

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Scott Headey - Deputy Strategic Manager, Highways and Transportation, Highways PFI Contract Management Team
Directorate:	Neighbourhoods
Date of Completion:	16 June 2022

Name of Policy/Strategy/Service/Function Proposal

Introducing new Isle of Wight Council Traffic Regulation Policy

The Aims, Objectives and Expected Outcomes:

The proposal is setting up the framework for making decisions on TRO proposals. It is aiming to ensure consistency in the way the highway traffic is managed on the island.

Please delete as appropriate:

- This is a new strategy

Key Questions to Consider in Assessing Potential Impact	
Will the strategy 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
<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 proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Disability	X			The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Gender Reassignment			X	The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Marriage & Civil Partnership			X	The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Pregnancy & Maternity	X			The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Race			X	The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.

Religion / Belief			X	The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Sex (male / female)			X	The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.
Sexual Orientation			X	The proposal is not considered to have detrimental effect on persons covered by this protected characteristic. It is considered to have a positive impact on them, because the policy supports the process of addressing identified risks to all road users.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes/No
N/A	

Evidence Considered During Screening	
N/A	
Head of Service Sign off:	Scott Headey - Deputy Strategic Manager, Highways and Transport Highways PFI Contract Management Team
Advice sought from Legal Services (Name)	Justin Thorne
Date	16 June 2022

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	N/A
Directorate:	N/A
Date of Completion:	N/A

Name of Policy/Strategy/Service/Function Proposal

N/A

The Aims, Objectives and Expected Outcomes:

N/A

Scope of the Equality Impact Assessment

N/A

Analysis and assessment

N/A

Recommendations

N/A

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	No impact	No	No	N/A
Disability	No impact	No	No	N/A
Gender Reassignment	No impact	No	No	N/A
Marriage & Civil Partnership	No impact	No	No	N/A
Pregnancy & Maternity	No impact	No	No	N/A
Race	No impact	No	No	N/A
Religion / Belief	No impact	No	No	N/A
Sex (male or female)	No impact	No	No	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)
Sexual Orientation	No impact	No	No	N/A
HR & workforce issues	No impact	No	No	N/A
Human Rights implications if relevant	No impact	No	No	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:	N/A
Signed off by Head of Service/Director	N/A
Review date	N/A
Date published	N/A