The Local Plan document for Fenland sets out the approach for new housing and employment between 2014 and 2031. It contains the policies and broad locations for the growth and regeneration of Fenland. Infrastructure is needed to support new housing and jobs including transport. The Local Plan therefore sets out the approach for transport and includes all modes of transport. Creating a Sustainable Transport Network. Policy LP15 is the the current transport policy as set out from the following link [Fenland Local Plan - Adopted Web](#) pages 67 - 70

Fenland Transport and Access Group

Fenland is a rural area and the lack of regular transport in the towns and villages makes it difficult for people who do not have access to a car to get to places such as jobs, medical appointments and leisure activities, particularly in the evenings or at weekends. Transport issues can result in low educational attainment, unemployment and poor mental and physical health. The TAG's purpose is to ensure there is one integrated approach for transport and accessibility in the Fenland area. Its aim is to ensure that transport is available to meet the basic needs of all Fenland residents and to act as a key transport information provider.

Hereward Community Rail Partnership and Fenland Station Masterplan Work

Community Rail Partnerships are about bring together the local community, local organisations and interested parties to help develop the railway. These projects provide a community-based approach and voice to help deliver improvements along a rail corridor. The Hereward CRP covering the line between Peterborough and Ely with a specific focus on the stations at Manea, March and Whittlesea was launched in October 2012. Please note that this part of the Transport Teamwork is covered by a separate Customer Impact Assessment. The separate CIA is due to the governance and funding of the CRP being overseen by a separate Management Board.

FDC Concessionary Travel Policy

In 2007 the Government brought in the National Concessionary Bus Pass Scheme which entitled passengers over the age of 60 and some passengers who had certain disabilities to travel free of charge after 9.30am Monday to Friday and all day at weekends and Bank Holidays. As Fenland is a rural area and there is a lack of buses which serve the villages, FDC introduced a policy which allowed bus pass holders who were members of FACT Community Transport to use the Dial A Ride service free of charge. The scheme operates on a revenue foregone basis and FDC pays the cost of the fares up to a maximum of £50,000 per year. Please note that this part of the Transport Teamwork is covered by a separate Customer Impact Assessment. The separate CIA is due to this project having specific FDC allocated funding to support the policy.

Whittlesey Relief Road Project

The Whittlesey Relief Road Project is a CPCA funded project to complete a Strategic Outline Business Case (SOBC) to the Department for Transport (DfT) standard. The SOBC is due to complete in early 2025. Further funding will be needed for future stages, with the next stage being OBC. The project is assessing and considering the case for change in Whittlesey linked to congestion, A605 to Peterborough going directly through the centre of the town and large numbers of HGVs. There is severance due to the road being in the centre of the town and impacts on the fabric of this historic town and its important buildings. High level options will be developed and assessed, and a public consultation will be held to confirm local opinion.

FDC Walking, Cycling and Mobility Aid Strategy

Fenland needed a district wide strategy to ensure a cohesive and integrated approach to walking and cycling that can be delivered in each of our towns and the surrounding area. Many of the issues and network gaps are the same for each town, with some small exceptions. To ensure the whole area gets the attention and interventions needed an overall strategy was approved by Cabinet in October 2023. The strategy can be viewed here: [Fenland Cycling, Walking and Mobility Aid Improvement Strategy - Fenland District Council](#). Annual reports will be developed setting out progress and key issues. These reports will be available on FDC website from the web link in this section.

Travel Buddies Project

In 2024 the Transport Team secured Older Adults Social Inclusion funding from CCC until end of March 2027. This three-year project aims to develop the Travel Buddies concept working with 145 older people across the project. The aim is to work with people who may be excluded, may not be aware of the transport available and may have difficulties accessing transport. The project includes taking these people out on journeys using different transport and then helping by signposting and providing information to enable them to book and make journeys independently.

Section 2: Gathering Evidence and Stakeholder Engagement

The best approach to find out if a policy, etc. is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Reminder – protected characteristics include age, disability, race and/or ethnicity, religion or belief (including lack of belief), gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

Name any research, data, consultation or studies referred to for this assessment	State if this reference refers to one or more of the protected characteristics	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
Please see the information in the text box below.		

If applicable, please provide further information about stakeholder engagement or detail used for customer analysis

Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible

Section A – Stakeholders and Consultation across all the work of the Transport Team

1. The Main Stakeholders

FDC Transport Team work with a large number of stakeholder and partner organisations. This is a fundamental part of the team work and without which we would not be able to achieve transport improvements. Below is a list of stakeholders we work regularly with but there are many others as well.

Fenland District Council

Cambridgeshire County Council

Cambridgeshire and Peterborough Combined Authority

Department for Transport

Train Operating companies – Greater Anglia, Cross Country Trains, East Midlands Railway, LNER, GTR and Grand Central

Station adopters and other volunteers in the community.
PENRUG – Peterborough, Ely & Norwich Rail Users Group
Town and Parish Councils
National Highways
Bus Companies – Stagecoach, FACT Community Transport, First Group, Dews Coaches, Lynx, Fowlers Travel, D&H Harrold Coaches, Fowlers Travel, Stephensons and Go To Town
User Groups and Umbrella Organisations – PENRUG, Community Rail Network, the community transport network
Regional Transport Bodies – England’s Economic Heartlands,

How we work with stakeholders – Partnership projects, Consultation and Events

Feedback from the public to consultation (2006 – 2012) such as the Place Survey, regularly provided feedback that local people place great importance on local train services. They would however like to see improvements to the train services and to the stations. This early feedback helped to develop the approach for the railway strategy but also the wider work programme of the team. There is now an ongoing programme of events, meetings etc to work with stakeholders and the public. Much of which is set out in other parts of this assessment. This will always be an ongoing part of our work. We recognise the importance of trying to work with hard-to-reach groups and seek assistance from partner organisations to help with this.

Section B – Fenland Transport and Access Group (TAG)

The Fenland TAG has a wide and varied remit across all modes of transport. Feedback from partners, survey work by the group, public consultations and ongoing discussion with the Town and Parish Councils form part of the consultation for this work programme. Here is a link to the TAG website place: [Fenland Transport and Access Group - Fenland District Council](#)

In 2017 the TAG hosted a Fenland Transport Conference engaging with a wide variety of organisations involved in transport and local communities. Feedback was gathered from attendees at the event via printed feedback forms. These showed a clear desire for further events and opportunities to engage more in future.

During 2018 & 2019 several Transport Focus Groups were delivered by the TAG. Each group focussed on specific areas of transport (walking, cycling, buses, trains and highways). Attendees were members of the local community who ‘signed up’ to the groups through a series of adverts in the local press and posters displayed in key venues. Regular themes repeated across the groups related to the things like poor car parking and aggressive driving which showed the negative impact these issues are having for a variety of road users. Findings also highlighted the importance of improving multi-mode journey options such as walking and cycling routes to railway stations. Priorities for each group showed a clear focus on sustainable transport, personal health and wellbeing, and the reducing the environmental impact of transport.

During 2021 the TAG was overseeing the development of the FDC Fenland Cycling, Walking and Mobility Improvement Strategy. This work included public consultation and engagement activities to gather local view regarding active travel and accessibility in Fenland. Please see below for further details.

Specific projects and work areas for the group linked to information and customer feedback and requirements are listed below:

Walking and Cycling Maps – Maps were produced in 2022 and 2023 for March, Whittlesey and Chatteris. The existing map for Wisbech was updated in 2023. A map for Manea is in development linked to the railway station information and to encourage multi-modal journeys. The final version is expected to be published in 2024. The maps already produced can be viewed from the following link: [Fenland Walking and Cycling Maps - Fenland District Council](#)

Transport Planning Guide – A transport guidance booklet for Town and Parish Councils and local people interested in transport issues to aid the delivery of local transport schemes and Neighbourhood Plans. Neighbourhood Plans are a powerful tool to ensure the community gets the right types of development, in the right places. Giving local communities greater knowledge about how transport projects are delivered and how to develop an evidence base to show a project is needed are important skills for local representatives to know about. This guidance document provides this information and includes further sources of information. The document is widely available on several websites locally and nationally. It was also distributed locally after the 2023 Local elections to help inform new elected representatives. Here is a link to the guide: [Hereward Community Rail Partnership launches Transport Planning Guide | Hereward Community Rail Partnership \(herewardcrp.org\)](https://herewardcrp.org)

Fenland Bus Partnership – The TAG would like to explore options to improve engagement between the community and local Bus Operators. To achieve this a group similar to the Hereward Community Rail Partnership albeit focused on bus services could be considered.

Fenland Travel Choices – This project is an approach to promoting walking, cycling and public transport. Its aim is to provide a targeted personal travel planning and access to transport information. This is intended to maximise the use of the existing transport network and encourage modal shift.

Transport Champions- Approx. 50 Transport Champions have been trained across Fenland because of this project. Their role is to source and disseminate transport information to members of the community. Initial success has been high, and it is important to continue (and expand) this program to maintain its momentum and effectiveness.

Travel Buddies – This project aims to expand the concept of Transport Champions to support new users of public transport (bus and trains) to undertake their first journeys. The purpose of the Travel Buddy is to act as an initial travel companion for those new to public transport. This is intended to build confidence in users and enable them to travel independently in future.

Youth Engagement Programme – This project aims to work with youth groups to understand and promote existing transport options. To undertake research with schools and colleges to understand the travel requirements of younger people and identify transport barriers to education and employment.

Demand Responsive Transport (DRT) pilot – The CPCA Bus Review suggests an option to improve the rural bus network could be the introduction of ‘hubs’ serviced by interurban bus routes. A means to access these proposed ‘hubs’ from the surrounding area could be by DRT. Study work is needed to understand the best way to deliver DRT and explore whether this type o

Section C – Whittlesey Relief Road Project

This project is nearing completion of the current SOBC stage. Study work was undertaken to set out the evidence and make the case for change. A series of technical and stakeholder workshops have been held during 2024. A public consultation was held during October and November 2024 to seek views from local people and to inform the final approach and recommendations from this study. The study is currently expected to complete at the end of 2024. A final report on this stage is expected to be available in Spring 2025. Further funding needs to be secured for any future stage of this project.

Section D – Work of FDC Transport Team

The ongoing work of the transport team Includes lobbying and working in partnership especially with transport organisations and those with statutory responsibilities for transport such as CPCA and CCC. This ongoing work includes meetings, emails, workshops, providing local support and technical expertise and local knowledge. It will vary for each project and will depend on the nature of the work. The team has a strong evidence base for transport including technical and assessment work and ongoing public feedback, this information is used to support the work of the team and with stakeholders so we can secure

improvements. Our work programme includes ongoing consultation with the public and Town and Parish Councils to ensure that we get local views from local people. Our work programme and priorities are based on the feedback we received and the transport issues that matter to the community.

Section E – FDC Transport Policy

In February 2024, a paper went to FDC Cabinet. Its purpose was to request support from Cabinet to develop an FDC Transport Policy. An FDC transport policy is not intended to rewrite or challenge recent policies such as the CCC Fenland Transport Strategy or the CPCA LTCP. There are significant areas of these plans where FDC is in complete agreement. The proposed FDC approach is intended to add clarity to the Fenland position in areas where there are differences of approach. The draft policy document is in development and will go back to Cabinet for adopted in the early part of 2025. All the feedback and consultation that is received from the public and stakeholders has been used to develop the approach and the policies. This will be explained in the final document which forms FDC Transport policy. **Owing to central government announcements about Local Government Reorganisation, a pause has been put on the FDC Transport Policy. Elected Members want to understand in more detail the impact of these proposed reforms before taking this policy approach forward.**

Section F – FDC Walking, Cycling and Mobility Aid Strategy

This strategy was adopted by FDC Cabinet in 2022. Around 800 responses were received over 2 consultations in 2021 and 2022. These responses helped to develop and amend what became the final policy. Many people provided details of specific schemes and issues which informed the final recommendations and the scheme action plans. These now have a formal basis as set out in the policy and will all be delivered over time.

Section 3: Assessment and Differential Impacts

Use the table below to provide some narrative where you think the Policy, Project, Service Reform or Budget Option has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Please note that:

- a Positive Impact could benefit an equality group and a negative impact could disadvantage an equality group
- for reasons of brevity race is not an exhaustive list – please edit the list if appropriate to reflect the complexity of other racial identities
- a definition of disability under the Equality Act 2010 is available on the [gov.uk website](https://www.gov.uk)

- there are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Sex or Gender	Women		X		
	Men		X		
	Transgender		X		
Race	White		X		
	Mixed or Multiple Ethnic Groups		X		
	Asian		X		
	African		X		
	Caribbean or Black		X		
	Other Ethnic Group		X		
Disability	Physical disability	X			
	Sensory Impairment (e.g. sight, hearing)		X		
	Mental health		X		
	Learning disability		X		
LGBT	Lesbians		X		
	Gay Men		X		
	Bisexual		X		
Age	Older people (60+)	X			
	Younger people (18-25)		X		
	Children (0-16)		X		
Marriage and Civil Partnership	Women		X		
	Men		X		
	Lesbians		X		

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Pregnancy and Maternity	Women		X		
Religion and belief	See below		X		

Summary of Protected Characteristics most impacted	Everyone needs to travel and therefore everyone is positively affected by the transport changes and improvements that the team makes or helps to secure. Older and disabled people are particularly assisted by the concessionary travel policy, work to promote bus passes, improvements to footpaths and to assist mobility aid users. The new travel buddies project also aims to support older people to continue to be independent by helping them with travel choices and how to access such choices.
Summary of Socio-Economic impacts	Delivery of the Fenland Rail Development Strategy and the Hereward CRP will have a positive impact as they encourage access, provide new opportunities to travel. There is also an opportunity to improve the local environment and create employment. People without work have improved access to employment opportunities. Delivery of programmes such as the March Area Transport Strategy also help to assist the delivery of new homes and jobs.
Summary of Human Rights impacts	
Summary Explanation of the scoring against the protected characteristics	Please see the information above.

