

H&F Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (on the intranet) or [ACAS - EIA](#). Or you can contact the councils Equalities Lead (see below).

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2018/19
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Transport Local Implementation Plan 2019-204(LIP 3) This plan is a statutory requirement which shows how we intend to implement the Mayor of London's Transport Strategy in the borough in the three years 2019/20,20/21 and 21/22.</p> <p>Short summary:</p> <p>Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.</p>
Lead Officer	<p>Name: Chris Bainbridge Position: Acring Chief Transport Planner Email: chris.bainbridge@lbhf.gov.uk Telephone No:0208 753 3354</p>
Date of completion of final EIA	17/08/2018

Section 02	Scoping of Full EIA								
Plan for completion	<p>Timing: February 2019 Resources:</p>								
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Protected characteristic</th> <th style="width: 60%;">Analysis</th> <th style="width: 20%;">Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>The plan aims to benefit older people by improving the comfort, safety and security of walking and cycling routes, improving public transport services and their accessibility, increasing the use of electric and other low emission vehicles,</td> <td></td> </tr> </tbody> </table>			Protected characteristic	Analysis	Impact: Positive, Negative, Neutral	Age	The plan aims to benefit older people by improving the comfort, safety and security of walking and cycling routes, improving public transport services and their accessibility, increasing the use of electric and other low emission vehicles,	
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Age	The plan aims to benefit older people by improving the comfort, safety and security of walking and cycling routes, improving public transport services and their accessibility, increasing the use of electric and other low emission vehicles,								

	reducing motor traffic	
Disability	One of the objectives of the LIP is to make it easier for everyone to gain access to transport opportunities. This will be done by working with TfL to increase the number of rail stations in the borough with step free access and ensuring buses and bus stops are accessible, and by designing the street environment in a way which benefits disabled people	
Gender reassignment	No specific implications, but transgender people will benefit from a less hostile street and public transport environment	
Marriage and Civil Partnership	No specific implications	
Pregnancy and maternity	Step free access to stations, accessible buses and bus stops, street layouts which are convenient for people with buggies and better crossing facilities will benefit pregnant women and those with young children	
Race	No specific implications, but people in ethnic minority groups will benefit from a less hostile street and public transport environment.	
Religion/belief (including non-belief)	No specific implications, but people of minority faiths will benefit from a less hostile street environment.	
Sex	No specific implications but people of each gender will benefit from a less hostile street and public transport environment.	
Sexual Orientation	No specific implications but LGBTQ people will benefit from a less hostile street and public transport environment.	

Human Rights or Children's Rights

If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

Will it affect Children's Rights, as defined by the UNCRC (1992)?

No

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	Mayor of London's Transport Strategy, LBHF Local Plan 2018, LBHF Business Plan 2018-2022, Inclusive Environments, Design Council, Inclusive Environments, Guide Dogs for the Blignd, Manual for streets, Department for Transport, Health Impact of Cars in London, Mayor of London
New research	If new research is required, please complete this section

Section 04	Consultation
Consultation	Consultation to be undertaken on this draft, with groups representing disabled people, police, neighbouring authorities, residents', business, community and transport interest groups
Analysis of consultation outcomes	

Section 05	Analysis of impact and outcomes
Analysis	TfL's data has shown a 10 minute gap between journeys by public transport with step free access and other journeys (79 -69 minutes) The target is to reduce this to 5 minutes (65-60) by 2041

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	More rail stations need to be given step-free access, and we need to ensure that walking routes to stations are accessible.

Section 07	Action Plan					
Action Plan						
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan

	Longer journey times for disabled people	Improve access - ibility of transport networks	Throughout plan period	TfL/LBHF	Reduced disadvantages of disabled people	In LIP
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Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	Name: Mahmood Siddiqi Position: Director, Transport an Highways Email: mahmood.siddiqi@lbhf.gov.uk Telephone No: 0208 753 3019
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 05/11/18 Key equalities issues have been included: Yes
Equalities Lead (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No: