

APPENDIX 2

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Jonathan Murphy
Directorate:	Place
Date of Completion:	25/08/2017

Name of Policy/Strategy/Service/Function Proposal

The implementation of the Roadside Memorials Policy.

The Aims, Objectives and Expected Outcomes:

A Roadside Memorials Policy has been produced which sets out the council's approach in respect of the management of roadside memorials. The Council considered that a policy was required to inform the public of the Council's position with regard to roadside memorials.

The council have not had any formal written policy in place in recent years with respect to roadside memorials. Currently the council have taken a case by case approach to the management of such memorials. The introduction of formal written policy will clarify the council's position with regard to roadside memorials and will make it easier for the council to manage this area and will also provide information to the public as to what it permitted and not permitted.

The policy therefore is principally designed to give the council, Island Roads and the public greater certainty in understanding the scope of what memorials are permitted and not permitted and what action can be taken in respect of memorials.. It is hoped that the public will find real benefit from its implementation.

Please delete as appropriate:

This is a new policy/~~strategy/service/council function 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?

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?

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

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.

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.

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	<p>It is not considered that the Roadside Memorials Policy has any particular effects either positive or negative on any of the nine protected characteristics.</p> <p>The policy will provide information and clarity to the general public as to the council's position with regard to the management of roadside memorials. The policy provides further information to assist the general public in understanding what types of roadside memorials may be permitted and what is not permitted. The policy also gives guidance to the councils Highways PFI service provider, Island Roads in assisting it in managing such memorials.</p>
Disability			X	
Gender Reassignment			X	
Marriage & Civil Partnership			X	
Pregnancy & Maternity			X	
Race			X	
Religion / Belief			X	
Sex (male / female)			X	<p>In respect of all communications and dealings that result from matters connected with the policy, reference shall be given to the terms of the policy. Whether persons who are making enquiries in respect of matters concerned by the policy are covered by any particular characteristic will not necessarily be known at the time contact is made and this information is not required for the purposes of investigating and managing roadside memorials.</p> <p>Consideration has been given to whether there would be any impact on a specific religion or belief. The type of roadside memorial placed on the Highway has the potential to be influenced by the religion or belief of the persons involved. However, we would consider the religion or belief of the person involved would likely not be considered relevant to any decisions made about whether a roadside memorial can stay in situ and such decisions would be made primarily on highway safety grounds.</p> <p>In the event a person is covered by one of the protected characteristics and it is considered to be of relevance to the circumstances of the matter this will be taken into account as part of the consideration of the matter at that time.</p>
Sexual Orientation			X	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	No
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	


Evidence Considered During Screening

In drafting the Roadside Memorials Policy due regard was given to the applicability of its content to the nine protected characteristics. Consideration of enquiries with respect to this area does not indicate that any of the protected characteristics are more or less affected with regard to roadside memorials than any other characteristic or no characteristic at all.

Consideration has been given to whether there would be any impact on a specific religion or belief.

In terms of the examples of roadside memorials that we have seen recently these usually relate to the placing of flowers and soft toys by the roadside. We have however also had some small monuments placed from time to time on the Highway. The type of monument placed could be influenced by the religion or belief of the persons involved. However, we would consider that any monument which constitutes a permanent monument will not be permitted on the highway and will be removed on safety grounds. In terms of low key memorials such as the discrete placing of a small floral tribute or small soft toys at certain times of the year and for a limited duration at the roadside may be acceptable provided that there is no significant risk of driver distraction or undue risk to the individual visiting the location. The religion or belief of the person involved would likely not be considered relevant to any decisions made about a roadside memorial and such decisions would be made primarily on highway safety grounds.

Where however a person is included within one or more of the protected characteristics and that protected characteristic is considered to be relevant to the matter then this will be assessed and will be given due consideration as part of the process at that time.

Head of Service Sign off:	Wendy Perera 25/08/2017 
Advice sought from Legal Services (Name)	Judy Mason
Date	25 August 2017