

Equality Impact Assessment

Title of service or policy	A4 London Road Development Works
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Simon Thomas – Senior Engineer
Date of assessment	April 2017

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>In May 2015 The London Road Regeneration scheme was completed through the Council's Project Delivery Team following engagement with residents, local partnerships and other key stakeholders with the objective to arrest the environmental decline of a major gateway in Bath through initiatives to improve the street scene, encourage property regeneration, improve air quality and attract private sector investment. It would also provide a positive entry point into Bath further enhancing the City's' reputation as a world class visitor attraction.</p> <p>Traffic Regulation Orders (TRO's) were required as part of loading/ parking restrictions and proposed cycling facilities. Experimental orders were used to gauge the performance of the construction before a decision is to be taken by the Cabinet Member, due May 2017.</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>The overall project identifies a series of physical regeneration projects to improve the environment of the area. Projects have been proposed by a community group created specifically to generate project ideas that will then be assessed by the Council against a set of agreed criteria. Projects (based on previous community consultation) include public realm improvements, bringing empty properties back into use, highway improvements and match funded grant schemes to improve buildings.</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.
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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 delivering the service/policy?	The Design & Projects team is a diverse team in terms of ethnicity, gender, 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)	A two-stage consultation was carried out as part of the TRO process and its findings are detailed in the single member report which this document is an appendix to.
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 experimental 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 Cabinet Member for Transport.
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?	Equalities considerations for this service or policy, will be carried out in the same way as noted 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	All of the proposals are non-gender specific, and will affect / benefit everyone equally.	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)	This should benefit all groups of people including 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 cycle for pleasure or commuter purposes.	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

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: