

Working together for health & wellbeing

Equality Impact Assessment

Title of service or policy	Imposition of a 20mph Speed Limit in Wellow
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Tasos Papaloucas – Senior Engineer
Date of assessment	November 2010

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 new speed limit is proposed to complement traffic calming measures that were introduced in September 2010 following extensive consultations which the Traffic and Safety team carried out with local residents, Wellow Parish Council, local Ward Councillors and the Police.</p>
<p>1.2 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>To assist in preventing the likelihood of any accidents from occurring, maintaining low traffic speeds through the village and therefore retaining a good road safety record in the area.</p> <p>Once the new speed limit has been in operation for over 3 months traffic surveys will be undertaken to establish its impact on traffic speed and volume.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>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
<p>2.1 What is the equalities profile of the team delivering the service/policy?</p>	<p>The Design & Projects team comprises from people of different ethnicities (white British, eastern European, Mediterranean, South American, Asian), sex, age (ranging from mid twenties to early sixties) and religion.</p>
<p>2.2 What equalities training have staff received?</p>	<p>The majority of staff comprising the Design & Projects team has yet to receive any equalities training. The Design Group manager is aware and training will be arranged in the near future.</p>
<p>2.3 What is the equalities profile of people using the service?</p>	<p>The people who will benefit from the new scheme are the local residents, visitors and commuters. 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. However, once the scheme is implemented feedback could be sought by the local Parish Council on the effect this has had on the local residents. Also, by</p>

		liaising with the local primary school to identify the effect on parents and schoolchildren through their travel plan.
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, results of previous consultations)	A traffic Speed and Volume survey has already been carried out and the Council's accident database examined. Once the scheme is in place another survey will be carried out to establish how successful it has been. As part of updating its travel plan, the local primary school could also be approached to gather further information from parents and schoolchildren on the impact the scheme has had. Also, the Parish Council could supply further information obtained by local residents through their newsletter and other regular meetings held.
2.5	Are there any gaps in the data, research or information that is available?	The scheme has developed through close consultation with the local Parish Council and residents. During the advertisement of the new speed limit one letter of objection was received. The objector was provided with additional information on how the proposal was initiated. Consequently, the proposal has reached this stage.
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?	See comments contained within item nos. 2.3 and 2.4

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 	
3.1	Gender – identify the impact/potential impact of	Amending an existing speed limit is
	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
		N/A

	the policy on women, men and transgender people	non gender specific; it is based on improving safety for all road users by providing a safer environment for all.	
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)	Disability is not an issue in terms of who benefits from this proposal. The proposal, which is a 20mph speed limit, is intended to reduce vehicle speeds throughout the village, and as such it will be of benefit to all user groups. It is anticipated that there will be a positive impact on disabled people however due to lower speeds achieved within their community.	N/A
3.3	Age – identify the impact/potential impact of the policy on different age groups	Positive impact on elderly people and young children, particularly those walking to and from the local primary school. The need for a 20mph Speed Limit in Wellow is identified as an action for B&NES Council in the school's travel plan.	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 speeds	Traffic surveys to be undertaken once scheme has been operational 3 months from implementation of 20mph speed limit	Reduction of vehicle speeds to an acceptable level	T asos Papaloucas	Mar '11
Impact of scheme on local residents	A traffic Speed and Volume survey has already been carried out and the Council's accident database examined.	Positive feedback from residents, the Parish Council and the school	Nick Jeanes	Sep '11

	<p>Once the scheme is in place another survey will be carried out to establish how successful it has been. As part of updating its travel plan, the local primary school could also be approached to gather further information from parents and schoolchildren on the impact the scheme has had. Also, the Parish Council could supply further information obtained by local residents through their newsletter and other regular meetings held.</p>			

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:

Date:

[Handwritten Signature]
17/11/10

(Divisional Director or nominated senior officer)

