Equality Impact Assessment / Equality Analysis

Title of service or policy	Social distancing and active travel schemes in light of Covid 19
Name of directorate and service	Environmental Services – Highways, Transport and Parking
Name and role of officers completing the EIA	Paul Garrod – Team Manager - Traffic and Network Management
Date of assessment	29/05/20

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 • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes	The Highways and Traffic Group (Traffic Management Team) are working with all Council Teams to introduce social distancing measures and active travel corridors for the benefit of all in light of the Covid 19 pandemic.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: • Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there?	This is a set of local highway improvements projects in light of the Covid 19 pandemic. Various options have been considered as the nature of the pandemic recognises that pedestrian, cycling and business social distancing is critical to reduce the spread of the virus.

1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The transport policies of the Council generally seek to encourage greater use public transport, walking and cycling for some journeys. The aims of the project also correspond with other policies and priorities of the Council, such as the proposed Clean Air Zone, Climate Emergency, and wider improvements to public transport and the highway infrastructure (walking and cycling routes).

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 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?	As the project is being delivered in its entirety by teams from within the Council, the equalities profile of the team is varied and reflects the profile of the wider Council.
2.2	What equalities training have staff received?	All staff are encouraged to attend Equalities training (this is a prerequisite for

		managers and senior staff).
2.3	What is the equalities profile of service users?	The equalities profile of the users of these schemes is likely to be typical of any public highway.
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 – these schemes are developed in light of the Covid 19 pandemic.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	These schemes are developed in light of the Covid 19 pandemic and therefore consultation in the traditional sense may not have been completed. However, all schemes are developed under existing powers and statutory processes will be followed.
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?	These schemes are developed in light of the Covid 19 pandemic and therefore consultation in the traditional sense may not have been completed. However, all schemes are developed under existing powers and statutory processes will be followed.

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: ● 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	**Sex** – identify the impact/potential impact of the policy on women and men.		No impact based on sex – social distancing and active travel schemes benefit all.
3.2	**Pregnancy/maternity**	Pavement widening and active travel schemes will increase space for use by pushchairs and buggies. Where pavement widening and roads are closed to traffic this will beneficial to those with small children with increased safety.	Schemes will be developed with barriers and cones as necessary and as such should provide protection for pedestrians including small children. However, where necessary additional infrastructure will be in place. For example, where bus stops are affected, ramps will be installed with handrails to ensure that pushchairs can still access public transport.
3.3	**Gender reassignment** – identify the impact/potential impact of the policy on transgender people		No impact based on transgender status – social distancing and active travel schemes benefit all.
3.4	**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)	We will preserve disabled parking bays wherever possible. Dropped kerbs will be preserved/maintained or reinstated where possible. We have considered the RNIB guidance and will implement the requirements wherever possible. Bus stops – we have considered pick up and set down points; For example, where bus stops are affected or moved from current locations, ramps	EqIA's will be completed for each scheme being developed as specific issues will vary depending on location and scheme type. As an overview we are aware that social distancing or active travel schemes may reduce the ability for disabled people to park close to facilities and services as parking areas will be removed, including dedicated bays, general use bays and single and double yellow lines. Consideration will be given to reintroducing dedicated bays in nearby locations and/or dedicating more bays

		will be installed with handrails to ensure that wheelchairs can still access public transport. Social distancing measures will be implemented at bus stops with signage to remind users. Blue badge holders will be informed of changes via website, media and signage on site and CEO staff will support users to find alternatives where possible.	within car parks as appropriate. Additionally, the use of barriers to widen pavements may cause issues for those with sight impairments. The use of temporary barriers will need to be monitored and crossing points added where appropriate. Disabled people with visual impairment will still be able to use pavements with clear kerbs. Further work will need to be undertaken with access groups to ensure that the needs of disabled people as a whole are built in to all future schemes to make sure that all disabilities as considered and accommodated appropriately.	
3.5	**Age** – identify the impact/potential impact of the policy on different age groups	Older people are more reliant on public transport. Concessionary transport scheme provides free transport for those who qualify through age. Where bus stops are affected, ramps will be installed with handrails to ensure that elder people can still access public transport.	No impact based on age – social distancing and active travel schemes benefit all. At this stage we are not focusing on social distancing measures near schools, but this will be considered in the future.	
3.6	**Race** – identify the impact/potential impact on different black and minority ethnic groups		No impact based on race – social distancing and active travel schemes benefit all.	
3.7	**Sexual orientation -** identify the impact/potential impact of the policy on		No impact based on sexual orientation – social distancing and active travel	

	lesbians, gay, bisexual & heterosexual people		schemes benefit all.
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.		No impact based on religion/beliefs – social distancing and active travel schemes benefit all.
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		No impact based on social-economic disadvantage – social distancing and active travel schemes benefit all.
3.10	**Rural communities** – identify the impact / potential impact on people living in rural communities		No impact to rural communities – social distancing and active travel schemes benefit all.

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
EIA to be reviewed if significant	To review the EIA.		Paul Garrod	July 2020 or

changes happen within the service provision.				earlier if necessary
Ongoing monitoring	Staff will regularly review issues raised by members of the public to identify if there are any unintended negative impacts for particular groups	Issues identified will be addressed/mitigated wherever possible. All equality issues raised will be added to the EIA.	Paul Garrod	Ongoing

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: **Chris Major – Group Manager – Transport and Parking**
Date: **29/05/20**