

Equality Impact Assessment / Equality Analysis

Title of service or policy	Queen Square Cycle Link
Name of directorate and service	Environmental Services – Highways & Parking
Name and role of officers completing the EIA	Alison Sherwin – Senior Engineer (Accessibility and Cycling)
Date of assessment	October 2014

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.

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 	This scheme proposal is to provide a direct cycle route between the Weston area in Bath and the city centre via the Royal Victoria Park Consultation has been carried out including with local residents; local interested groups and notices were put up on site. This will be delivered by Environmental Services, B&NES council. The primary outcome will be an improved cycle network.
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? 	Within the Joint Local Transport Plan encouraging an increase of cycling plays a key part in tackling congestion, especially for journeys of less than 5 miles.
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 of the West of England Joint Local Transport plan 3.

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.

	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 team is comprised of people of different ethnicities (white British, eastern European, Mediterranean, South American and Asian), sex, age (ranging from early twenties to late fifties), religion and sexuality.
2.2	What equalities training has staff received?	The majority of staff in the team has received some equalities training.
2.3	What is the equalities profile of service users?	The people who will benefit from the scheme are the cyclists who use the network. Their equalities profile is considered not applicable for this proposal as it is based on improving safety for them and all other road users by providing a safer environment for all.

2.4	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?	None
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	The results of both the informal and formal consultations have been used in collating this assessment.
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: '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.	All of the proposals are non-gender specific, and will affect / benefit everyone equally.	N/A
3.2	Pregnancy and maternity -	See comments contained within item no. 3.1 above.	N/A

3.3	Transgender - identify the impact/potential impact of the policy on transgender people.	See comments contained within item no. 3.1 above.	N/A
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical and mental impairments).	One existing parking bay is being removed as part of the scheme. This will affect both disabled and able-bodied drivers in the same way.	N/A
3.5	Age - identify the impact/potential impact of the policy on different age groups.	Nothing in the proposal could be said to discriminate against any specific age group.	N/A
3.6	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
3.7	Marriage and civil partnership - does the policy/strategy treat married and civil partnered people equally?	See comments contained within item no. 3.1 above.	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.	See comments contained within item no. 3.1 above.	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.	See comments contained within item no. 3.1 above.	N/A
3.10	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 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	Alison Sherwin	March '15
Pedestrian safety	Monitor if there is any impact on pedestrian safety in the vicinity.	No increase in traffic / pedestrian incidents reported.	Alison Sherwin	March '15
Traffic safety	Monitor if there is any increase in recorded vehicle collisions in the area.	No increase in traffic / pedestrian incidents reported.	Alison Sherwin	March '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), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

A handwritten signature in black ink, consisting of several loops and a central vertical stroke, positioned above the 'Signed off by' label.

Signed off by:

(Divisional Director or nominated senior officer)

Date:

27th October 2014