

Equality Impact Assessment

Title of service or policy	Radstock Regeneration Scheme
Name of directorate and service	Engineering Design Team, Planning & Transport Development
Name and role of officers completing the EIA	Andy Coles – Technical Assistant
Date of assessment	August 2011

An Equality Impact Assessment is a process of systematically analysing 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
1.1	Briefly describe purpose of the service/policy including <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 	The works will be carried out by a mixture of groups, but will be lead by Major Projects. The intended outcome of the works is to improve the movement of traffic through the area, and to increase the safety of pedestrians and other road users.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?. ● How much room for review is there? 	The revised road layout has been the subject of public consultation undertaken as part of the planning process for application ref: 06/02880/EOUT (Redevelopment of former railway land) which has been granted planning permission (now submitted for renewal).
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	These works are in line with the Councils' priorities.

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 is comprised of people of different ethnicities (white British, eastern European, Mediterranean, South American and Asian), sex, age, religion and sexual orientation.
2.2	What equalities training have staff received?	Training session carried out on 2 nd August 2011, at Keynsham Town Hall, by Samantha Jones.
2.3	What is the equalities profile of people using the service?	The resulting works will be used by the local residents, local children, pedestrians, cyclists, visitors and commuters. Their equalities profile isn't really that relevant for this proposal, as the design is meant to improve safety for all users by creating a safer environment.
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)	N/A
2.5	Are there any gaps in the data, research or information that is available?	N/A
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?	N/A

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:

- Meets any particular needs of each of the six equalities groups or helps promote equality in some way.
- Could have a negative or adverse impact for each of the six equalities groups

		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	Gender – identify the impact/potential impact of the policy on women, men and transgender people	The introduction of these works in the area is non gender specific; it is based on 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)	Elements of this scheme have been designed to improve the freedom and mobility of disabled pedestrians in the area.	There are controlled / uncontrolled crossing points for pedestrians to use which might not be on the desire line due to site limitations, which could result in slightly longer journeys. Also the bus stops and parking spaces have been relocated, which could cause problems for some.
3.3	Age – identify the impact/potential impact of the policy on different age groups	See comments contained within item no. 3.1 above	See comments contained within item no. 3.2 above.
3.4	Race – identify the impact/potential impact on different black and minority ethnic groups	See comments contained within item no. 3.1 above	N/A
3.5	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people	See comments contained within item no. 3.1 above	N/A

3.6	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	See comments contained within item no. 3.1 above	N/A
3.7	Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	See comments contained within item no. 3.1 above	N/A
3.8	Rural communities – identify the impact / potential impact on people living in rural communities	See comments contained within item no. 3.1 above	Not applicable as this scheme is in an urban area.

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, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
N/A	N/A	N/A	N/A	N/A

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:

(Divisional Director or nominated senior officer)

Date: