

Equality Impact Assessment

Title of service or policy	Imposition of a 20mph Speed Limit and traffic calming measures in Foxhill, Combe Down
Name of directorate and service	Service Delivery
Name and role of officers completing the EIA	Tasos Papaloucas – Senior Engineer
Date of assessment	May 2011

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
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 	The new speed limit and traffic calming measures are proposed following extensive consultations which the Design Group and the Traffic and Safety team carried out with local residents, the local Ward Councillors, the Police, the Emergency Services and bus operators. The primary outcome will be a reduction in vehicle speeds.
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? 	20mph speed limit zones are provided following site specific feasibility studies. Council Policies to improve conditions for pedestrians and cyclists supplement the early work. A general policy on 20mph zones is not in place. The Foxhill area 20mph speed limit zone and traffic calming scheme was conceived following feasibility studies and after campaigning by local residents and Ward Members.
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 delivering the service/policy?	The Design & Projects team comprises from people of different ethnicities (white British, eastern European, Mediterranean, South American, and Asian), sex, age (ranging from mid twenties to early sixties) and religion.
2.2	What equalities training have staff received?	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.
2.3	What is the equalities profile of people using the service?	The people who will benefit from the new scheme are the local residents, pedestrians, cyclists, visitors and commuters, as well as schoolchildren and parents. 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 Councillors and officers.

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)	<p>Traffic surveys and the Council's accident database are routinely examined to supplement 20mph speed limit zone studies. Post construction scheme monitoring is a service carried out by the Design Group.</p> <p>Combe Down primary school has stated through its Travel Plan that it would support a traffic calming scheme in the Foxhill area.</p> <p>No equality issues have been identified.</p>
2.5	Are there any gaps in the data, research or information that is available?	The scheme has developed through close consultation with the Ward Councillors, the Police and residents. During the advertisement of the scheme two letters of objection were received. The objectors were provided with additional information.
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 20mph speed limit zones and traffic calming features is guided by the Council's priorities and government guidance. See also comments included within item nos. 2.3 and 2.4

3. Assessment of impact			
	<p>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:</p> <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 		
		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	Gender – identify the impact/potential impact of the policy on women, men and transgender	Introducing a traffic calming scheme together with a lower speed limit is	N/A

	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 is intended to reduce vehicle speeds in the Foxhill area of Combe Down, 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	There would be positive impact on elderly people and young children, particularly those walking to and from Combe Down primary school. The need for a traffic calming scheme in Foxhill was identified as an action for B&NES Council in the school's travel plan and by resident's groups.	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	See comments contained within item no. 3.1 above	N/A

	no religion.		
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 3-6 months from implementation	Reduction of vehicle speeds to an acceptable level	Tasos Papaloucas	Nov '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 Ward Councillors and the school	Peter Bailey	Mar '11

	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, Combe Down primary school could also be approached to gather further information from parents and schoolchildren on the impact the scheme has had. Also, the Ward Councillors could supply further information obtained by local residents through their regular meetings.	Also, positive data showing progress towards scheme objectives.		
Staff Training	Ongoing advice to officers	Team briefing agenda item	Team leader	Mar '12

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: