

Equality Impact Assessment

Title of service or policy	Adaptions to Roads with Existing 20mph Speed Limits
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Simon Thomas – Project Engineer
Date of assessment	March 2016

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	<p>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>Following the implementation of the 20mph speed limit roll-out programme across the Authority over the past 3 years, it has become evident that vehicle speeds on a number of roads have not reduced to an acceptable level, such that a 'sign-only' scheme remains sufficient. The aim of the scheme still remains 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 Council has determined that where post-implementation vehicle speeds are greater than 26mph, physical engineering measures in the form of raised tables are required to reduce speeds to an acceptable level.</p> <p>The scheme will be delivered by the Service Delivery group with the policy being implemented through the relevant legal procedure.</p> <p>Raised tables are required to ensure that 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 resulting in 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	<p>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>This is a review of an existing National DfT Policy. Currently the DfT is publishing guidance on introducing area wide 20mph speed limits.</p> <p>As yet it hasn't become a national requirement.</p>
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	The Design & Projects team is a diverse team in terms of ethnicity, gender,

	delivering the service/policy?	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. Equalities training is available as part of the Corporate training programme, and the Council's corporate Induction programme.
2.3	What is the equalities profile of the 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.
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)	Traffic surveys and the Council's accident database are routinely examined to determine scheme effectiveness. Post construction monitoring is a routine Council procedure. The accident data which is used in these surveys includes details of age, gender and disability. Specific consideration is given to vulnerable road user groups and particularly to disabled groups. No equality issues have been identified
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 TRO consultation procedure a number of objections to the proposal were received. Details 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 traffic calming on existing roads with 20mph speed limits is guided by the Council's priorities and government guidance. (See comments included in Paragraph 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 nine equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for people with protected characteristics. 		
		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	All people including those with protected characteristics covered by the Equality Act	The introduction of raised tables on existing roads with 20mph speed limits is considered non-specific to protected groups 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 to provide raised tables should benefit all groups of people particularly disabled people. It is anticipated that there will be positive impact on disabled people both directly and indirectly as it has road safety and environmental benefits.	N/A
3.3	Age – identify the impact/potential impact of the policy on different age groups	There would be a positive impact on people of all ages particularly older people and young people who may have extra difficulties coping with busy traffic situations. A number of schools are within the proposed scheme areas.	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, and 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 speed to an acceptable level.	Design Team	Jan 2017
Impact of scheme on local residents	Undertake a residents satisfaction survey	Positive feedback from residents particularly young people, disabled people and older people and Ward Councillors.	Design Team	Jan 2017
Impact on road traffic accidents	Clarification of issues identified and report on scheme objectives.	A reduction in accident numbers and or the level of severity.	Design Team	Jan 2017

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: