

Equality Impact Assessment

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:

Scott Headey - Deputy Strategic Manager Highways and Transportation, Highways PFI Contract Management Team

Directorate and Team/School Name:

Neighbourhoods

Name, aim, objective and expected outcome of the programme/ activity:

Name: The Isle of Wight Council (High Street, Newport) (Traffic Regulation) Order No 2 2023; The Isle of Wight Council (Disabled Drivers' Street Parking Places) Order No 2 2023; The Isle of Wight Council (Designated Loading Bays) Order No 2 2023; The Isle of Wight Council (High Street, Newport) (Parking Places) Order No 2 2023.

Aim: To ensure safety for all road users and secure movement of the traffic, whilst enabling improvements to the pedestrian environment and street scene to be made as part of the Newport High Street Heritage Action Zone's improvement scheme.

Objective: Traffic Regulation Orders are progressed in accordance with the Local Authority's Traffic Regulation Order (Procedure) (England and Wales) Regulations 1996. These restrictions were proposed to facilitate the passage on the road or any other road of any class of traffic (including pedestrians) and for avoiding danger to persons or other traffic using the road or any other road or for preventing the likelihood of any such danger arising.

Expected outcome: Safety for all road users and expeditious movement of traffic.

Reason for Equality Impact Assessment (tick as appropriate)	
This is a new policy/strategy/service/system function proposal	X
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)	X
Removal of a policy/strategy/service/system function proposal	X
Commencing any project/programme	√

Equality and Diversity considerations								
Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.								
Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)

		participation in any aspect of public life?)						
Age (restrictions/difficulties both younger/older)	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when crossing the road and ensuring access to footways.	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A
Disability a) Physical b) Mental health (must respond to both a & b)	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when crossing the road and ensuring access to footways.	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A
Race (including ethnicity and nationality)	Positive. Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A

	crossing the road and ensuring access to footways.							
Religion or belief (different faith groups/those without a faith)	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when crossing the road and ensuring access to footways.	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A
Sex (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when crossing the road and ensuring access to footways.	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A
Sexual orientation (is your language inclusive of LGB groups?)	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A

	crossing the road and ensuring access to footways.							
Pregnancy and maternity	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when crossing the road and ensuring access to footways.	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A
Marriage and Civil Partnership	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when crossing the road and ensuring access to footways.	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A
Gender reassignment	Positive. The proposals are considered to have a positive impact on all of the community irrespective of protected characteristic, providing increased visibility when	No	N/A	No negative feedback in terms of protected characteristics has been raised during the 28-day consultation.	N/A	No	N/A	N/A

crossing the road and ensuring access to footways.								
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In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

Through the formal consultation exercise from 14/04/2023 to 12/05/2023, the opportunity to provide comment and representation on the proposals was provided. Notices and plans were displayed on site, published in the local press, and made available in the County Hall; these were also accessible online via the Council’s website. Large print copies were available on request.

62 valid representations were received during the consultation period and these have been considered by the Local Highway Authority. In summary, most representations welcomed the proposals, whilst others objected some of the proposals on the same basis of potential decrease of the footfall in Newport high street and potential increase of the traffic in the neighboring streets.

All representations have been fully considered in the Cabinet Report.

Date of next review: One year from implementation.

Sign-off

Head of Service/Director/Headteacher sign off & date:	Name: Scott Headey - Deputy Strategic Manager Highways and Transportation, Highways PFI Contract Management Team Date: 30 May 2023
Legal sign off & date:	Name: Judy Mason - Strategic Manager of Human Resources and Employment Lawyer Date: 8 June 2023