

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Antony Cooke Highways PFI Contract Programme Manager
Directorate:	Neighbourhoods
Date of Completion:	27 June 2019

Name of Policy/Strategy/Service/Function Proposal

The implementation of The Isle of Wight Council (Various Streets, Cowes) (Traffic Regulation) Order No 1 2012 and The Isle of Wight Council (Various Streets, Cowes, IW) (One Way Traffic) Order No 1 2012– which proposes various parking restrictions and a small one-way section of traffic in Cowes.

The Aims, Objectives and Expected Outcomes:

This EIA relates to the proposed Traffic Regulation Order (TRO) to restrict parking and introduce a short section of one-way traffic to deal with identified road safety issues in Cowes.

It is the duty of every Local Authority to secure the flow and safe movement of all traffic (including pedestrians) on the highway and to keep all users of the highway safe.

As the local Highway Authority the Isle of Wight Council can make Traffic Regulation Orders under s1 of the Road Traffic Regulation Act for a number of defined reasons. In this instance the council has made the order to facilitate the passage on the road of both vehicles and pedestrians, for avoiding danger to users of the highway and preventing the likelihood of any such danger arising.

Implementing the order will improve safety of highway users but will have a negative impact on available on-street parking provision.

Please delete as appropriate:

- This is a new ~~policy/strategy/service/council function proposal~~
- ~~This is a proposed change/review to/removal of an existing policy/strategy/service/council-function (check whether the original decision was equality impact assessed)~~

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?	Yes/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	Yes/No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes/No
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?	Yes/No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes/No
Will the proposal have a significant effect on how other organisations operate?	Yes/No
Does the proposal involve a significant commitment of resources?	Yes/No
Does the proposal relate to an area where there are known inequalities?	Yes/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	X		It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. This will mean residents may not be able to park as close to their properties. For elderly residents who may be less mobile this could be more problematic. However, many of the proposals will also particularly benefit children in the area by improving road safety around the schools. Therefore, the proposals will have both a positive and negative impact.
Disability	X	X		It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. The proposals will affect all people living in the area but could have more of an impact for those with mobility needs who may not be able to park as close to their properties as the current situation allows. However, the restrictions are proposed to deal with identified road safety issues and are considered proportionate. The improvement in safety for all users of the highway would also benefit those who may be less mobile.
Gender Reassignment			X	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. However, the proposals will affect all people living in the area regardless of gender or gender reassignment.
Marriage & Civil Partnership			X	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. However, the proposals will affect all people living in the area regardless of marital status.
Pregnancy & Maternity	X	X		It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. The proposals will affect all people living in the area but could have more of an impact for those with mobility needs such as those who are pregnant. However, the restrictions are proposed to deal with identified road

				safety issues and are considered proportionate. The proposals will make the highway safer including for those who are pregnant or have young children.
Race			X	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. However, the proposals will affect all people living in the area regardless of race.
Religion / Belief			X	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. However, the proposals will affect all people living in the area regardless of religion or belief.
Sex (male / female)			X	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. However, the proposals will affect all people living in the area regardless of sex.
Sexual Orientation			X	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. However, the proposals will affect all people living in the area regardless of sexual orientation.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes/No
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	
<p>The proposed parking restrictions are designed to ensure that the Council's duty to manage the highway network in such a way as to ensure the safe and expedient passage of all vehicles and pedestrians is achieved. It is felt that vulnerable users of the highway, particularly children, will benefit from the implementation of the order.</p>	

Evidence Considered During Screening
<p>Due regard to the Council's responsibilities under the Equality Act 2010 has been given as part of this process. Through the consultation exercise, the opportunity to provide comment and representation on all the changes has been provided. Numerous letters of representation were received. Only one related to someone with a protected characteristic as it outlined concerns that carers would find it</p>

more difficult to visit one of the properties where restrictions are proposed. It is acknowledged that introducing parking restrictions in residential areas will make it more difficult for visiting carers to park for any length of time near to those in their care. However, legitimate loading and unloading of property and passengers can still be undertaken where a no loading ban is not in place. Representation was also received from a local resident expressing concern about emergency access to one of the roads covered by the TRO. The restrictions will address this issue thus ensuring ambulances can access properties where vulnerable residents may require assistance.

Head of Service Sign off:	David Evans
Advice sought from Legal Services (Name)	Judy Mason
Date	27 June 2019

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):	Antony Cooke Highways PFI Contract Programme Manager
Directorate:	Neighbourhoods
Date of Completion:	27 June 2019

Name of Policy/Strategy/Service/Function Proposal

The implementation of The Isle of Wight Council (Various Streets, Cowes) (Traffic Regulation) Order No 1 2012 and The Isle of Wight Council (Various Streets, Cowes, IW) (One Way Traffic) Order No 1 2012– which proposes various parking restrictions and a small one-way section of traffic in Cowes.

The Aims, Objectives and Expected Outcomes:

This EIA relates to the proposed parking/traffic restrictions in various streets in Cowes.

It is the duty of every Local Authority to secure the flow and safe movement of all traffic (including pedestrians) on the highway and this TRO is designed to ensure safety of highway users is maximised, whilst inconvenience is minimised.

As the local Highway Authority the Isle of Wight Council can make Traffic Regulation Orders under s1 of the Road Traffic Regulation Act for a number of defined reasons. In this instance the council has made the order to facilitate the passage on the road of both vehicles and pedestrians, for avoiding danger to users of the highway and preventing the likelihood of any such danger arising.

Implementing the order will address unsafe parking practices at all of the locations identified. This includes junctions where visibility is currently restricted by parked vehicles, and around the town's schools where children are at risk from the high numbers of vehicles being present in the area at the start and end of the school day. The restrictions will prevent vehicles parking as close to the schools and in some cases residential properties, as the current situation allows. This will cause some inconvenience to drivers but will make the roads safer for all users of the highway including pedestrians.

Please delete as appropriate:

- This is a new ~~policy/strategy/service/council function proposal~~
- This is a ~~proposed change/review to/removal of an existing policy/strategy/service/council function~~ (check whether the original decision was equality impact assessed)

Scope of the Equality Impact Assessment

To assess the impact of the proposed order on persons that may be affected by the restrictions taking into account consultation feedback.

Analysis and assessment

Due regard to the Council’s responsibilities under the Equality Act 2010 has been given as part of this process. Through the consultation exercise, the opportunity to provide comment and representation on all the changes had been provided. One letter of representation was received which referenced one of the nine protected characteristics. Concern was raised that the reduced parking close to residential properties would make it more difficult for carers to visit a disabled resident.

It is acknowledged that removing parking from residential areas is undesirable. However, the measures are deemed necessary to address a road safety issue. It should be noted that legitimate loading and unloading of goods and/or passengers will continue to be permitted if the proposed TRO is implemented.

Officers are content that the measures proposed are proportionate and necessary to deal with the identified highway safety issues.

Recommendations

To approve the proposed restrictions set out in The Isle of Wight Council (Various Streets, Cowes) (Traffic Regulation) Order No 1 2012 and The Isle of Wight Council (Various Streets, Cowes, IW) (One Way Traffic) Order No 1 2012.

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 and Negative	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. This will mean residents may not be able to park as close to their properties. For elderly residents who may be less mobile this could be more problematic. However, many of the proposals will also particularly benefit children in the area by improving road safety around the schools. Therefore, the proposals will have both a positive and negative impact.	The negative impact is considered justified to address the road safety issues identified making the area safer for all users of the highway.	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)
Disability	Positive and Negative	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. The proposals will affect all people living in the area but could have more of an impact for those with mobility needs who may not be able to park as close to their properties as the current situation allows. However, the restrictions are proposed to deal with identified road safety issues and are considered proportionate. The improvement in safety for all users of the highway would also benefit those who may be less mobile.	The negative impact is considered justified to address the road safety issues identified making the area safer for all users of the highway.	N/A
Gender Reassignment	No impact	N/A	N/A	N/A
Marriage & Civil Partnership	No impact	N/A	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)
Pregnancy & Maternity	Positive and Negative	It is recognised that the implementation of this TRO will reduce the number of on-street parking bays available in the residential areas covered by the proposals. The proposals will affect all people living in the area but could have more of an impact for those with mobility needs such as those who are pregnant. However, the restrictions are proposed to deal with identified road safety issues and are considered proportionate. The proposals will make the highway safer including for those who are less mobile.	The negative impact is considered justified to address the road safety issues identified making the area safer for all users of the highway.	N/A
Race	No impact	N/A	N/A	N/A
Religion / Belief	No impact	N/A	N/A	N/A
Sex (male or female)	No impact	N/A	N/A	N/A
Sexual Orientation	No impact	N/A	N/A	N/A
HR & workforce issues	No impact	N/A	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)
Human Rights implications if relevant	No impact	N/A	N/A	N/A
<p>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</p>				

Summary	
Date of Assessment:	27 June 2019
Signed off by Head of Service/Director	Dave Evans
Review date	January 2024
Date published	July 2019

<i>Publishing checklist</i>	Yes	No
• <i>Plain English – will your EIA make sense to the public?</i>	Y	
• <i>Acronyms – check you have explained any specialist names or terminology</i>	Y	
• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i>	Y	
• <i>Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?</i>	Y	
• <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i>	N/A	
• <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i>	N/A	
• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i>	N/A	
• <i>Review have you included a review date and a named person to carry it out?</i>	Y	
• <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i>	Y	
• <i>Signing off – has your Head of Service/Director signed off your EIA?</i>	Y	
• <i>Basics – have you signed and dated your EIA and named it for publishing?</i>	Y	
• <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i>		