

Equality Impact Assessments (EIA) for all Key Decisions

20 June 2011

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Equality Impact Analysis Initial Screening Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. 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 Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to 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.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also 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, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Initial Screening Equality Impact Analysis Tool

Section 01	Details of Initial Equality Impact Screening Analysis
Financial Year and Quarter	2011/12 – Quarter 1
Name of policy, strategy, function, project, activity, or programme	Project Athena – Phase 1. This is a tri borough initiative to put together a business case for a jointly procured outsourced support service solution.
Q1 What are you looking to achieve?	Project Athena is seeking to make significant savings by having an outsourced solution for support services which would be used initially by the tri-borough, but can also be bought into by any of the London borough
Q2 Who in the main will benefit?	<p>Project Athena will encompass services provided by the following across Hammersmith and Fulham, the Royal Borough of Kensington and Chelsea, and Westminster City Council:</p> <ul style="list-style-type: none"> • Finance / Accounting / Procurement – end to end Purchase to Pay; • HR / Payroll; • Property / Asset Management; and • Integration / Business Intelligence / Reporting <p>None of these is a frontline service used by the public and as such minimal impact is expected on frontline service delivery and the public.</p> <p>However, there are elements of the services provided that do influence frontline service delivery, such as business intelligence that is gathered and how it is used. Any intelligence gathered will need to be mindful of the 9 protected characteristics and their relevance to service delivery, in order to inform decisions, for example, about our business objective(s) that we must set from 1 April 2012 and must encompass the aim of furthering equality for disadvantaged groups. While this is a consideration that is more likely to be engaged at phase 2, those working on this element of Project Athena will need to be mindful of this at the outset, hence its inclusion in this section of the initial EIA. Where it is not possible to collect data, Project Athena officers working on business intelligence will need to use research from reliable sources. An example is sexual orientation, on which data is not collected in exercises such as the census, and instead we would use sources such as the most recent survey carried out by the ONS, and relevant local intelligence from H&F, RBKC, and WCC.</p>

	Age	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents of a particular age group.	L	/
	Disability	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents with disabilities	L	/
	Gender reassignment	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents with regards to gender reassignment.	L	/
	Marriage and Civil Partnership	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents with regards to marriage or civil partnership.	L	/
	Pregnancy and maternity	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents with regards to pregnancy and maternity	L	/
	Race	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented. There will be no impact on service users or residents. No aspects of the changes to financial processes or structures will have a particular impact on racial groups.	L	/
	Religion/belief (including non-belief)	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents of a particular religion / belief.	L	/

	Sex	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents of a particular gender	L	/
	Sexual Orientation	Phase 1 of the programme is just about analysis and producing an initial business case. No changes will be implemented, and therefore there will be no specific impact on staff or residents of a particular sexual orientation.	L	/
<p>Human Rights and Children's Rights Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>Phase 1 of the project will have no impact (positive or negative) on equalities as the work will be analysis and drafting of a business case. No change will be implemented as part of Phase 1. Consideration will be given to the Phase 1 business case before a decision is made as to whether a Phase 2 implementation will take place. As stated above, officers working on the business intelligence gathering aspect of this project will need to be mindful of the need to set equality objective(s) in our business planning from 1 April 2012, and as such the information gathered across the three boroughs will need to engage with the 9 protected characteristics in order to deliver this, and inform decisions made on service delivery. Doing this will make a positive contribution to equalities.</p>			
<p>Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</p>				

Initial Screening Equality Impact Analysis Guidance

Section 01	Details of Initial Equalities Impact Screening Analysis
Name of policy, strategy, function, project, activity, or programme	<p>A Policy refers to an approved decision, principle plan or a set of procedures by Cabinet, or a Cabinet Member under delegated powers that affects the way that the Council conducts its business both internally and externally. A policy can include: strategies, guides, manuals and common practice.</p> <p>A Strategy refers to a systematic short term or a long term plan of action that is designed to achieve a specific business benefit or goal(s).</p> <p>A Function refers to any actions and/or activities designed to achieve a specific business benefit or goal.</p> <p>A Project defines how a temporary structure or scheme can achieve a specific business benefit or goal(s). A project can be implemented by setting up aims and objectives, resources, communication, budget needs and timelines.</p> <p>An Activity is a specific task (or a groups of tasks) which can also form as part of a 'function'.</p> <p>A Programme is a portfolio of activities and projects that are co-ordinated and managed as a unit such that they realise common outcomes and benefits.</p>
Q1 What are you looking to achieve?	For example this might help to implement outcomes identified in policies such as the Single Equality Scheme , Disability Equality Scheme , other EIAs in your service department, or in another department that your service/service users also interact with and draw down services from, Corporate Plan , LAA Targets , CAA Aims, UDP , or JSNA .
Q2 Who in the main will benefit?	<p>Hereafter, 'policy' means policy, strategy, function, project, activity, or programme</p> <p>Disability Service providers also have an anticipatory duty to make reasonable adjustments for disabled people. These two duties frequently overlap and it is sensible to consider them together. For example, can you:</p> <ul style="list-style-type: none"> ▪ Provide accessible communications? ▪ Change how you collate and use data? ▪ Revise how you involve service users? <p>Analyse the impact of the policy on the protected characteristics with due regard to the Public Sector Equality Duty.</p>

Use your reasoning in order to determine whether the policy will be of high, medium or low relevance to the protected characteristics. What do we mean by these terms?:

High

- The policy, strategy, function, project, activity, or programme is relevant to all or most parts of the general duty, and/or to human rights
- There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it
- There is substantial or a fair amount of public concern about it

Medium

- The policy, strategy, function, project, activity, or programme is relevant to most parts of the general duty, and/or to human rights
- There is some evidence that some groups are (or could be) differently affected by it
- There is some public concern about it

Low

- The policy, strategy, function, project, activity, or programme is not generally relevant to most parts of the general duty, and/or to human rights
- There is little evidence that some groups are (or could be) differently affected by it
- There is little public concern about it

Use your reasoning to determine whether the impact will be positive, neutral, or negative. There are three possible outcomes:

- **Positive:** The EIA shows the policy is not likely to result in adverse impact for any protected characteristic and does advance equality of opportunity, and/or fulfils PSED in another way
- **Neutral:** The EIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils PSED in another way
- **Negative:** The EIA shows the policy, strategy, function, project or activity is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfil PSED, or the negative impact will be mitigated through another means.

