

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Antony Cooke Highways PFI Contract Programme Manager
Directorate:	Neighbourhoods
Date of Completion:	30 January 2019

Name of Policy/Strategy/Service/Function Proposal

The implementation of The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 – which proposes a reduction of the 40mph speed restriction to 30mph along the eastern end of Leeson Road, Ventnor.

The Aims, Objectives and Expected Outcomes:

This EIA relates to the proposed reduction of the 40mph speed restriction to a 30mph speed restriction along the eastern end of Leeson Road, Ventnor, which will make the whole of Leeson Road a 30mph zone.

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

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 should lead to a reduction in vehicle speeds on this section of highway which will have a slight negative impact on journey times of all drivers. However, slower vehicle speeds should lead to improved safety for pedestrians, particularly local residents living along both sides of the road.

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			The implementation of the speed restriction is not considered to have any detrimental effect on persons covered by the protected characteristics. It is considered that slowing vehicular speed at this location should improve safety for both motorists and pedestrians. The Authority considers that the safety and convenience of all persons using the highway is aided by the proposed change.
Disability	X			The implementation of the speed restriction is not considered to have any detrimental effect on persons covered by the protected characteristics. It is considered that slowing vehicular speed at this location should improve safety for both motorists and pedestrians, including disabled persons with limited mobility who may have difficulty or take longer in crossing the road. The Authority considers that the safety and convenience of all persons using the highway is aided by the proposed change.
Gender Reassignment			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular effects either positive or negative on this protected characteristic.
Marriage & Civil Partnership			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular effects either positive or negative on this protected characteristic.
Pregnancy & Maternity			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular effects either positive or negative on this protected characteristic.
Race			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular

				effects either positive or negative on this protected characteristic.
Religion / Belief			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular effects either positive or negative on this protected characteristic.
Sex (male / female)			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular effects either positive or negative on this protected characteristic.
Sexual Orientation			X	It is not considered that The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018 has any particular effects either positive or negative on this protected characteristic.

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 introduction of the speed 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 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 had been provided. No representations have been received which reference any specific issues arising from the speed restrictions that relate to any of the nine protected characteristics.</p>

Head of Service Sign off:	Peter Marsden
Advice sought from Legal Services (Name)	Judy Mason
Date	30 January 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:	30 January 2019

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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 should lead to a reduction in vehicle speeds on this section of highway which will have a slight negative impact on journey times of all drivers. However, slower vehicle speeds should lead to improved safety for pedestrians, particularly local residents living along both sides of the road.

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. No representations have been received which reference any specific issues arising from the speed restrictions that relate to any of the nine protected characteristics.

It is considered that slowing vehicular speed at this location should improve safety for both motorists and pedestrians and improve the quality of life for those residents living close to the road. The Authority considers that the safety and convenience of all persons using the highway is aided by the proposed change.

Recommendations

To approve the proposed restrictions that are subject to this Traffic Regulation Order in relation to The Isle of Wight Council (Various Streets, Isle of Wight) (Speed Limits) Consolidation Order No 1. 2018.

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. It is considered that slowing vehicular speed at this location should improve safety for both motorists and pedestrians, including elderly persons who may take longer in crossing the road. Also in respect of younger children who may be less aware of road hazards the slower speeds of vehicular traffic should assist in their safe use of the highway.	N/A	N/A
Disability	Positive	No. It is considered that slowing vehicular speed at this location should improve safety for both motorists and pedestrians, including disabled persons who either may have difficulty or take longer in crossing the road.	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)
Gender Reassignment	No impact	N/A	N/A	N/A
Marriage & Civil Partnership	No impact	N/A	N/A	N/A
Pregnancy & Maternity	No impact	N/A	N/A	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
Human Rights implications if relevant	No impact	N/A	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:	30 January 2019
Signed off by Head of Service/Director	Trevor Pugh
Review date	January 2024
Date published	February 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 you 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>		