

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Denise Scott (Programme Officer – Design) Dave Marsh (Team Leader – Design)
Directorate:	Economy and Environment
Date of Completion:	11 th May 2012

Name of Strategy Proposal

Integrated Transport Capital Programme 2012/2013.
Ward Avenue, Cowes, Isle of Wight – New Zebra Crossing.

The Aims, Objectives and Expected Outcomes:

To improve pedestrian safety and accessibility; and promote sustainable travel by installing a zebra crossing.

As part of the Council's school re-organisation plan, a new high school academy is being constructed in Crossfield Avenue, Cowes, with the result that the pupil intake will substantially increase. To facilitate the increased pupil numbers and to promote sustainable travel to school, a review has been undertaken into the safety and suitability of the routes to the site.

As a result the need for an additional controlled crossing has been identified in Ward Avenue, close to the junction of Crossfield Avenue; such a facility will significantly improve pedestrian safety and promote walking to the school.

Please delete as appropriate:

- This is a new strategy proposal

Key Questions to Consider In Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			The installation of the zebra crossing will improve accessibility and road safety for the elderly and younger people, in particular young families with children in prams and pushchairs, as it will make it easier and safer to cross this wide section of carriageway.
Disability	X			The installation of the zebra crossing will improve accessibility and road safety for the mobility impaired as it will make it easier and safer to cross this wide section of carriageway.
Gender Reassignment			X	The installation of the zebra crossing will improve accessibility and road safety for everyone irrespective of their gender reassignment status.
Marriage & Civil Partnership			X	The installation of the zebra crossing will improve accessibility and road safety for everyone irrespective of their marriage or civil partnership status.
Pregnancy & Maternity	X			The installation of the zebra crossing will improve accessibility and road safety for young families as it will make it easier and safer to cross this wide section of carriageway.
Race			X	The installation of the zebra crossing will improve accessibility and road safety for everyone irrespective of their race or ethnic/cultural background.
Religion / Belief			X	The installation of the zebra crossing will improve accessibility and road safety for everyone irrespective of their religion or belief.
Sex (male / female)			X	The installation of the zebra crossing will improve accessibility and road safety for everyone irrespective of their gender.

Sexual Orientation		X	The installation of the zebra crossing will improve accessibility and road safety for everyone irrespective of their sexual orientation.
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Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
The council is meeting its public sector equality duty as required by the Equality Act 2010 to have due regard to eliminate discrimination, promote equality and foster good relations by installing a fully disabled compliant zebra crossing as identified in the reasons of the impact assessment above.	

Evidence Considered During Screening
<p>In January 2012, the Isle of Wight Council consulted with Cowes Town Council and the two local councillors (Paul Fuller and George Brown) and support was received in writing via email. It is also minuted in the Cowes Town Council meeting held on 2nd February 2012.</p> <p>Further to the support being received, the scheme was then included in the Integrated Transport project, which was approved on 3rd April 2012 under delegated decision powers, by the Cabinet Member for Highways, Transport and Waste as part of the Highways and Transport Capital Programme 2012 – 2013.</p> <p>The scheme has been designed in line with the Department for Transport's Inclusive Mobility guidance and Guidance on the use of Tactile Paving Surfaces, which are intended to help service providers fulfil their statutory obligations under the Equality Act 2010.</p> <p>The 1988 Road Traffic Act requires Local Highway Authorities to prepare and carry out a programme of measures designed to promote road safety. In addition to deliver this scheme to the standards set out by the Government, it is essential that the following Acts and legislation are adhered to:</p> <ul style="list-style-type: none"> ➤ Traffic Management Act 2004 ➤ The Transport Act 2000 ➤ The Zebra, Pelican and Puffin Pedestrian Crossings Regulations and General Directions 1997 ➤ Traffic Signs Regulations and General Directions 2002 ➤ Crime and Disorder Act 1998 ➤ Road Traffic Regulation Act 1984 ➤ Highway Act 1984 ➤ The Construction (Design and Management) Regulations 2007

The Isle of Wight Council has identified the need to consult with minority groups before Integrated Transport accessibility schemes take place. With this in mind a Mobility Impaired Consultation Group has been formed and this scheme was discussed on Thursday 17th May 2012, where no negative comments were raised.

Head of Service Sign off:



Advice sought from Legal Services (Name)

Ben Gard

Date

30/5 /2012

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Denise Scott (Programme Officer – Design) Dave Marsh (Team Leader – Design)
Directorate:	Economy and Environment
Date of Completion:	11 th May 2012

Name of Strategy Proposal

Integrated Transport Capital Programme 2012/2013.
Ward Avenue, Cowes, Isle of Wight – New Zebra Crossing.

The Aims, Objectives and Expected Outcomes:

To improve pedestrian safety and accessibility, and promote sustainable travel by installing a zebra crossing.

As part of the Council's school re-organisation plan, a new high school academy is being constructed in Crossfield Avenue, Cowes, with the result that the pupil intake will substantially increase. To facilitate the increased pupil numbers and to promote sustainable travel to school, a review has been undertaken into the safety and suitability of the routes to the site.

As a result the need for an additional controlled crossing has been identified in Ward Avenue, close to the junction of Crossfield Avenue; such a facility will significantly improve pedestrian safety and promote walking to the school.

The scheme will contribute to the delivery of targets under Theme 1 of the Community Strategy (guaranteeing the quality of life and sustainability) and particularly target 1.41, to cut the number of short car journeys being made.

Please delete as appropriate:

- This is a new strategy proposal

Scope of the Equality Impact Assessment

To assess the impact of the scheme on persons that may be affected by the introduction of a zebra crossing.

Analysis and assessment

As part of the council's school reorganisation plan, a new high school academy is being constructed in Crossfield Avenue, Cowes, with the result that the pupil intake will substantially increase. To facilitate the increased pupil numbers and to promote sustainable travel to school a review has been undertaken into the safety and suitability of the routes to the site.

As a result the need for an additional controlled crossing has been identified in Ward Avenue, close to the junction of Crossfield Avenue; such a facility will significantly improve pedestrian safety and promote walking to the school.

It is therefore, intended to implement a zebra crossing in Ward Avenue, Cowes south of its junction with Crossfield Avenue.

In January 2012, the Isle of Wight Council consulted with Cowes Town Council and the two local councillors (Paul Fuller and George Brown) and support was received in writing via email. It is also minuted in the Cowes Town Council meeting held on 2nd February 2012.

Further to the support being received, the scheme was then included in the Integrated Transport project, which was approved on 3rd April 2012 under delegated decision powers, by the Cabinet Member for Highways, Transport and Waste as part of the Highways and Transport Capital Programme 2012 – 2013.

The installation of the zebra crossing will not only improve road safety and accessibility for school children but for all pedestrians, especially the mobility impaired, elderly and young families.

Recommendations

It is recommended to implement the scheme as designed.

Action to reintroduce a community group with a range of accessibility issues in order to consult on a regular basis on forthcoming scheme proposals.

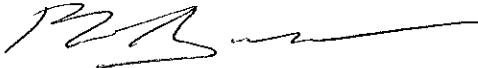
Action/Improvement Plan

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

1. Remove or 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

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	No	N/A	N/A
Disability	Positive	No	N/A	N/A
Gender Reassignment	No impact	No	N/A	N/A
Marriage & Civil Partnership	No impact	No	N/A	N/A
Pregnancy & Maternity	Positive	No	N/A	N/A
Race	No impact	No	N/A	N/A
Religion / Belief	No impact	No	N/A	N/A
Sex (male or female)	No impact	No	N/A	N/A

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sexual Orientation	No impact	No	N/A	N/A
HR & workforce issues	No impact	No	N/A	N/A
Human Rights implications if relevant	No impact	No	N/A	N/A
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
Date of Assessment:	11 th May 2012
Signed off by Head of Service/Director	
Review date	
Date published	31 / 05 / 2012

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • Plain English – will your EIA make sense to the public? • Acronyms – check you have explained any specialist names or terminology • Evidence – will your evidence stand up to scrutiny; can you justify your conclusions? • Stakeholders and verification – have you included a range of views and perspectives to back up your analysis? • Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan? • Success stories – have you included any positive impacts that have resulted in change for the better? • Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out? • Review have you included a review date and a named person to carry it out? • Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge? • Signing off – has your Head of Service/Director signed off your EIA? • Basics – have you signed and dated your EIA and named it for publishing? • A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website 		