Should your policy not be applicable, you must note this and state why.

Human Rights, Children's Rights

Additionally, demonstrate here that the impact on **Human and/or Children's Rights** arising from the policy has been considered.

Human Rights

Public authorities have an obligation to act in accordance with the European Convention on Human Rights. These are:

- Article 2: [Right to life](#)
- Article 3: [Freedom from torture and inhuman or degrading treatment](#)
- Article 4: [Right to liberty and security](#)
- Article 5: [Freedom from slavery and forced labour](#)
- Article 6: [Right to a fair trial](#)
- Article 7: [No punishment without law](#)
- Article 8: [Respect for your private and family life, home and correspondence](#)
- Article 9: [Freedom of thought, belief and religion](#)
- Article 10: [Freedom of expression](#)
- Article 11: [Freedom of assembly and association](#)
- Article 12: [Right to marry and start a family](#)
- Article 14: [Protection from discrimination in respect of these these rights and freedoms](#)
- Article 1 of Protocol 1: [Right to peaceful enjoyment of your property](#)
- Article 2 of Protocol 1: [Right to education](#)
- Article 3 of Protocol 1: [Right to participate in free elections](#)

(Article 1 of Protocol 13 is: Abolition of the death penalty)

Each of the above links takes you to explanations and examples provided by the EHRC. Further, the [EHRC](#) and the [Ministry of Justice](#) both provide guides for public authorities.

Children's Rights (UNCRC)

All children and young people up to the age of 18 years have all the rights in the Convention. Some groups of children and young people - for example those living away from home, and young disabled people - have additional rights to make sure they are treated fairly and their needs are met.

Every child in the UK has been entitled to over 40 specific rights. These include:

	<ul style="list-style-type: none"> ▪ The right to life, survival and development ▪ The right to have their views respected, and to have their best interests considered at all times ▪ The right to a name and nationality, freedom of expression, and access to information concerning them ▪ The right to live in a family environment or alternative care, and to have contact with both parents wherever possible ▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security ▪ The right to education, leisure, culture and the arts ▪ Special protection for refugee children, children in the juvenile justice system, children deprived of their liberty and children suffering economic, sexual or other forms of exploitation <p>The rights included in the convention apply to all children and young people, with no exceptions.</p> <p>The above and more information can be found at Direct Gov.</p>
Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?	<p>Yes/No</p> <p>Use your evidence from Q2 to state why</p>
Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity and/or human rights?	<p>Yes/No</p> <p>If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.</p>

Equality Impact Analysis Initial Screening Tool with Guidance

Overview

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General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to 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.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also 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, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Initial Screening Equality Impact Analysis Tool

Section 01	Details of Initial Equality Impact Screening Analysis
Financial Year and Quarter	2011/12 Q3
Name of policy, strategy, function, project, activity, or programme	Pensions Administration This does affect staff as this will provide them a pensions administrations service but as this does not reorganise staff, an OCA is not required.
Q1 What are you looking to achieve?	To appoint a pension scheme administrator for the Local Government Pension Scheme under a framework agreement for London.
Q2 Who in the main will benefit?	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may be in more than one protected characteristic). You should use this to determine whether the policy will have a positive/neutral/negative impact and whether it is of low/medium/high relevance to equality.</p> <p>You should also use this section when your policy may not be relevant to one or more protected characteristics. If this applies, case law has established that you must give your reasoning. It is not sufficient to state 'N/A' without saying why.</p> <p>Information: protected characteristics and PSED The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:</p> <ul style="list-style-type: none"> ▪ Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act; ▪ Advance equality of opportunity between people who share a protected characteristic and those who do not; and ▪ Foster good relations between people who share a protected characteristic and those who do not. <p>Having due regard for advancing equality involves:</p> <ul style="list-style-type: none"> ▪ Removing or minimising disadvantages suffered by people due to their protected characteristics; ▪ Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and

- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

Age	This will be of more relevance to older staff than to younger staff, as this is designed to provide a service in terms of pensions payment, which is more likely to be provided to older people. Providing a good service will have a positive impact on age.	L	+
Disability	The service will be provided to all staff and is not of particular relevance to disability, except where staff may have been retired on ill health grounds, in which case, providing a good service will have a positive impact on disability.	L	+
Gender reassignment	The service is for all staff and not relevant to this protected characteristic	N/A	N/A
Marriage and Civil Partnership	The service will not be provided on different terms to married people or civil partners, so it will be of low relevance and have a positive impact	L	+
Pregnancy and maternity	The service is for all staff and not relevant to this protected characteristic	N/A	N/A
Race	The service is for all staff and not relevant to this protected characteristic	N/A	N/A

	Religion/belief (including non-belief)	The service is for all staff and not relevant to this protected characteristic	N/A	N/A
	Sex	The council employs more women than it does men, therefore, the service will be provided to more women than men, but there will be no disproportionate difference in impact or service provided	L	+
	Sexual Orientation	The service is for all staff and not relevant to this protected characteristic	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				
Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?	Not as such, the contract provides a legally compliant service to staff.			
Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?	No			

APPENDIX 1 – EQUALITY IMPACT ASSESSMENT

1. Introduction

The borough transport objectives and delivery actions identified in chapter 3 have been subject to an Equality Impact Assessment (EIA), to ensure that they do not discriminate against equality groups and that equality is promoted wherever possible.

The EIA has been undertaken in accordance with advice presented in Equality Impact Assessments – How to do them (TfL, June 2004) and the Hammersmith & Fulham EIA guidance.

An initial screening assessment was undertaken during the drafting stage of the LIP preparation process. This involved assessing whether the draft proposals would have a high/low positive or negative 'impact' on the following equality groups;

- Race
- Disability
- Gender
- Age
- Sexual Orientation
- Religion/Belief (including non-belief)
- Socio Economic

In particular the EIA aimed to identify whether any of the proposals might encourage particular equality groups to make use of a transport service or alternatively might put them off using services (or benefiting from policies) or actively exclude them.

No negative impacts were identified, and as such, a full impact assessment was not required.

The views of stakeholders and target group representatives have been considered as part of the wider consultation undertaken for this LIP (see section 1.2 and appendix 2).

2. Initial screening assessment findings

A summary of the main findings of the initial screening assessment is presented below, focussing on 'high' positive impacts and mitigation measures for draft proposals identified as having a 'low' negative impact.

Objective 1 – To support sustainable population and employment growth in the five regeneration areas

Delivery actions – Improvements to bus and rail travel, high speed rail, improved road connectivity, demand management, transport studies.

- No high positive or negative impacts identified

Objective 2 – To improve the efficiency of our road network

Delivery actions – Capital investment in the SRN, co-ordination of road works, smarter travel, parking restrictions and enforcement, network performance monitoring, traffic signals timing review and rationalisation

- The traffic signal timing review and rationalisation programme may have a negative impact to mobility impaired road users. The reduction of green man time at pedestrian crossing and the removal of pedestrian crossings and facilities could reduce road crossing opportunities for mobility impaired road users. However TfL are required to consult with the borough when altering traffic signal timings which would allow us to review the impact on mobility impaired road users. Should the opportunity arise to remove traffic signals a full consultation is carried out including the disability forum and HAFAD and all responses reported to Cabinet Member for approval.
- The disability forum consider that the shortening of pedestrian and the removal of traffic signals could have a very high negative impact on disabled and older people. In order to address this concern the council and disability forum undertook and extensive review of a large number of crossings in order for both parties to better understand the

current thinking and issues behind traffic signal timings. As a result of this study several crossing times were extended by 2 seconds with no loss of overall network capacity.

Objective 3 – To improve the quality of our streets

Delivery actions – annual programme of investment, extensive consultation, wayfinding, decluttering, streetsmart, neighbourhoods approach, street trees

- Smooth and wide uncluttered footways will have a positive impact on mobility impaired road users.
- Double yellow lines across each dropped kerb prevents cars parking across them and improved sightlines has a high positive impact on people with buggies, families with children as well as disabled and older people
- Replacing the most severely deteriorated dropped kerbs has a high positive impact on wheelchair users and people with buggies.
- Replacing loose paving has a high impact on ability of disabled and older people to walk in safety and comfort
- Good signage for pedestrians and Legible London way finding has a positive impact on encouraging disabled and older residents to walk.
- If funding is not available to maintain and improve the pedestrian environment it will have a negative impact on disabled and older people with mobility impairments.
- If shared surfaces are introduced in the borough it will have a high negative impact on blind and visually impaired residents

Objective 4 – To improve air quality in the borough

Delivery actions – smarter travel projects, street trees, school and business travel planning, cleaner vehicles, car clubs and electric vehicles.

- Reducing emissions will have a high positive impact on children and older persons who are generally more prone to respiratory problems.

Objective 5 – To make it easier for everyone to gain access to transport opportunities

Delivery actions – public transport improvements, accessible road design, high quality pedestrian environment, better bus stops and stations, accessible neighbourhoods.

- Improving the quality of the pedestrian environment and providing step free access wherever possible will have a high positive impact for older and disabled people who are mobility impaired.
- Women tend to have lower access to the private car than men and will benefit from improved access to the various modes of public transport.

Objective 6 – To support residents and businesses by controlling parking fairly

Delivery actions – zonal review programme, flexible charging options, special parking places, car clubs and electric vehicles, efficient road layouts

- Our disabled parking bay policies will have a positive impact on disabled drivers who qualify for blue badges and disabled parking bays.
- Our 50% disabled discount for the SMART visitor permit has a positive impact on disabled residents on low incomes who rely on visitors to reduce isolation.

Objective 7 – To reduce the number of people injured and killed on our streets

Delivery actions – safety on the TLRN, data review, site prioritisation, cycle training, smarter travel projects

- Our range of smarter travel projects is tailored to the needs of our varied communities having a positive impact on race and religions groups. Resources are produced in a wide range of media and languages to reflect the demographics of the borough.

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2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report (section 08 of this tool) 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.
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throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Full Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2011-12, Quarter 1
Name and details of policy, strategy, function, project, activity, or programme	Title of EIA: A Transport Plan for Hammersmith & Fulham: Second Local Implementation Plan (LIP) A previous LIP was produced in 2006 but this is a substantial revision. The plan is a statutory document which all London boroughs are required to produce, to show how they intend to implement the Mayor of London's Transport Strategy in their borough
Lead Officer	Name: Chris Bainbridge Position: Head of Transport Planning Email: chris.bainbridge@lbhf.gov.uk Telephone No: 0208 753 3354
Date of completion of final EIA	25 May 2011

Section 02	Scoping of Full EIA
Plan for completion	Timing: during and post consultation Resources: consultation feedback, data (e.g. from census), research papers (e.g. those listed at Section 03) Lead Officer: Chris Bainbridge

What is the policy, strategy, function, project, activity, or programme looking to achieve?

The Plan's purpose is to show how the council intends to implement the Mayor of London's Transport Strategy in the borough. There is a three year investment programme from 2011-2014 but the plan looks beyond that to 2031. A further plan will be required in 2014. The plan has been drawn up in reference to the borough's context. Hammersmith & Fulham is situated on the western edge of inner London in a strategic location on the transport links between central London and Heathrow airport. The orientation of the borough is north to south, with most major transport links, both road and rail, carrying through traffic from east to west across the borough. Some of the busiest road junctions in London are located in the borough at Hammersmith Broadway, Shepherds Bush Green and Savoy circus and the borough suffers disproportionately from the effects of through traffic. North-south transport links in the borough are not as good as east-west links.

The borough's population is increasing. It has grown from 169,300 in 2004 to 172,500 in mid 2007 and is expected to grow by approximately 12% between 2006 and 2026. The population of the borough is relatively young and ethnically diverse. It is also a highly mobile population with about half of all households having moved into the borough in the last five years.

Nearly half the population (45%) is between 19 and 40 years old. The borough has the second highest proportion of single adults in England and Wales. Four in ten (40.3%) of households consist of one person (2001 census).

Hammersmith & Fulham is an area of contrasts: of wealth and poverty, attractive environments, many of which are protected by conservation designations, and other areas that need to be regenerated and improved. The borough has some of the highest house prices in the London but is ranked as the 38th most deprived local authority in the country. There are significant pockets of deprivation, much of it concentrated on the larger housing estates, such as in the White City area.

From this context, the Mayor's Transport Strategy, the Hammersmith and Fulham Community Strategy, and the LIP's Strategic Environment Assessment and the initial scoping for the Equality Impact Assessment, the following seven objectives for the LIP have been adopted:

- 1) To support sustainable population and employment growth in the five regeneration areas – White City, North Fulham/Earl’s Court, Hammersmith Town and Riverside, South Fulham Riverside and Old Oak/Hythe Road.
- 2) Improve the efficiency of our road network
- 3) Improve the quality of our streets
- 4) Improve air quality in the borough
- 5) Make it easier for everyone to gain access to transport opportunities
- 6) Support residents and businesses by controlling parkng spaces fairly
- 7) Reduce the number of people killed and injured on our streets.

An initial Equalities Screening Impact assessment was undertaken for the consultation draft of the LIP which was issued in December 2010 and a full analysis has been undertaken of the final document, taking into account feedback from consultation and the new public sector equality duty (from 5 April 2011) arising from the Equality Act 2010.

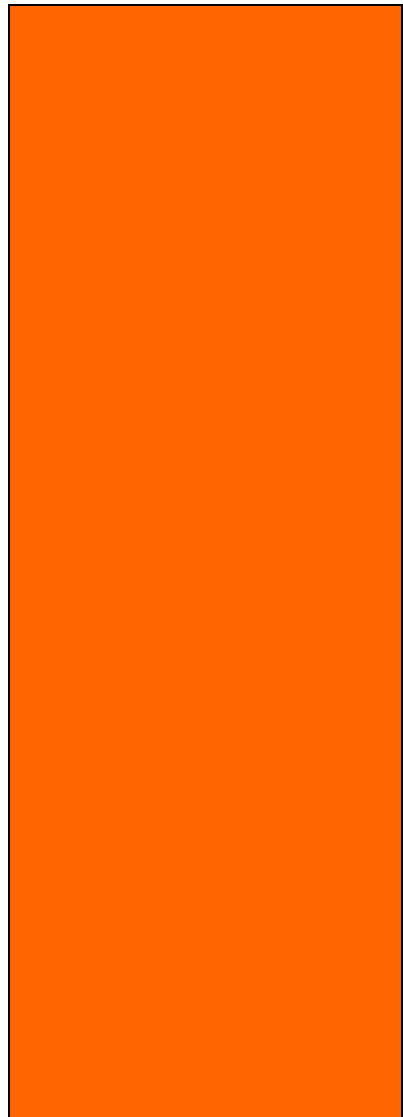
Age	<p>Analysis of impact on age including due regard to PSED (above).</p> <p>Objective 1 – To support sustainable population and employment growth in the five regeneration areas</p> <p>Delivery actions – Improvements to bus and rail travel, high speed rail, improved road connectivity, demand management, transport studies.</p> <p>This will generally have a positive effect by giving more opportunities to people in all age groups for employment, housing, educational, leisure and recreational opportunities</p>	H	+
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	<p>Objective 2 – To improve the efficiency of our road network</p> <p>Delivery actions – Capital investment in the SRN, co-ordination of road works, smarter travel, parking restrictions and enforcement, network performance monitoring, traffic signals timing review and rationalisation</p> <p>Efficiency is for the benefit of all road users, including pedestrians, cyclists, bus users and vehicle occupants. Older and younger people are more likely to be pedestrians and bus users and therefore it will be important to maintain safe and convenient crossing facilities and times in any review of traffic signals, and to maintain efficient bus operation</p> <p>The Disability Forum consider that the shortening of the times allowed for pedestrians to cross at signals and the removal of traffic signals could have a very high negative impact on disabled and older people. In order to address this concern the council and disability forum undertook an extensive review of a large number of crossings in order for both parties to better understand the current thinking and issues behind traffic signal timings. As a result of this study several crossing times were extended by 2 seconds with no loss of overall network capacity.</p>	M	+
	<p>Objective 3 – To improve the quality of our streets</p> <p>Delivery actions: annual programme of investment; extensive consultation wayfinding; decluttering; streetsmart; neighbourhoods approach; and street trees.</p> <p>These measures will generally improve conditions for older and</p>	H	+

		<p>younger people. As older people are more likely to have a disability than the average person, or to have an age-related mobility or sensory impairment, and children suffer from particular problems, e.g. not being as visible to vehicle drivers, the following effects are relevant</p> <ul style="list-style-type: none"> • Smooth and wide uncluttered footways will have a positive impact on mobility impaired road users. • Double yellow lines across each dropped kerb prevents cars parking across them and improved sightlines has a high positive impact on people with buggies, families with children as well as disabled and older people • Replacing the most severely deteriorated dropped kerbs has a high positive impact on wheelchair users and people with buggies. • Replacing loose paving has a high impact on ability of disabled and older people to walk in safety and comfort • Good signage for pedestrians and Legible London way finding has a positive impact on encouraging disabled and older residents to walk. • If funding is not available to maintain and improve the pedestrian environment it will have a negative impact on disabled and older people with mobility impairments. • If shared surfaces are introduced in the borough it could have a high negative impact on blind and visually impaired residents unless particular measures are undertaken to designate areas which are safe for them 	H	+
		<p>Objective 4 – To improve air quality in the borough</p>	H	+

	<p>Delivery actions – smarter travel projects, street trees, school and business travel planning, cleaner vehicles, car clubs and electric vehicles.</p> <ul style="list-style-type: none"> Reducing emissions will have a high positive impact on children and older persons who are generally more prone to respiratory problems. <p>Objective 5 – To make it easier for everyone to gain access to transport opportunities</p>	L	/
	<p>Delivery actions – public transport improvements, accessible road design, high quality pedestrian environment, better bus stops and stations, accessible neighbourhoods.</p> <ul style="list-style-type: none"> Improving the quality of the pedestrian environment and providing step free access wherever possible will have a high positive impact for older people and children <p>Objective 6 – To support residents and businesses by controlling parking fairly</p> <p>Delivery actions – zonal review programme, flexible charging options, special parking places, car clubs and electric vehicles, efficient road layouts</p> <p>No age specific effects of this policy have been identified, but benefits to disabled people, including many older people, are identified below in the section on disabilities.</p> <p>Objective 7 – To reduce the number of people injured and</p>	H	+

		<p>killed on our streets</p> <p>Delivery actions – safety on the TLRN, data review, site prioritisation, cycle training, smarter travel projects.</p> <p>A safer street environment will particularly benefit older people and children, who may not be able to avoid hazards as easily as people in the prime of life. We provide cycle and pedestrian training for children in schools and also for older people, eg at the annual “Time of Your Life” event.</p>		
	Disability	<p>Objective 1 – To support sustainable population and employment growth in the five regeneration areas</p> <p>Delivery actions: improvements to bus and rail travel; high speed rail; improved road connectivity; demand management; and transport studies.</p> <p>This will generally have a positive effect by giving more opportunities to people of all abilities for employment, housing, educational, leisure and recreational opportunities. New infrastructure in the regeneration areas will be built to current accessibility standards, i.e. any new rail stations will have step free access.</p> <p>Objective 2 – To improve the efficiency of our road network</p> <p>Delivery actions: Capital investment in the SRN (Strategic Road Network); co-ordination of road works; smarter travel; parking restrictions and enforcement; network performance monitoring;</p>	H	+
			M	+

	<p>and traffic signals timing review and rationalisation</p> <p>Efficiency is for the benefit of all road users, including pedestrians, cyclists, bus users and vehicle occupants. Maintaining and improving access for disabled people, whether by car, bus, train, bicycle, or on foot/wheelchair will be a key part of our plans to improve the performance of the highway network. It will be particularly important to maintain safe and convenient crossing facilities and times in any review of traffic signals.</p> <p>The Disability Forum consider that the shortening of times allowed for pedestrians to cross at signals and the removal of traffic signals could have a very high negative impact on disabled and older people. In order to address this concern the council and disability forum undertook and extensive review of a large number of crossings in order for both parties to better understand the current thinking and issues behind traffic signal timings. As a result of this study several crossing times were extended by 2 seconds with no loss of overall network capacity.</p>	<p>H</p>	<p>+</p>
	<p>Objective 3 – To improve the quality of our streets</p> <p>Delivery actions – annual programme of investment, extensive consultation, wayfinding, decluttering, streetsmart, neighbourhoods approach, street trees.</p> <p>These measures will generally improve conditions for older and younger people. As older people are more likely to have a disability than the average and children suffer from particular</p>		

	<p>problems, e.g. not being as visible to vehicle drivers, the following effects are relevant:</p> <ul style="list-style-type: none"> • Smooth and wide uncluttered footways will have a positive impact on mobility impaired road users. • Double yellow lines across each dropped kerb prevents cars parking across them and improved sightlines has a high positive impact on people with buggies, families with children as well as disabled and older people • Replacing the most severely deteriorated dropped kerbs has a high positive impact on wheelchair users and people with buggies. • Replacing loose paving has a high impact on ability of disabled and older people to walk in safety and comfort • Good signage for pedestrians and Legible London way finding has a positive impact on encouraging disabled and older residents to walk. • If funding is not available to maintain and improve the pedestrian environment it will have a negative impact on disabled and older people with mobility impairments. • If shared surfaces are introduced in the borough it could have a high negative impact on blind and visually impaired residents unless particular measures are undertaken to designate areas which are safe for them. We will consult groups representing disabled people on any such schemes we may consider implementing. 	H	+
	<p>Objective 4 – To improve air quality in the borough</p> <p>Delivery actions: smarter travel projects; street trees; school</p>	H	+

	<p>and business travel planning; cleaner vehicles; and car clubs and electric vehicles.</p> <ul style="list-style-type: none"> Reducing emissions will have a high positive impact on disabled people who may be more prone to respiratory problems than non-disabled people. <p>Objective 5 – To make it easier for everyone to gain access to transport opportunities</p> <p>Delivery actions: public transport improvements; accessible road design; high quality pedestrian environment; better bus stops and stations; and accessible neighbourhoods.</p> <p>Improving the quality of the pedestrian environment and providing step free access wherever possible will have a high positive impact for disabled people.</p>	H	+
	<p>Objective 6 – To support residents and businesses by controlling parking fairly</p> <p>Delivery actions: zonal review programme; flexible charging options; special parking places; car clubs and electric vehicle and, efficient road layouts</p> <ul style="list-style-type: none"> Our disabled parking bay policies will have a positive impact on disabled drivers who qualify for blue badges and disabled parking bays. Our 50% disabled discount for the SMART visitor permit has a positive impact on disabled residents on low incomes who 	M	+

		<p>rely on visitors to reduce isolation.</p> <p>Objective 7 – To reduce the number of people injured and killed on our streets</p> <p>Delivery actions – safety on the Transport for London Road Network (roads controlled by TfL), data review, site prioritisation, cycle training, smarter travel projects.</p> <p>A safer street environment will particularly benefit disabled people, who may not be able to avoid hazards as easily as able-bodied people. Our cycle training includes “all ability cycling” as, contrary to popular belief, cycling is a realistic option for people with many types of disabilities.</p>		
	Gender reassignment	No specific implications for gender reassigned/reassigning people are seen to arise from the LIP. However, to the extent that we improve the quality of our streets (Objective 3), this will increase the numbers of people using them, thereby increasing natural surveillance, which could increase feeling safe and potentially reduce the likelihood of attacks on gender reassigned people.	L	+
	Marriage and Civil Partnership	Our transport policies aim to improve and increase transport opportunities for all sections of the community. They are not seen to discriminate, either directly or indirectly between people on the basis of whether or not they are married, in civil partnerships, or single.	L	/
	Pregnancy and maternity	<p>Objective 1 – To support sustainable population and employment growth in the five regeneration areas</p> <p>Delivery actions: improvements to bus and rail travel; high</p>	M	+

		<p>speed rail; improved road connectivity; demand management; and transport studies.</p>		
		<p>The improved opportunities will generally benefit women who are pregnant or who have recently given birth. The higher standard and quality of infrastructure in the regeneration areas (e.g. stations with step-free access) will particularly benefit such women as it will make the urban environment easier to navigate</p> <p>Objective 2 – To improve the efficiency of our road network</p> <p>Delivery actions; capital investment in the SRN; co-ordination of road works; smarter travel; parking restrictions and enforcement; network performance monitoring; traffic signals timing review and rationalisation</p> <p>Efficiency is for the benefit of all road users, including pedestrians, cyclists, bus users and vehicle occupants. Maintaining and improving access for disabled people, whether by car, bus, train, bicycle, or on foot/wheelchair will be a key part of our plans to improve the performance of the highway network. It will be particularly important to maintain safe and convenient crossing facilities and times in any review of traffic signals.</p> <p>The Disability Forum consider that the shortening of pedestrian and the removal of traffic signals could have a very high negative impact on disabled and older people. In order to address this concern the council and disability forum undertook and extensive review of a large number of crossings in order for both parties to better understand the current thinking and issues</p>	M	+

	<p>behind traffic signal timings. As a result of this study several crossing times were extended by 2 seconds with no loss of overall network capacity.</p> <p>Pregnant women and those with very young children have several features in common with disabled people, by this, we mean that they are less able to move as quickly on foot as other people, and will therefore benefit from measures to improve crossings. There will also be particular times when they require speedy access to medical facilities.</p> <p>Objective 3 – To improve the quality of our streets</p> <p>Delivery actions: annual programme of investment; extensive consultation; wayfinding; decluttering; streetsmart; neighbourhoods approach; and street trees.</p> <p>These measures will generally improve conditions for pregnant women and those who have recently given birth, as they are “mobility impaired” and therefore share several of the characteristics of disabled people.</p>	H	+
	<ul style="list-style-type: none"> • Smooth and wide uncluttered footways will have a positive impact on mobility impaired road users. • Double yellow lines across each dropped kerb prevents cars parking across them and improved sightlines has a high positive impact on people with buggies, families with children as well as disabled and older people • Replacing the most severely deteriorated dropped kerbs has a high positive impact on wheelchair users and people with buggies. 	M	+

	<ul style="list-style-type: none"> • Replacing loose paving has a high impact on ability of disabled and older people to walk in safety and comfort • Good signage for pedestrians and Legible London way finding has a positive impact on encouraging disabled and older residents to walk. • If funding is not available to maintain and improve the pedestrian environment it will have a negative impact on pregnant women and those who have recently given birth, who have mobility impairments. 	M	+
	<p>Objective 4 – To improve air quality in the borough</p> <p>Delivery actions – smarter travel projects, street trees, school and business travel planning, cleaner vehicles, car clubs and electric vehicles.</p> <ul style="list-style-type: none"> • Reducing emissions will have a high positive impact on pregnant women and babies, who may be more vulnerable to respiratory problems than other people. 	M	+
	<p>Objective 5 – To make it easier for everyone to gain access to transport opportunities</p> <p>Delivery actions – public transport improvements, accessible road design, high quality pedestrian environment, better bus stops and stations, accessible neighbourhoods.</p> <p>Improving the quality of the pedestrian environment and</p>		

		<p>providing step free access wherever possible will have a high positive impact for pregnant women and those who have recently given birth.</p> <p>Objective 6 – To support residents and businesses by controlling parking fairly</p> <p>Delivery actions – zonal review programme, flexible charging options, special parking places, car clubs and electric vehicles, efficient road layouts.</p> <p>Our parking policies help to ensure that pregnant women and those who have recently give birth who have access to cars can find parking places reasonably close to their homes and destinations .</p> <p>Objective 7 – To reduce the number of people injured and killed on our streets</p> <p>Delivery actions – safety on the TLRN, data review, site prioritisation, cycle training, smarter travel projects.</p> <p>A safer street environment will particularly benefit pregnant women and those who have recently given birth, who may not be able to avoid hazards as easily as other people.</p>		
	Race	<p>Analysis of impact on race including due regard to PSED (above).</p> <p>Objective 1 – To support sustainable population and employment growth in the five regeneration areas</p>	H	+

	<p>Delivery actions – Improvements to bus and rail travel, high speed rail, improved road connectivity, demand management, transport studies.</p> <p>This will generally have a positive effect by giving more opportunities to people from all ethnic groups for employment, housing, educational, leisure and recreational opportunities. Ethnic minorities are generally less likely to have access to cars than other groups and will therefore benefit from improved public transport.</p> <p>Objective 2 – To improve the efficiency of our road network</p>	M	+
	<p>Delivery actions – Capital investment in the SRN, co-ordination of road works, smarter travel, parking restrictions and enforcement, network performance monitoring, traffic signals timing review and rationalisation</p> <p>Efficiency is for the benefit of all road users, including pedestrians, cyclists, bus users and vehicle occupants. Maintaining and improving access for disabled people, whether by car, bus, train, bicycle, or on foot/wheelchair will be a key part of our plans to improve the performance of the highway network. It will be particularly important to maintain safe and convenient crossing facilities and times in any review of traffic signals. Improving conditions for pedestrians and bus users will be particularly important for ethnic minority groups, who are less likely to have access to cars than others.</p> <p>Objective 3 – To improve the quality of our streets</p>	H	+

	<p>Delivery actions – annual programme of investment, extensive consultation, wayfinding, decluttering, streetsmart, neighbourhoods approach, street trees.</p> <p>These measures will particularly benefit those members of ethnic minority groups who do not have access to cars and are therefore dependent on a good street environment for walking journeys and access to public transport.</p>	H	+
	<p>Objective 4 – To improve air quality in the borough</p> <p>Delivery actions – smarter travel projects, street trees, school and business travel planning, cleaner vehicles, car clubs and electric vehicles</p> <p>Members of ethnic minority groups are more likely than others to live alongside main roads where air quality is worst, so they will benefit from measures to improve air quality.</p>	H	+
	<p>Objective 5 – To make it easier for everyone to gain access to transport opportunities</p> <p>Delivery actions – public transport improvements, accessible road design, high quality pedestrian environment, better bus stops and stations, accessible neighbourhoods</p> <p>These improvements will benefit members of ethnic minority groups who have less access to cars than others.</p>	L	-
	<p>Objective 6 – To support residents and businesses by</p>	H	+

