

Equality Impact Assessment / Equality Analysis

Title of service or policy	Introduction of a Zebra Crossing and Changes to Waiting Restrictions on Whiteway Road, Bath
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Simon Thomas – Project Engineer
Date of assessment	August 2014

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 	<p>The zebra crossing is proposed to be located along Whiteway Road approximately 100m north of its junction with Englishcombe Lane. In addition, existing waiting restrictions outside the barber shop on the western side of the road are to be amended to provide the necessary visibility for pedestrians.</p> <p>The proposals follow extensive consultations which the Design Group carried out with local residents, the local Ward Councillors. The primary outcome will be enhanced accessibility & safety for pedestrians, particularly school children to and from Bath Community Academy (formally Culverhay School).</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? 	<p>Pedestrian Crossings (including Zebras) are provided to be in line with government requirements and recommendations.</p> <p>The proposal to install a Zebra Crossing on Whiteway Road was conceived following requests by local residents and after site specific investigations were undertaken as part of the feasibility study. Council Policies to improve conditions for pedestrians supplement this work.</p> <p>Once the crossing has been in operation for more than three months a pedestrian count survey will be undertaken to determine its impact on road</p>

		users in the vicinity.
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		
	Key questions	Data, research and information that you can refer to
2.1	What equalities training have staff received?	All staff comprising the Design & Projects team attended an equalities workshop in May 2014, as part of the Corporate training programme.
2.2	What is the equalities profile of service users?	The people who will benefit from the new scheme are local residents, schoolchildren and parents.
2.3	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Informal consultation was initially undertaken with residents, ward members and emergency services, during which a number of comments were received and taken account of within the design. The scheme proposal was then publically advertised during which, six letters of objection were received. All objections received are addressed by the scheme proposal and have been included within the Single Member Decision report to the Executive Member for Transportation.
2.4	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 new Zebra Crossings is guided by the Council's priorities and government guidance. See also comments included above.
3. Assessment of impact: 'Equality analysis'		
		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, Pregnancy and Maternity, Transgender, Race, Sexual Orientation, Marriage and Civil Partnership, Religion/ Belief	The installation of zebra crossings 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 both physical and mental impairments)	There will be a positive impact on disabled people who will benefit from this scheme through improved access across a busy road.	N/A
3.3	Age – identify the impact/potential impact of the policy on different age groups	The scheme will have a positive impact on elderly people and young children. The crossing is on a route to Bath Community Academy (formally Culverhay Secondary School) and nearby Southdown Primary school.	See comment included in item 3.4 above.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Impact of scheme on local residents	Information obtained by local residents through informal consultation.	Positive feedback from residents & the Ward Councillors. Data showing increase on number of pedestrians crossing.	Peter Bailey	Mar '15
Impact of scheme on pedestrians, particularly elderly & disabled	Pedestrian count survey to be carried out following implementation of the scheme	Increased number of people crossing meeting the requirements of the scheme objectives.	Peter Bailey	Mar' 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.

Signed off by:

(Divisional Director or nominated senior officer)

Date: