



London Borough of Hammersmith & Fulham

Cabinet

11 AUGUST 2014

Equality Impact Assessments

Item

Pages

5. STREET LIGHTING PROGRAMME 2014/15

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LBHF 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 (link), as well as from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430

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LBHF Equality Impact Analysis Tool

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| Overall Information | Details of Full Equality Impact Analysis |
| Financial Year and Quarter | 2013/14 Q4 @ 2014/15 Q1-4 |
| Name and details of policy, strategy, function, project, activity, or programme | STREET LIGHTING CAPITAL COLUMN REPLACEMENT PROGRAMME |
| Lead Officer | Name: Dean Wendelborn Position: Principal Street Lighting Engineer Email: dean.wendelborn@lbhf.gov.uk Telephone No: 0208 753 1151 |
| Date of completion of final EIA | 09/01/2014 |

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| Section 02 | Scoping of Full EIA | | |
| Plan for completion | Timing: Resources: | | |
| Analyse the impact of the policy, strategy, function, project, activity, or programme | 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. | | |
| | Protected characteristic | Analysis | Impact: Positive, Negative, Neutral |
| | Age | Improved night-time visibility on streets. Align new columns with other street furniture to improve footway width | Positive |
| | Disability | Improved night time visibility on streets. Align new columns with other street furniture to improve footway width | Positive |
| | Gender | N/A | Neutral |

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| reassignment | | |
| Marriage and Civil Partnership | N/A | Neutral |
| Pregnancy and maternity | Align new columns with other street furniture to improve footway width and pedestrian access | Positive |
| Race | N/A | Neutral |
| Religion/belief (including non-belief) | N/A | Neutral |
| Sex | Improved street lighting will reduce the fear of crime which will be of particularly benefit to women and vulnerable people at night | Positive |
| Sexual Orientation | N/A | Neutral |

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

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| 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 | N/A |
| New research | If new research is required, please complete this section |

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| Section 04 | Consultation |
| Consultation | N/A |
| Analysis of consultation outcomes | |

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| Section 05 | Analysis of impact and outcomes |
| Analysis | What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance). |

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| Section 06 | Reducing any adverse impacts and recommendations |
| Outcome of Analysis | Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome. |

| Section 07 | Action Plan | | | | | | | | | | | | |
|--------------------|--|------------------|--------------------------|------------------|-------------------------------------|------------------|-------------------------------------|--|--|--|--|--|--|
| Action Plan | <p>Note: You will only need to use this section if you have identified actions as a result of your analysis</p> <table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Issue identified | Action (s) to be taken | When | Lead officer and borough | Expected outcome | Date added to business/service plan | | | | | | |
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| Section 08 | Agreement, publication and monitoring |
| Chief Officers' sign-off | Name: Ian Hawthorn Position: Bi-Borough Head of Highways Maintenance & Projects Email: ian.hawthorn@lhb.gov.uk Telephone No:0208 753 3058 |

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| Key Decision Report (if relevant) | Date of report to Cabinet/Cabinet Member: 06/03/2014 Key equalities issues have been included: Yes |
| Opportunities Manager (where involved) | Name: Position: Date advice / guidance given: Email: Telephone No: |