

# Electoral Integrity Pilots 2018

## Equalities Impact Assessment

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### EIA team

Name	Job title (if applicable)	Organisation
Charlotte Griffiths	Electoral Services Officer	WBC
Andy Denner	Marketing Communications Manager	WBC
Refeia Zaman	Equalities Officer	WBC

### Electoral Integrity Pilots

<b>What is being introduced?</b>	<p>Woking Borough Council is taking part in the Cabinet Office's 2018 Electoral Integrity Pilots.</p> <p>Electors voting in person, and acting as proxy for another elector, will be required to present ID at polling stations prior to being issued with their ballot paper.</p>
<b>What proposals are you assessing?</b>	<p>The ID to be required is:</p> <ul style="list-style-type: none"> <li>• Passport (UK, EU, Commonwealth)</li> <li>• Driver's Licence (UK, including provisional licences, EU)</li> <li>• EEA photographic Identity Card</li> <li>• UK Biometric Residence Permit</li> <li>• Northern Ireland Electoral Identity Card</li> <li>• Surrey Senior Bus Pass</li> <li>• Surrey Disabled People's Bus Pass</li> <li>• Surrey Student Fare Card</li> <li>• 16-25 Railcard</li> <li>• Rail Season Ticket Photocard</li> <li>• Locally produced electoral card</li> </ul>

<p><b>Who is affected by the proposals outlined above?</b></p>	<p>All voters will be affected by the proposals, as a change of behaviour is required across the Borough.</p> <p>Those electors who do not currently possess certain forms of ID (some of whom may have “protected characteristics”) may be disproportionately affected by the proposals.</p> <p>The proposals will particularly affect non passport holders and non-drivers</p> <p>In these cases, specific actions will need to be taken to minimise the impact on participation.</p>
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## Sources of information

Data used
<p>2011 Census Data            SCC Concessionary Pass information.            DVLA info on Woking licences</p>

## Impact of the proposals on electors

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)  Figures taken from latest 2011 Census
		Eliminate discrimination	Advance equality	Good relations			
Gender	Men					X	
	Women				X		<p>DVLA data suggests that women are less likely to hold a driving licence.</p> <p><b>Inclusion of the Surrey Senior Bus Pass will assist with female electors over pensionable age who do not drive.</b></p> <p><b>Inclusion of rail season ticket photo cards will assist with female electors who travel by train for work rather than drive.</b></p> <p><b>Woking Elector Card will be available for women who do not have any photo ID.</b></p> <p>Some women in specific communities in Woking, e.g. Pakistani community, may not have the necessary documentation to obtain an elector card. However, many of these women may have passports.</p> <p><b>The inclusion of Commonwealth passports will assist in these situations.</b></p> <p><b>Information will be made available in Urdu to ensure women these areas have access to the ID requirements, and information about what to do if they don't already have the necessary ID.</b></p> <p><b>Work will be carried out with Pakistani community groups and also local ESOL classes, the attendees of which are attendees are predominantly female.</b></p>

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<b>Gender Reassignment</b>					X		Photo ID may be out of date and refer to an elector's previous gender. <b>Information about this should be included in the publicity, and promote the use of the elector card in such cases.</b>
<b>Race</b>	White				X		If an elector's English is poor, there could be issues understanding the need for ID.  <b>In cases of poor literacy, investigate provision of pictorial information.</b>  <b>In cases of non British electors, e.g. Polish and , Italian electors, pictorial information and contacting ESOL classes</b>
	Mixed/Multiple ethnic groups					X	
	Asian/Asian British				X		If an elector's English is poor, there could be issues understanding the need for ID.  <b>Investigate provision of pictorial information, as well as contacting ESOL classes.</b>  <b>Community Associations will be contacted.</b>  <b>Woking Mosques/Woking People of Faith Forum to be contacted.</b>
	Black/African/Caribbean/Black British					X	

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	Gypsies / travellers				X		<p>The 2011 Census suggests that the average across all ethnicities of holding an eligible passport is 85% (88% in the South East), whereas for gypsies/Irish travellers it much lower at 66%. In addition, there are lower levels of literacy within these communities, which could create challenges in relation to communicating the ID requirements. So there probably is potential for negative impact.</p> <p>There is one traveller site in Woking at The Hatchington. Surrey County Council manage liaison with the site. The SCC liaison officer will be contacted regarding promoting the requirements at the site.</p>
	Other ethnic group					X	
<b>Disability</b>	Physical	X	X	X			<p>The inclusion of the Surrey Disabled People's Bus Pass as acceptable ID will cover some disabled electors. SCC have confirmed that 1,543 disabled (and disabled plus companion) bus passes have been issued in the GU21, GU22 and KT14 postcode areas.</p> <p>Submissions of applications for elector cards can be done electronically, if electors cannot access the Civic Offices. However it is possible that disabled electors may be less likely to have access to the internet,</p> <p>Electors with disabilities could be less likely to have the necessary supporting documentation to obtain an elector card (as they are less likely to be living independently)</p> <p>(Cont...)</p>

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<b>Disability</b>	Physical (cont...)						<p><b>Specific Groups to be targeted:</b></p> <ul style="list-style-type: none"> <li>• Woking Access Group</li> <li>• Surrey Adult Social Care</li> <li>• Surrey Disability Register</li> <li>• Surrey Disability Alliance Network</li> <li>• Surrey Choices</li> <li>• Surrey Vision Action Group</li> <li>• South West Surrey Valuing People Group</li> <li>• Blue Badge Holders</li> <li>• Shopmobility</li> <li>• Byfleet Care</li> </ul> <p><b>Clear publicity about range of ID to be accepted and how applications for elector cards can be submitted.</b></p>
	Sensory	X	X	X			<p><b>Radio adverts will be used on local radio stations to advise about ID.</b></p> <p><b>Disability Groups will be contacted to share information with members.</b></p>

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	Learning Difficulties				X		<p>Electors with learning difficulties may have problems accessing the information provided.</p> <p><b>Ensure that the guidance on ID required and how to obtain an elector card is produced is clear and easy to read.</b></p> <p><b>Local groups to be contacted for specific learning difficulties including:</b></p> <ul style="list-style-type: none"> <li>• <b>Dyslexia Surrey</b></li> <li>• <b>Dyspraxia Foundation Surrey Support Group</b></li> </ul>
	Learning Disabilities				X		<p>Electors with learning disabilities may have problems accessing the information provided.</p> <p><b>Ensure that the guidance on ID required and how to obtain an elector card is produced is clear and easy to read.</b></p> <p><b>Local disability groups to be contacted.</b></p>
	Mental Health					X	
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					X	

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Age	Older people (50+)	X			X		<p>Elderly electors may not have passports/driving licences, which is supported by the 2011 Census data..</p> <p>Care Home residents may not have documents to support elector card applications.</p> <p>11.49% of Borough are retired.</p> <p>The inclusion of the Surrey Senior Bus Pass will cover pensionable age electors.</p> <p>SCC have confirmed that 13,361 elderly (and elderly plus companion) bus passes have been issued in the GU21, GU22 and KT14 postcode areas.</p> <p><b>Specific Groups to be targeted:</b></p> <ul style="list-style-type: none"> <li>• Care Homes</li> <li>• Sheltered Housing via Home Support Officers</li> <li>• Elderly People's Lunch Clubs</li> <li>• Independent Living / Community Meals team</li> <li>• Careline Users</li> <li>• Centres for the Community</li> <li>• Community Transport</li> <li>• Action for Carers</li> </ul>



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	Younger people (16 - 25)	X			X		<p>6.59% of the Borough are full time students</p> <p>Young people in full time education are likely to have a Surrey Student Fare Card (accepted ID) or a Student ID card, which can be used to obtain a Local Elector Card. SCC have issued 471 student fare cards in the GU21, GU22 and KT14 postcode areas.</p> <p>Inclusion of provisional driving licences and of 16/25 railcard will also increase the ID options for younger people.</p> <p>Young people who do not drive, have a passport or who are not in full time education may not have any of the ID nor the documentation for the Elector Card.</p> <p><b>Electors can get an attestation to support their application for an elector card.</b></p> <p><b>Where no options are viable, arranging a postal vote or for a proxy to vote on their behalf would be possible.</b></p> <p><b>Specific Groups to be targeted:</b></p> <ul style="list-style-type: none"> <li>• Surrey Young Carers</li> <li>• 6<sup>th</sup> Forms, Woking College</li> <li>• Youth Groups</li> <li>• Sports Groups / Active Surrey</li> </ul>

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Pregnancy & maternity					X	
Marriage & Civil Partnership				X		ID may refer to previous names <b>PO to be satisfied that the person is the elector in question. Final position to be confirmed with the ID Reference Group.</b>

<p><b>Social-Economic Background</b></p>				<p>X</p>		<p>58% of Borough travel to work by van or car; 74% of households have one or two cars – these electors will have a driving licence (although not necessarily a photo driving licence).</p> <p>16% of Borough travel to work by train – these electors may have an annual season rail ticket photocard.</p> <p>78% have a UK Passport; 5.55% have an EU passport; 3.78% have passports from Middle East/Asia. 9.29% don't have a passport.</p> <p>8.38% of Borough live in Council accommodation. <b>These electors can be contacted directly regarding ID requirements using Internal Council Housing newsletter.</b></p> <p>15% in private rented accommodation; 3.54 in social rented accommodation.</p> <p><b>Engagement with local letting agents and housing associations.</b></p> <p>1.33 % of Borough are registered as not being able to speak English well; 0.24% cannot speak English at all.</p> <p>(cont...)</p>
<p><b>Protected Group</b></p>	<p><b>Positive impact?</b></p>			<p><b>Negative impact?</b></p>	<p><b>No specific impact</b></p>	<p><b>What will the impact be? If the impact is negative how can it be mitigated? (action)</b></p> <p><b>Figures taken from latest 2011 Census</b></p>
	<p>Eliminate discrimination</p>	<p>Advance equality</p>	<p>Good relations</p>			

<p><b>Socio-economic Background (cont)</b></p>				<p>X</p>	<p><b>Targeting of community associations and ESOL classes with information.</b></p> <p>3.2% unemployed</p> <p><b>Woking JobCentre Plus to be contacted with information.</b></p> <p>Where electors do not drive or have passports, and may not have documents to support their application. <b>Attestation is available.</b></p> <p>Costs of getting a passport sized photo</p> <p><b>Electronic photos can be sent in, rather than hard copies.</b></p>
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## Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
<b>Potential positive impacts on electors</b>			
1. Large range of ID to be accepted.	<p>General and targeted campaigning to ensure electors know what ID will be accepted.</p> <p>Including railcards/season ticket photo cards and Surrey concessionary passes ensures that a wider group of people are included.</p> <p>Communications Plan to be finalised with Cabinet Office to cover all areas.</p> <p>Communications will be carried out from December 2017 for new electors, and targeted campaigns throughout the new year and spring prior to election commencing</p>	1 December 2017	Charlotte Griffiths / Andy Denner
<b>Potential negative impacts on electors</b>			
1. Electors turned away from voting for not having correct ID	<p>Leaflet for electors in polling stations stating what correct ID is.</p> <p>Training for all polling station staff on how the handle these situations</p> <p>Information to be included on poll cards for all electors regarding ID requirements</p> <p>Posters to be put up at entrance to polling station reminding elector of ID requirements</p>	March 2018	Charlotte Griffiths
2. Not aware of requirements	Other communications to be targeted to relevant community groups and schools to ensure protected groups are informed of requirements (including but not limited to, radio, Council publications, access points with Council)	March 2018	Charlotte Griffiths / Andy Denner

3. Electors don't understand the requirements	Target ESOL classes, community groups and churches to pass on the information, including pictorial guides,	March 2018	Charlotte Griffiths / Andy Denner
4. Electors cannot access the service to apply for an Elector Card	Publicise that applications can be made electronically, including the submission of an attested electronic picture for the card, or by post.	January 2018	Charlotte Griffiths

### Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
<p><b>'Refusers'</b></p> <p>Electors who will be aware of the requirement to provide ID, but who will not bring ID out of principle.</p>	<p>This group of electors may not belong to a particular protected group, and will look to disrupt the process on ideological grounds.</p>

### Summary of key impacts and actions

<b>Key impacts (positive and/or negative) on electors with protected characteristics</b>	Inclusion of Surrey concessionary passes for older people, those with disabilities and students, will assist with widening the range of people who can provide the ID.
<b>Key mitigating actions planned to address any outstanding negative impacts</b>	Key information to be sent to community groups and support groups, including pictorial guides to increase dissemination of information to all areas of the community.
<b>Potential negative impacts that cannot be mitigated</b>	<p><b>'Refusers'</b></p> <p>Electors who will be aware of the requirement to provide ID, but who will not bring ID out of principle.</p>