

Experimental TRO –High St and New Bond St

APPENDIX B

Equality Impact Assessment / Equality Analysis

Title of service or policy	Experimental Traffic Regulation Order – Change to bus lane and bus lane signage at High St and New Bond St, Bath.
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Peter Bailey – Area Traffic Engineer
Date of assessment	January 2013

Equality Impact Assessment (or ‘Equality Analysis’) 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 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.

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 Experimental TRO was introduced to make bus lane restrictions High Street and New Bond Street clearer and to allow the Council to monitor the effectiveness of the revised signage. The Experimental Order was delivered by the Design Group and Traffic and Safety Team who carried out consultation with local residents, the local ward councillors, the Police, the Emergency Services and bus operators. The primary outcome being a reduction in vehicles contravening the bus lane Order(s)
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 Experimental TRO was introduced following a review of the existing road signing and road markings due to the Council receiving inconsistent appeal decisions from the Traffic Penalty Tribunal. The signing complies with national requirements. The proposal to make the Experimental TRO permanent is following a twelve month consultation/review period.
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 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 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 and Traffic & Safety 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?	The majority of Design & Projects and Traffic and Safety team staff has yet to receive any equalities training but this will be addressed in the future.
2.3	What is the equalities profile of 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 and the reduction of cars and commercial vehicles in the city centre. However, no objections to the Experimental TRO have been received to date.
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction	No objections have been received to the Experimental TRO since the Order has been implemented. The Council undertook traffic counts in November 2012 to monitor what percentage of traffic approaching the bus

	surveys, consultation findings). Are there any gaps?	lanes then went on to contravene them. The counts indicate that less than 1%of traffic approaching any of the bus lane access points actually contravened the Experimental TRO.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	As the TRO is experimental comments and objections can be made at any time during the period of operation up to the maximum period of 6 months. No adverse comments have been received .Consultation prior to the implementation of the Experimental TRO has been with ward councillors, cabinet members, Policy and Scrutiny Panel, staff, Other B&NES services, service users, local residents, community interest groups, Police, Fire and Ambulance, bus companies. No adverse comments have been received.
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?	It is not intended to carry out any further alterations to the bus lanes in the foreseeable future which will require further consultation.

3. Assessment of impact: 'Equality analysis'

	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"> • Meets any particular needs of equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 		
		Examples of what the service has done to promote equality	Examples of actual or 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 and men.	The Experimental TRO is non-gender or other group specific. It is to improve the environment for all.	N/A
3.2	Pregnancy and maternity	N/A	N/A
3.3	Transgender – – identify the impact/potential impact of the policy on transgender people	N/A	N/A

3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical and mental impairments)	N/A	Disabled drivers are not allowed to use bus lanes.
3.5	Age – identify the impact/potential impact of the policy on different age groups	N/A	N/A
3.6	Race – identify the impact/potential impact on different black and minority ethnic groups	N/A	N/A
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people	N/A	N/A
3.7	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	N/A	N/A
3.8	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	N/A	N/A
3.9	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	N/A	N/A
3.10	Rural communities – identify the impact /	N/A	N/A

	potential impact on people living in rural communities		
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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 scheme on local residents	A traffic survey has already been carried out to assess the number of vehicles that have contravened the bus lane, as a percentage. The survey should be repeated to establish if the signing measures are still successful if made permanent	Reduction in vehicles contravening the bus lane	Peter Bailey	Jan'14
Staff training	On-going advise to officers	Team briefing agenda item	Team Leader	September '13

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: