

Equality Impact Assessment

Title of service or policy	High St, Bath – Public Realm & Highway Improvement Scheme
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Simon Thomas – Project Engineer
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
<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>The High St scheme aims to make significant improvements to the public realm primarily in the interest of pedestrians, although it will also improve the functionality of the spaces for cyclists, public transport vehicles and other users. Traffic Regulation Orders are proposed to bring legal affect to those spaces to ensure control.</p> <p>Proposals for the High St, Bath were first consulted upon in August 2009, as part of the Bath Transportation Package. Following local authority spending cuts, the scheme was dropped by BTP and taken up by the Public Realm and Movement Programme Team in February 2011. The scheme has had some minor modifications, but aims to make the same significant improvements to the public realm in the interest of pedestrians, cyclists, public transport vehicles and other users.</p> <p>The scheme requires a number of Traffic Regulation Orders. They are required to ensure that the spaces defined for the various functions of the street will give clear direction to users and allow parking enforcement officers to manage the spaces appropriately.</p> <p>The Public Realm Team in collaboration with the Design Group has</p>

		<p>consulted with a wide range of key-stakeholders, including ward councillors, emergency services, bus companies and disability groups.</p> <p>The primary outcome is to protect the public realm, improve operation of the street and minimise impact upon the public transport and the highway network in the area.</p>
1.2	<p>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 review of an existing one? ● Is it a national requirement?. ● How much room for review is there? 	<p>The scheme was originally part of the Bath Transportation Package, but has had some minor modifications, following its adoption by the Public Realm Team. It however seeks to make improvements for pedestrians, cyclists, public transport vehicles and other users.</p>
1.3	<p>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 Council's priorities.</p>

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?	Both the Public Realm and Design & Projects team comprise of people of different ethnicities (white British, eastern European, Mediterranean, South American, and Asian), sex, age (ranging from mid twenties to early sixties) and religion.
2.2	What equalities training have staff received?	Both Public Realm and Design & Projects teams have discussed and undertaken briefings with the Equalities Team on a scheme specific and more general basis. Full equalities training is yet to be received. Both the Public Realm and Design Group manager is aware of this aspect.
2.4	What other data do you have in terms of service	Data for service users has been gathered through previous and current

	<p>users or staff? (e.g results of customer satisfaction surveys, results of previous consultations)</p>	<p>consultations, together with meetings with disability groups such as Equality B&NES and Bath Vision Plus.</p> <p>A key part of the scheme is the requirements for disabled persons, which includes appropriate colour contrast of new paving materials to distinguish between road and footway. Equality B&NES have commented as follows:-</p> <p><i>"We have taken a look at it (High St Scheme) and we're happy to give our approval.</i></p> <p><i>We realise that the balance between the various elements lobbying about these decisions isn't easy, and though ideally we'd like to see a paving of a yellow type colour, the proposed planned materials seem to offer a good contrast none the less.</i></p> <p><i>Just for clarification, looking at the design of the high street in the PDF, it would appear that the paving stones and the shared space/parking/loading bays will be laid in a different way? If so this would most likely enhance the contrast effect".</i></p> <p><i>Equality B&NES</i></p>
<p>2.5</p>	<p>Are there any gaps in the data, research or information that is available?</p>	<p>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. A number of objections were received, which have been collated with an officer response to each and form part of the single member decision report to the Executive Member for Transportation.</p>
<p>2.6</p>	<p>If you are planning to undertake any consultation in</p>	<p>With regard to this scheme, we would seek to maintain dialogue with</p>

	<p>the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>users such as Equality B&NES and Bath Vision Plus.</p>
<p>2.7</p>	<p>What is the process for consultation of Traffic Regulation Orders?</p>	<ol style="list-style-type: none"> 1. In advance of the Traffic Regulations Orders, a highway scheme will go through a series of iterations and consideration via a process of feasibility, preliminary design and latterly detail design. Once this has been completed, it will go through the Planning Policy & Transport Scheme Assessment, where a number of departments within the Directorate attend and make comment. 2. Once agreed, Traffic Regulations and plans are prepared and signed off by the Group Manager, Planning Policy and Transport, before providing to the Property & Environmental Law Team to draw up the notices of intent and legal orders. 3. The proposals are provided on the Democratic Services Forward Plan and Decision Register, to notify the Executive Member the likelihood of a single member decision. 4. NOI's are then advertised via on-street notices, through local media and on the B&NES website, which invite consultees to view the plans and orders to allow comment and/ or objections. Key-stakeholders including interest groups, emergency services and ward & parish councillors are e-mailed and the general public and businesses also engaged through mail drops. 5. The statutory period of consultation is three weeks. 6. If <u>no objections are received</u>, the Executive Member is notified, the impending decision drops off the decision register and the order is sealed and advertised via on-street notices for

		<p>a further 3 weeks.</p> <p>7. <u>If objections are received</u>, a single member report is required to be provided to the Executive Member, which outlines concerns and objections, together with a recommendation(s). The EM will consider the report, before reaching agreement to accept the recommendation or not.</p> <p>8. Cabinet decision making process applies thereafter.</p> <p>In the case of High St, Traffic Regulation Orders were advertised on street, through local media, on the B&NES website and an exhibition in the Guildhall. The consultation ran between the 19th May 2011 and the 9th June 2011. Following requests from consultees, this period was extended to the 24th June 2011, which allowed sufficient time for key stakeholders to provide all comments and objections to the proposals.</p> <p>We are currently compiling the report to the Executive Member for consideration.</p>
<p>2.8</p>	<p>Who is the consultation audience and how is this decided?</p>	<p>The consultation audience comprises the general public, businesses and standard list of key-stakeholders including disability groups. Consideration is given to households and businesses that are likely to be affected and an area is assumed. Members of the public that are unintentionally missed, receive consultation information on request.</p>

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 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 improvements proposed for High St are considered non-gender specific as they are based upon improving the public realm and functionality of the street.	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)	Provision for disabled and visually impaired groups is a paramount consideration as part of the scheme. We have met with these groups on a number of occasions to understand the various issues and continue to engage with them as we continue towards implementation.	<ol style="list-style-type: none"> One of the public realm aspirations is to provide natural stone in the carriageway for aesthetic reasons. The Council needs to ensure that adequate colour contrast between footway and carriageway is provided, to ensure that visually impaired persons can recognise the difference and act accordingly. Improved signage through the Public Realm wayfinding programme and public

				information during the construction period.
3.3	Age – identify the impact/potential impact of the policy on different age groups	Public realm improvements in the High St will provide an improved environment for all age groups.		<ol style="list-style-type: none"> 1. Wider footways will allow pedestrians to bypass waiting bus passengers un-impeded. 2. Improved bus infrastructure will make it easier for the elderly and disabled to board/ alight buses.
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		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, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Key contrast of colouration within the footway and carriageway materials.	Provision of a material sample panel in the High St to demonstrate to disability equality groups the level of contrast is appropriate.	Envisaged June 2012	David Reynolds, Project Manager	
Update of EqIA	Clarification of issues identified and report on whether project milestones reached.		Simon Thomas	

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: 27/3/2012