

## Equality Impact Assessment / Equality Analysis

<b>Title of service or policy</b>	Freshford pedestrian improvements and speed table.
<b>Name of directorate and service</b>	Environmental Services – Traffic Management
<b>Name and role of officers completing the EIA</b>	Tom Hayward – Project Engineer
<b>Date of assessment</b>	February 2015

Equality Impact Assessment (or 'Equality Analysis') 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 carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the 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.

<b>1. Identify the aims of the policy or service and how it is implemented.</b>	
	<b>Answers / Notes</b>
<p><b>1.1</b> Briefly describe purpose of the service/policy including</p> <ul style="list-style-type: none"> <li>• How the service/policy is delivered and by whom</li> <li>• If responsibility for its implementation is shared with other departments or organisations</li> <li>• Intended outcomes</li> </ul>	<p>The aim of the scheme is to improve pedestrian facilities outside of the school as well as slow traffic speed in the vicinity.</p>
<p><b>1.2</b> Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>• Is it a new service/policy or review of an existing one?</li> <li>• Is it a national requirement?</li> <li>• How much room for review is there?</li> </ul>	<p>N/A</p>
<p><b>1.3</b> Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The scheme is in line with the Councils' priorities.</p>

## 2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- 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/community organisations
- Analysis of records of enquiries about your service, or **complaints or compliments** about them
- Recommendations of **external inspections** or audit report.

	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
<b>2.1</b>	What is the equalities profile of the team delivering the service/policy?	The team is comprised of white British of a mixed gender and age.
<b>2.2</b>	What equalities training has staff received?	Some staff in the team have received some equalities training.
<b>2.3</b>	What is the equalities profile of service users?	The people who will benefit from the scheme are the local residents, pedestrians, visitors, as well as school children and parents. 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.
<b>2.4</b>	What other data do you have in terms of service users or staff? (e.g. results of customer satisfaction surveys, consultation findings). Are there any gaps?	A consultation was carried out as part of the notice process and its findings are detailed in the single member report which this document is an appendix to.

<b>2.5</b>	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	The results of the formal consultation have been used in collating this assessment.
<b>2.6</b>	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	No further consultation is planned.

<b>3. Assessment of impact: 'Equality analysis'</b>		
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> <li>• Meets any particular needs of equalities groups or helps promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>	
	<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.1</b>	<b>Gender</b> - identify the impact/potential impact of the policy on women and men.	N/A
<b>3.2</b>	<b>Pregnancy and maternity</b> -	N/A
<b>3.3</b>	<b>Transgender</b> - identify the impact/potential impact of the policy on transgender people.	N/A

3.4	<p><b>Disability</b> - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical and mental impairments).</p>	<p>All of the proposals are non-disability specific, and will affect / benefit everyone equally.</p>	N/A
3.5	<p><b>Age</b> - identify the impact/potential impact of the policy on different age groups.</p>	<p>All of the proposals are age specific, and will affect / benefit everyone equally.</p>	N/A
3.6	<p><b>Sexual orientation</b> - identify the impact/potential impact of the policy on lesbians, gay, bisexual &amp; heterosexual people.</p>	<p>All of the proposals are non-sexual orientation specific, and will affect / benefit everyone equally.</p>	N/A
3.7	<p><b>Marriage and civil partnership</b> - does the policy/strategy treat married and civil partnered people equally?</p>	<p>All of the proposals are marriage specific, and will affect / benefit everyone equally.</p>	N/A
3.8	<p><b>Religion/belief</b> - identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>All of the proposals are religion specific, and will affect / benefit everyone equally.</p>	N/A

3.9	<b>Socio-economically disadvantaged</b> - identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances.	All of the proposals are non-socio economically specific and will affect / benefit everyone equally.	N/A
3.10	<b>Rural communities</b> - identify the impact / potential impact on people living in rural communities.	All of the proposals are non-rural specific and will affect / benefit everyone equally.	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 and engagement, 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, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Impact of the scheme on local residents	Monitor comments received from residents and councillors on the impact of the works.	Positive feedback from residents and local councillors	Tom Hayward	June 15

**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](mailto: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:  KEVIN PACICAR (Divisional Director or nominated senior officer)

Date: 5 MARCH 2015.

