

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(please refer to the guidance for additional information)*

1.1 What is being assessed

The capital funding allocation for the Accessibility and Road Safety and Traffic Management programmes has been significantly reduced and therefore this document is assessing the impact the removal of a number of schemes within these programmes will have on all equality strands.

1.2 Officer(s) and section or service responsible for completing the assessment

Kevin Burton, Rebecca Tuck – Transport Strategy

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

The Accessibility programme includes a range of measures to improve facilities for pedestrians and cyclists in order to aid accessibility to local amenities and services. These include new footways, pedestrian refuges, bus shelter infrastructure, and cycle infrastructure schemes.

The Road Safety and Traffic Management programme includes a programme of measures to improve road safety and traffic management, including accident prevention schemes, safety surfacing, traffic signals, and visibility improvements.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

All public highway / Cycleway users

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

The purpose of this assessment is to provide members with the information that will support their decision on the removal of these schemes due to the cut in the current budget allocation.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

All schemes within the Accessibility and Road Safety and Traffic Management Programmes link to all four of the Corporate themes, A thriving Island, A healthy and supportive Island, A safe and well-kept Island and an inspiring Island. They also help the Council to achieve the 6 core objectives of the Local Transport Plan.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

As per 1.6 above as well as ensuring the governments national target for the Island to reduce the number of people killed or seriously injured in road accidents by 40% by the end of 2010

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The overriding aim of the schemes within these programmes is to both enhance road safety throughout the Island's road network and to make it more accessible to all road users, particularly vulnerable road users such as pedestrians and cyclists which include disabled road users, visually impaired people and children.

Within each scheme, the element of road safety is paramount but each case would be looked at on an individual basis to ensure that no person or group is discriminated against on the basis of their ethnic origin, race, disability, age, religion/belief or sexual orientation where applicable.

Any potential impact following the removal of these schemes will be universal.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

All requests for schemes are priority ranked and considered for inclusion at the start of the financial year. All schemes included are detailed in a project initiation document and the projects are managed and delivered by project sponsor (Group Manager – Transport Strategy) However in light of the current economic climate and radical changes to funding from central government all of the approved schemes have had to be reviewed and rationalised against current budget availability.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Accident data, speed data, mapping tools, photographic evidence, road safety audits, school travel plan data, road survey data, route risk assessments.

2.2 Equalities profile of users and beneficiaries

Not required

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

No

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

N/A

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

Continual road safety and accessibility improvements

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority’s single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact		X			X	
Neutral impact	X		X	X		X
Positive impact						

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (please refer to the guidance for additional information)

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

The reduction in budget to bus infrastructure and bus shelters may have a negative impact upon disabled people. These schemes enable bus infrastructure to be improved by installing kassel kerbs which provide better access for disabled road users. Their purpose is to enable low floor buses which have improved accessibility for the mobility impaired to serve bus stops.

Reducing the number of bus shelters installed may also have a negative impact upon older people as high numbers of bus users are now people 60 years and older due their eligibility for free bus travel. They may be discouraged from using buses if bus infrastructures such as shelters are missing or in poor repair.

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future

Although the reduction in bus infrastructure and shelter money may have an impact upon the elderly and disabled, there is still budget available to make improvements to these areas. The number of improvements however will just be lower than initially anticipated and improvements intended for this year will be deferred to future years.

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

N/A

4.4 If a neutral or positive impact has been identified, can that impact be improved upon

(continuous improvement)?

The neutral areas identified have been done so as although some schemes are being removed from the programmes, these will have the same impact upon all road users, island wide and will not cause a barrier to any one identified group.

4.5 How will any service, policy, procedure, practice or project be implemented?

N/A

4.6 As 4.5 above please identify training requirements

Equality Impact Assessment training has been completed by Officers, with a further one to one follow up training session with the Council's Diversity Manager.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(please refer to guidance for additional information)*

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

Regular updating with legislation

5.3 Summary of recommendations for improvement

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

As part of the EqIA process

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

N/A

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race					
Disability	As per 4.2 – Schemes not delivered in this financial year will be considered for inclusion in the 2011 – 2012 Capital Programme.				
Age					
Religious and Philosophical belief					
Gender					
Sexual orientation					
Geographical location					
All of the above					

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this reduction in budget will impact upon

- | | | | |
|---------------------------|-------------------------------------|---------------------------|-------------------------------------|
| Race | <input type="checkbox"/> | Gender | <input type="checkbox"/> |
| Sexual Orientation | <input type="checkbox"/> | Age | <input checked="" type="checkbox"/> |
| Disability | <input checked="" type="checkbox"/> | Religion or belief | <input type="checkbox"/> |
| Other | <input type="checkbox"/> | All | <input checked="" type="checkbox"/> |