Section 4: Outcomes, Actions and Public Reporting

Screening Outcome	Yes, No or not at this stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	No

If applicable, please state the overall outcome of the assessment, impacts and customer Analysis
<p>Officers have considered all the equality strands. This Customer Impact Assessment does not raise any negative equality issues. Officers have concluded that the FSP Hereward Community Rail Partnership policy will have positive impacts. People who do not have a car or do not drive such as the elderly or disabled or young people will benefit from the Rail Strategy and the CRP. There is no evidence that the policy may result in adverse impacts on equality or good community relations.</p>

Section 5: Monitoring outcomes, evaluation and review

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Service responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

Arrangements for Monitoring	Please see the information in the text box below.
Timing of the current review	November/December 2025
Next scheduled review	November/December 2026

If applicable, please provide details of the arrangements for future monitoring:

Note when analysis will be reviewed; include any equality indicators and performance against those indicators

- Fenland Transport and Access Group quarterly Meetings
- Hereward Community Rail Partnership Steering Group quarterly meetings and ongoing programme of coffee mornings, Meet the Manager events, Community Rail days and the Try a Train and Station Visits programme.
- Feedback from rail users, station adopters and the local community – these will be taken account of in the above meetings
- The Office of Road and Rail (ORR) provides yearly figures for the use of each station.
- Greater Anglia are providing data starting in May 2014 for the Ipswich to Peterborough Service on a quarterly basis
- Reviews of the Fenland Rail Development Strategy including 6 monthly progress reports on Hereward CRP/FDC website
- Yearly Hereward CRP National Accreditation Review Meetings
- Manea, March and Whittlesea Station Master planning Project Boards. The Boards meet every 2 months.
- Whittlesea Relief Road Project Board meetings – bimonthly until the end of this stage of the project – Spring 2025.
- FACT Community Transport Meetings – quarterly meetings – review and assess community transport schemes and ongoing marketing.

If applicable, please provide details of any supporting data/ research linked to monitoring arrangements (both FDC & Partners):

- First Accessibility Action Plan work (2006) – to support the first Local Transport Plans
- Questionnaires and consultation responses to the Rail Strategy, CRP events and Station Masterplan events 2010 - ongoing
- Feedback from the Station Adopters, volunteers and rail users including the CRP full partnership meetings – 2010 - ongoing
- CCC Cambridgeshire Bus Stop Spreadsheet
- Bus Stop Audit Report 2010
- Chatteris MTTs 2010
- Whittlesey MTTs 2012
- Rail Development Strategy 2012
- Office of Rail and road data about the use of stations – from 2012 onwards. This is yearly ongoing information
- Wisbech MTTs 2003 and 2014
- March MTTs 2002 and 2013
- Bus stop audits for Chatteris were completed in November 2013
- Cambridgeshire Future Transport Project 2014 and 2015
- Concessionary Fares Database 2008 to 2011
- Bus pass questionnaires
- Access to Healthcare Questionnaire results (2011)
- Index of Multiple Deprivation – various years for England including 2000, 2004, 2007, 2010, 2017 and 2019

- Transport Issues in Fenland Evidence Base report (2007)
- Moving People? Moving Services? Moving Stories! Report 2005
- Accessibility Action Plan for Parson Drove/Wisbech St Mary and Manea 2005
- Murrow & Manea Young Persons Action Research 2006
- Transport Issues in Fenland Evidence Base 2007
- FDC Overview & Scrutiny Access to Services Review 2009
- Community Consultation and questionnaire feedback from Manea residents as part of developing the Fenland Rail Development Strategy 2011
- Fenland TAG Focus Groups 2018/19
- Fenland Bus Services Report 2020
- Train Operating Company data - ongoing
- Social media feedback – up to and including present day from FDC Facebook and twitter accounts and CRP Facebook and instagram - ongoing
- Accessibility Evidence Base - in partnership with CCC (2022)
- CCC Fenland Transport Strategy (2023)
- Cambridgeshire and Peterborough Local Transport and Connectivity Plan (LTCP) (2023)
- Manea, March and Whittlesea Station Master planning. There is an ongoing 5-year monitoring programme for the completed projects at Manea and March Stations until 2027 and 2028. This includes ongoing customer satisfaction surveys and local events to meet and speak with the public to seek their views.
- Outcome of Whittlesea Relief Consultation that closed in November 2024.
- [Whittlesea Relief Road Strategic Outline Business Case](#)

Legislation

Equality Act (2010) – the Equality Act 2010 (Specific Duties)

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of race, sex, being a transsexual person (transsexuality is where someone is changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law), sexual orientation (whether being lesbian, gay, bisexual or heterosexual), disability (or because of something connected with their disability), religion or belief, having just had a baby or being pregnant, being married or in a civil partnership and age.