

Equality Impact Assessment

Title of service or policy	Twerton Southdown Areas, Bath – 20mph Speed Limit Scheme
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Tony Rutter – Project Engineer
Date of assessment	June 2012

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
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 	<p>The introduction of a 20mph speed limit is proposed for the Twerton and Southdown areas of Bath. It includes all the roads that the public has right of access to within these two areas. The scheme aims to make significant improvements to the public realm primarily in the interest of pedestrians and cyclists, but will benefit public transport vehicles and other users.</p> <p>The scheme will be delivered by the Service Delivery group with the policy being implemented through the TRO procedure.</p> <p>The Traffic Regulation Order will require all motorised vehicles to travel at or below a maximum speed of 20mph. Vehicles travelling at this speed will have a beneficial environmental effect. This will improve the living conditions for the local residents with reduced noise and air pollution. It is intended that the lower speed of traffic on the roads will also encourage a greater number and mixture of people to walk and cycle on these roads.</p>

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? 	This is a review of an existing National DfT Policy. Currently the DfT is publishing guidance on introducing area wide 20mph speed limits. As yet it hasn't become a national requirement.
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.

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. Full equalities training is yet to be received. The Design Group manager is aware of this aspect.
2.4	What other data do you have in terms of service users or staff? (e.g. results of customer satisfaction	Traffic surveys and the Council's accident database are routinely examined to determine scheme effectiveness. Post construction

	surveys, results of previous consultations)	<p>monitoring is a routine Council procedure.</p> <p>No equality issues have been identified</p>
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 consultation procedure six letters of objection were received. The reasons for objection have been collated with an officer response to each item raised. These 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?	Selection of sites for 20mph speed limits is guided by the Council's priorities and government guidance. (See comments included in Paragraph 2.3 and 2.4.)
2.7	What is the process for consultation of Traffic Regulation Orders?	<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

		<p>Forward Plan and Decision Register, to notify the Executive Member the likelihood of a single member decision.</p> <ol style="list-style-type: none"> 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 a further 3 weeks. 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. 8. Cabinet decision making process applies thereafter. <p>In the case of Twerton and Southdown 20mph speed limit, Traffic Regulation Orders were advertised on street, through local media, on the B&NES website. The consultation ran between the 7th June 2012 and the 28th June 2012.</p> <p>We are currently compiling the report to the Executive Member for consideration.</p>
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2.8	Who is the consultation audience and how is this decided?	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.
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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	Introducing a lower speed limit is considered non-gender specific 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 proposal is intended to reduce the vehicle speed in the Twerton and Southdown areas of Bath. This should benefit all groups of people both able and disabled. It is anticipated that there will be positive impact on disabled people whether they use the roads directly or indirectly.	N/A
3.3	Age – identify the impact/potential impact of the policy on different age groups	There would be a positive impact on the elderly and young people.	N/A.
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
Traffic speed	Traffic surveys to be undertaken 3-6 months after implementation.	Reduction of vehicle speeds to an acceptable level.	Tony Rutter	Feb 2013
Impact of scheme on local residents		Positive feedback from residents particularly the young disabled and elderly, and Ward Councillors.	Tony Rutter	July 2013
Impact on road traffic accident	Clarification of issues identified and report on whether project milestones reached.	A reduction in accident numbers and or their level of severity.	Tony Rutter	July 2013

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:  K. PACKER (Divisional Director or nominated senior officer)

Date: 16/7/2012