

# Equality Impact Assessment

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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 - Strategic Manager Highways and Transportation

## Directorate and Team/School Name:

Community Services

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

**Name:** Implementation of the proposed new speed limits along A3056..

**Aim:** To ensure safety for all road users, whilst securing the movement of the traffic – by slowing down the traffic where appropriate.

**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 <b>new</b> policy/strategy/service/system function proposal	X
This is a proposal for a <b>change</b> to a policy/strategy/service/system function proposal function ( <i>check whether the original decision was equality impact assessed</i> )	X
<b>Removal</b> of a policy/strategy/service/system function proposal	X
<b>Commencing</b> 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?)

		<b>participation in any aspect of public life?)</b>						
<b>Age</b> (restrictions/difficulties both younger/older)	<b>Positive.</b> Lower speed limits will reduce the risk for elderly people when crossing the highway.	No	N/A	N/A	Lower driving speed gives to the pedestrians more reaction and action time; it also reduces the impact collision occurs.	No	N/A	N/A
<b>Disability</b> a) <b>Physical</b> b) <b>Mental health</b> (must respond to both a & b)	<b>Positive.</b> Lower speed limits will reduce the risk for disabled people when crossing the highway.	No	N/A	N/A	Lower driving speed gives to the pedestrians more reaction and action time; it also reduces the impact collision occurs.	No	N/A	N/A
<b>Race</b> (including ethnicity and nationality)	N/A	No	N/A	N/A	N/A	No	N/A	N/A

<b>Religion or belief</b> (different faith groups/those without a faith)	N/A	No	N/A	N/A	N/A	No	N/A	N/A
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	N/A	No	N/A	N/A	N/A	No	N/A	N/A
<b>Sexual orientation</b> (is your language inclusive of LGB groups?)	N/A	No	N/A	N/A	N/A	No	N/A	N/A
<b>Pregnancy and maternity</b>	<b>Positive.</b> Lower speed limits will reduce the risk for pregnant women and mothers with prams when crossing the highway.	No	N/A	N/A	Lower driving speed gives to the pedestrians more reaction and action time; it also reduces	No	N/A	N/A

					the impact collision occurs.			
<b>Marriage and Civil Partnership</b>	N/A	No	N/A	N/A	N/A	No	N/A	N/A
<b>Gender reassignment</b>	N/A	No	N/A	N/A	N/A	No	N/A	N/A

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](mailto: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 01/03/2024 to 29/03/2024, 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.

94 valid representations in total were received during the consultation period and these have been considered by the Local Highway Authority. In summary, some representations welcomed the proposals, whilst others objected some of the proposals as not needed.

All representations have been fully considered in the Cabinet Report.

Date of next review: One year from implementation.

### Sign-off

<b>Head of Service/Director/Headteacher sign off &amp; date:</b>	Name: Scott Headey - Deputy Strategic Manager Highways and Transportation, Highways PFI Contract Management Team Date: 7 June 2024
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<b>Legal sign off &amp; date:</b>	Name: Date:
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