

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:	11 August 2022

Name of Policy/Strategy/Service/Function Proposal

Implementation of **The Isle of Wight Council (Horsebridge Hill, Newport) (Traffic Regulation) Order No 1 2021**, introducing amendments to the traffic management at the Horsebridge Hill junction with Hogan Road, to increase the visibility and accommodate the safe movement of the traffic and all other road users of the highway in this location.

The Aims, Objectives and Expected Outcomes:

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.

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	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
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			A risk has been identified to pedestrians, drivers, cyclists and free movement of traffic. The proposal is aiming to ensure safety for all road users, whilst securing the movement of the traffic – by increasing visibility at the junction. Whilst the proposal will relocate small number of parking spaces and some homeowners may not be able to park directly in front of their properties, the new restriction will allow picking up and dropping off passengers, as well as loading/unloading. In some cases, priority needs to be given to the road safety and movement of traffic, over preservation of parking spaces. The Authority will monitor the impact of the changes and review the restrictions if necessary.
Disability	X			A risk has been identified to pedestrians, drivers, cyclists and free movement of traffic. The proposal is aiming to ensure safety for all road users, whilst securing the movement of the traffic – by increasing visibility at the junction. Whilst the proposal will relocate small number of parking spaces and some homeowners may not be able to park directly in front of their properties, the new restriction will allow picking up and dropping off passengers, as well as loading/unloading. In some cases, priority needs to be given to the road safety and movement of traffic, over preservation of parking spaces. The Authority will monitor the impact of the changes and review the restrictions if necessary.
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, providing increased visibility when crossing the road at the junction.
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, providing

				increased visibility when crossing the road at the junction.
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, providing increased visibility when crossing the road at the junction.
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, providing increased visibility when crossing the road at the junction.
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, providing increased visibility when crossing the road at the junction.
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, providing increased visibility when crossing the road at the junction.
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, providing increased visibility when crossing the road at the junction.

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>	

The proposal is aiming to ensure safety for all road users, whilst securing the movement of the traffic – by increasing visibility at the junction. This will make crossing the road easier and safer for all pedestrians, including elderly and disable people.

Evidence Considered During Screening

Through the formal consultation exercise from 01/10/2021 to 28/10/2021, the opportunity to provide comment and representation on the proposals was provided. 25 letters of representation were received during the consultation process and these have been considered by the Highway Authority. In summary, the representations included two (2) statements of support and 23 objections – all objections on the grounds of potential loss of parking spaces.
All representations have been fully considered in the Cabinet Report.

Head of Service Sign off:	Scott Headey - Deputy Strategic Manager Highways and Transportation, Highways PFI Contract Management Team
Advice sought from Legal Services (Name)	Judy Mason - Strategic Manager of Human Resources and Employment Lawyer
Date	11 August 2022

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Scott Headey - Deputy Strategic Manager Highways and Transportation, Highways PFI Contract Management Team
Directorate:	Neighborhoods
Date of Completion:	11 August 2022

Name of Policy/Strategy/Service/Function Proposal

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The Aims, Objectives and Expected Outcomes:

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.

Scope of the Equality Impact Assessment

The Council as a public body is required to meet its statutory obligations under the Equality Act 2010 to have due regard to eliminate unlawful discrimination, promote equal opportunities between people from different groups and to foster good relations between people who share a protected characteristic and people who do not share it.

Due regard to the Council's responsibilities under the Equality Act 2010 has been given, considering the potential impact of this proposal on the protected characteristic.

Analysis and assessment

The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. A small number of parking spaces will be relocated and some elderly or disabled residents may not be able to always park in front of their property.

At the same time, the proposal is aiming to ensure safety for all road users, whilst securing the movement of the traffic – by increasing visibility at the junction. This will make crossing the road easier and safer for all pedestrians, including elderly and disable people.

In addition, the new restriction will allow picking up and dropping off passengers, as well as loading/unloading. In some cases, priority needs to be given to the road safety and movement of traffic, over preservation of parking spaces.

Recommendations

To implement the restrictions as proposed.

The Authority will monitor the impact of the changes and review the restrictions if necessary.

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	Negative and positive	Negative - The proposal can lead to some elderly drivers parking away from their homes sometimes, and therefore walking longer distance than previously.	Positive – the proposal will make crossing the road easier and safer for all pedestrians, including elderly people.	The new restriction will allow picking up and dropping off passengers, as well as loading/unloading. The Authority will monitor the impact of the changes and review the restrictions if necessary.
Disability	Negative and positive	Negative - The proposal can lead to some elderly drivers parking away from their homes sometimes, and therefore walking longer distance than previously.	Positive – the proposal will make crossing the road easier and safer for all pedestrians, including elderly people.	The new restriction will allow picking up and dropping off passengers, as well as loading/unloading. The Authority will monitor the impact of the changes and review the restrictions if necessary.
Gender Reassignment	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
Marriage & Civil Partnership	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
Pregnancy & Maternity	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.

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)
Race	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
Religion / Belief	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
Sex (male or female)	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
Sexual Orientation	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
HR & workforce issues	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
Human Rights implications if relevant	Positive	No	No	The proposal will provide increased visibility and will make the crossing of the road at the junction safer.
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:	11 August 2022
Signed off by Head of Service/Director	Scott Headey - Deputy Strategic Manager Highways and Transportation, Highways PFI Contract Management Team
Review date	One year after sealing the order
Date published	