

Equality Impact Assessment

Title of service or policy	A4 Globe Roundabout – Toucan Crossings
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Simon Thomas – Project Engineer
Date of assessment	August 2014

An Equality Impact Assessment is a process of systematically analyzing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when conducting an Equalities Impact Assessment (EIA) on a policy, service or function. It is intended that this is used as a working document throughout the EIA process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1. Identify the aims of the policy or service and how it is implemented.	
Key questions	Answers / Notes
<p>1.1 Briefly describe purpose of the service/policy including</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>'Toucan' crossings are proposed to be implemented across the dual carriageway section of the A4, near the Globe roundabout, together with a reduction in the speed limit from National Speed Limit (70mph) to 60mph and 50mph on approach to the crossing in a westbound direction. The scheme aims to make significant safety improvements to pedestrians and cyclists crossing the A4, wishing to access the Bath Spa University and local bus stops.</p> <p>The scheme will be delivered by the Service Delivery group with the policy being implemented through the TRO procedure. The proposal is Phase 2 of a 3-phase programme to provide an off-road pedestrian/ cycle path link to the NCN4 (Bristol – Bath) cycle path with Bath Spa University.</p> <p>Phase 1, the provision of a shared-use pedestrian cycle path along the northern side of the A4 dual carriageway between the Twerton Fork junction and the Globe roundabout, where it meets Pennyquick Hill and the A39, was completed in 2013. The third phase comprises a ramp from the shared-use cycle path, near Twerton Fork down to the Bristol-Bath network, which is due for delivery 2014/15.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or 	<p>The completed scheme will realise the Council's aspiration to provide a majority off-road link to the Bath Spa University, as part of its cycling strategy.</p>

	<p>review of an existing one?</p> <ul style="list-style-type: none"> • Is it a national requirement?). • How much room for review is there? 	
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The scheme is in line with the Council's priorities and policies.

2. Consideration of available data, research and information

Monitoring data and other information can help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential evidence:

- Demographic data and other statistics, including census findings
- Recent research findings
- Results from recent consultation or surveys
- Service user monitoring data (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
- Information from relevant groups or agencies, for example trade unions and voluntary and community organisations
- Analysis of records of enquiries about your service, or complaints or compliments about them
- Recommendations of external inspections or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	The Design & Projects team comprise of people of different ethnicities (white British, eastern European, Mediterranean, and Asian), sex, age (ranging from mid twenties to early sixties) and religion.
2.2	What equalities training has staff received?	Design & Projects teams have discussed and undertaken briefings with the Equalities Team on a scheme specific and more general basis.

		Equalities training is available as part of the Corporate training programme.
2.3	What is the equalities profile of the service users?	The people who will benefit from this are local residents, pedestrians, cyclists and public transport users. Their equalities profile is considered not applicable for this proposal as it is based on improving safety for all road users by providing a safer environment for all.
2.4	What other data do you have in terms of service users or staff? (e.g. results of customer satisfaction surveys, results of previous consultations)	Traffic surveys and the Council's accident database are routinely examined to determine scheme effectiveness. Post construction monitoring is a routine Council procedure. The accident data which is used in these surveys includes details of age, gender and disability. Specific consideration is given to vulnerable road user groups and particularly to disabled groups. No equality issues have been identified
2.5	Are there any gaps in the data, research or information that is available?	The scheme has been developed through a wide consultation with key-stakeholders, which includes internal B&NES staff, ward councillors, bus companies, residents, local businesses, local interest groups and emergency services. During the formal TRO consultation procedure a number of objections to the proposal were received. Details have been included in the single member's decision report which is being submitted to the Executive Member for Transportation.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	See comments included in Paragraph 2.3 and 2.4.

3. Assessment of impact			
Based upon any data you have analysed, or the results of consultation or research, use the spaces below to list how the service or policy: <ul style="list-style-type: none"> • Meets any particular needs of each of the nine equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for people with protected characteristics. 			
	Examples of what the service has done to promote equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this	
3.1	All people including those with protected characteristics covered by the Equality Act	Introducing such a highway scheme is considered non-specific to protected groups as it is based upon improving safety for all road users by providing a safer environment for all.	N/A
3.2	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)	The provision of signal controlled crossings will provide considerable benefits, particularly to disabled people. It is anticipated that there will be positive impact on disabled people both directly and indirectly as it has road safety and environmental benefits.	N/A
3.3	Age – identify the impact/potential impact of the policy on different age groups	There would be a positive impact on people of all ages particularly elderly and young who have to cope with busy traffic situations.	N/A.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, and realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Link improvement between Bristol-Bath cycle path to Bath Spa University	Undertake usage survey between the two destinations.	Increased trip generation.	Design Team	April 2015

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by:

Date:


M.J. SMITH

16th September 2014

(Divisional Director or nominated senior officer)