		<p>controlling parking fairly</p> <p>Delivery actions – zonal review programme, flexible charging options, special parking places, car clubs and electric vehicles, efficient road layouts.</p> <p>No specific implications for ethnic groups are seen to arise from these actions.</p> <p>Objective 7 – To reduce the number of people injured and killed on our streets</p> <p>Delivery actions – safety on the TLRN, data review, site prioritisation, cycle training, smarter travel projects.</p> <p>Children from ethnic minorities are more likely to be injured on the road than others, and some of our road safety education and training programmes are targeted at these children, especially those whose first language is not English. Most of the adults who take advantage of cycle training are women from ethnic minorities.</p>		
	Religion/belief (including non-belief)	The increased transport opportunities which the LIP aims to provide will make it easier for people to live according to their beliefs, e.g. by improving access to minority churches. The needs of belief groups will be taken into account in the planning the implementation of schemes at the local level, e.g. providing a balance between the parking/servicing needs of churches and	M	+

		those of neighbouring residents. For those not of a religious group, the benefits of the LIP will be those of improved road and transport networks, as detailed throughout this EIA.		
	Sex	<p>Objective 1 – To support sustainable population and employment growth in the five regeneration areas</p> <p>Delivery actions – Improvements to bus and rail travel, high speed rail, improved road connectivity, demand management, transport studies.</p> <p>This will generally have a positive effect by giving more opportunities to women and men for employment, housing, educational, leisure and recreational opportunities. Women are generally less likely to have access to cars than men and will therefore benefit from improved public transport.</p> <p>Objective 2 – To improve the efficiency of our road network</p> <p>Delivery actions – Capital investment in the SRN, co-ordination of road works, smarter travel, parking restrictions and enforcement, network performance monitoring, traffic signals timing review and rationalisation</p> <p>Efficiency is for the benefit of all road users, including pedestrians, cyclists, bus users and vehicle occupants. Maintaining and improving access for disabled people, whether by car, bus, train, bicycle, or on foot/wheelchair will be a key part of our plans to improve the performance of the highway network. It will be particularly important to maintain safe and convenient crossing facilities and times in any review of traffic</p>	M	+
			M	+

	<p>signals. Improving conditions for pedestrians and bus users will be particularly important for women, who are more likely than men to walk and use buses.</p>	H	+
	<p>Objective 3 – To improve the quality of our streets</p> <p>Delivery actions – annual programme of investment, extensive consultation, wayfinding, decluttering, streetsmart, neighbourhoods approach, street trees.</p> <p>These measures will particularly benefit women and men who do not have access to cars and are therefore dependent on a good street environment for walking journeys and access to public transport. A good street environment will also reduce the likelihood and fear of personal attacks, which disproportionately affect women.</p>	M	+
	<p>Objective 4 – To improve air quality in the borough</p> <p>Delivery actions – smarter travel projects, street trees, school and business travel planning, cleaner vehicles, car clubs and electric vehicles</p> <p>Poor air quality affects men and women equally and improvements will benefit both sexes</p>	H	+
	<p>Objective 5 – To make it easier for everyone to gain access to transport opportunities</p>	L	/

		<p>Delivery actions – public transport improvements, accessible road design, high quality pedestrian environment, better bus stops and stations, accessible neighbourhoods</p> <p>These improvements will particularly benefit women and men who do not have access to cars. Women are less likely than men to have access to cars.</p> <p>Objective 6 – To support residents and businesses by controlling parking fairly</p> <p>Delivery actions – zonal review programme, flexible charging options, special parking places, car clubs and electric vehicles, efficient road layouts.</p> <p>No gender-specific implications are seen to arise from these actions.</p> <p>Objective 7 – To reduce the number of people injured and killed on our streets</p> <p>Delivery actions – safety on the TLRN, data review, site prioritisation, cycle training, smarter travel projects.</p> <p>Currently more men than women cycle but the majority of our adult cycle trainees are (ethnic minority) women. Our programme includes mutual awareness sessions between cyclists and HGV drivers a large proportion of cyclist deaths and serious injuries are caused by HGVs and women are</p>	H	+
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		overrepresented in these collisions relative to the proportion of cyclists who are women.		
	Sexual Orientation	The Transport policies and programmes do not explicitly rate to sexual orientation but the increased transport opportunities provided will enable people of different sexual orientations to have access to a greater range of employment, housing, recreation and medical opportunities. Improving the quality of the street environment will reduce the likelihood of attacks on people because of their sexual orientation	M	+
<p>Human Rights and Children's Rights</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				

Section 03	Analysis of relevant data and/or undertake research
Documents and data reviewed	The evidence for the statements above is taken from national studies such as the EOC working paper no 34, "Promoting Gender Equality in Transport" by Kerry Hamilton, Linda Jenkins, Frances Hodgson and Jeff Turner. This shows that women travel fewer miles than men (5891 miles per year compared with 8049) and are more likely to use the bus or walk than men (11% of women travel to work by bus compared with 5% of men, 14% of women walk to work compared with 7% of men). While in London in general, and Hammersmith & Fulham in particular, the shares of these modes are much higher, we would expect to see similar differences in the proportions of men and women with access to cars. This was

	<p>highlighted in the GLC's work in the 1980s, "Women on the Move, and although the numbers and percentages of women with access to cars have increased since then, there are still inequalities in terms of access to cars.</p> <p>We have also used Hammersmith & Fulham's "Access for All" Supplementary Planning Document which was adopted in 2006. which draws on a wide range of British Standards Guidance, and guidance from TfL, the GLA, the DDA and Planning Policy statements.</p> <p>Evidence on personal injury road accidents and differential rates affecting children and ethnic minority groups is supplied by TfL Updates on general accident rates are supplied monthly by TfL.</p> <p>The LIP has been drawn up in accordance with guidance issued by Transport for London in May 2010.</p>
New research	<p>In the light of the above, it has not been considered appropriate to commission additional research.</p>

Section 04	Undertake and analyse consultation
Consultation	<p>Full details of the LIP consultation are given in Appendix 2 of the LIP. Three stages of consultation were undertaken. The first, preliminary stage asked neighbouring boroughs and interest groups what their transport concerns were. A presentation was given to the Disability Forum at the start of this process. The second stage asked for views on the objectives and proposed delivery actions. This consultation was placed on the Council's website, was taken to the Environment and Residents' Services Select Committee, and all residents' groups and interest groups in the borough were notified of the consultation and asked to respond. The response were broadly supportive of our approach, and respondents tended to favour the "greener" aspects of our policies such as encouraging walking and cycling. These responses were fed into</p>

	<p>the consultation draft LIP, which was issued for consultation and submitted to TfL in December. Some thirteen responses were received, including a detailed response from the Disability Forum. The consultation has resulted in some alterations to our targets (e.g. an increase in the cycling target) and some additional information on how the LIP has been influenced by the Community Strategy, the SEA and the EIA. Council responses to the comments are given in Appendix 2.</p>		
Analysis	<p>Most of the responses did not relate to the protected groups. The Disability Forum sent in a comprehensive response which is reproduced in full in Appendix 2. Below is a summary of the Disability Forum's concerns and the council's response to them:</p>		
	Ref.	Disability Forum recommendations	Borough response
	1.	correct name for Hafad as statutory consultee	The name has been corrected throughout the LIP2
	2.	higher profile for accessible pedestrian environment in LIP2	<p>following sentence amended to bullet points on page 1</p> <ul style="list-style-type: none"> • Securing access improvements for all, particularly people with disabilities, as part of planning consents for new developments in the borough and through the council's annual programme of investment.
	3.	stepfree access on all river passenger services and terminals within the borough	Table at paragraph 2.8 amended to include suggested points
	4.	Availability of consistent step free pedestrian access at road works	The recommendation for the permit operation committed to monitor step free access throughout the duration of these works has been forwarded on to the network manager. It is not felt that an amendment is required in the document.
	5.	Goldhawk Road and extensive consultation...	case study 1 on page 41 amended in light of comments. An additional paragraph has been inserted on page 45 also.

	6.	Streetsmart Highways design guide: The council to consult Disability Forum on revised edition.	The streetsmart highways design guide five year review was an internal review and consultation only. When the document is finalised copies will be sent to both the DF and HAFAD.	
	7.	monitor availability of parking spaces for blue badge holders in shopping areas	Last paragraph on page 54 inserted	
	8.	availability of 50% discount for SMART visitor parking permit and electronic blue badge permit	First paragraph on page 53 amended and last paragraph on page 54 inserted	
	9.	availability of disabled parking bays and designated disabled parking bays	as above and reference to all ability cycle training inserted in paragraph 3 on page 56	
	10.	availability of mobility training for blind and visually impaired people so they can take advantage of the many transport improvements across the borough.	last paragraph on page 57 inserted	
	11.	Amendments to equality impacts assessment	Amendments to objectives 1, 3 and 6 made in appendix 1 (the EIA)	
	12.	Include Hammersmith & Fulham Disability forum as a non statutory consultee	Stage 1 consultation strategy in appendix 2 amended accordingly	
	13.	Availability of funding to maintain and improve pedestrian environment assets	recommendation taken on board but no amendment to LIP2 required	
	14.	check references to tables, maps and diagrams so that they relate back to relevant text to ensure that they are easy to find	all tables, diagrams and maps have been checked for accuracy	
	15.	Ensure maps and diagrams are legible and larger so they are easier for everyone to read	the maps and diagrams are as large as they can be in the document without the loss of quality. A large print copy of the LIP2 shall be made available on request.	

Section 05	Analysis of impact and outcomes
Analysis	The general purpose of the LIP is to increase opportunities and reduce disadvantage, which is explicit in Objective 5, To make it easier for everyone to gain access to transport opportunities
Section 06	Reducing any adverse impacts
Outcome of Analysis	Actions are summarised in Section 4 above, in response to Disability Forum.
Section 07	Action Plan
Action Plan	Actions are detailed in Section 4, Analysis, above. No further actions are considered necessary as they are captured above and because we have amended the LIP as appropriate and/or possible where changes have been suggested.
Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Nigel Pallace Position: Director of Environment Email: nigel.pallace@lbhf.gov.uk Telephone No:
Key Decision Report	Date of report to Cabinet/Cabinet Member: 20 /06 /11 Confirmation that key equalities issues found here have been included: Yes

Opportunities Manager for advice and guidance only	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: 25/05/2011 Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430
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Equality Impact Analysis Initial Screening Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. 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 Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to 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.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also 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, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Initial Screening Equality Impact Analysis Tool

Section 01	Details of Initial Equality Impact Screening Analysis			
Financial Year and Quarter	11 / 12, Q1			
Name of policy, strategy, function, project, activity, or programme	Hammersmith Bridge – surfacing deck panel repairs Note: If your proposed strategy will require you to complete an organisational change assessment report, please refer to the organisational change assessment (OCA) documentation accessed via the Smart HR web pages for additional guidance on assessing impact on staff.			
Q1 What are you looking to achieve?	Undertake repairs to the steel deck panel surfacing during traffic management			
Q2 Who in the main will benefit?	Residents and road users mainly but all residents within the vicinity of Hammersmith Bridge are likely to be affected by the programme of works. The surfacing deck panels of the bridge has been identified through close inspection needing maintenance and repairs which is programmed to be undertaken in August 2011. Once complete the use of the bridge will not be affected.			
	Age	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Disability	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Gender reassignment	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral

	Marriage and Civil Partnership	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Pregnancy and maternity	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Race	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Religion/belief (including non-belief)	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Sex	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
	Sexual Orientation	The works will not make changes to the use of the bridge. Use of the bridge will not be affected. Works are maintenance only.	L	Neutral
<p>Human Rights and Children's Rights</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				
Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to	<p>N/A</p> <p>Does this provide an opportunity to promote equality? Use your reasoning from Q2 to state why.</p> <p>The project is a bridge maintenance scheme therefore the final result does not make any changes to the use of</p>			

equalities?	the bridge.
Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?	No If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.

Initial Screening Equality Impact Analysis Guidance

Section 01	Details of Initial Equalities Impact Screening Analysis
Name of policy, strategy, function, project, activity, or programme	<p>A Policy refers to an approved decision, principle plan or a set of procedures by Cabinet, or a Cabinet Member under delegated powers that affects the way that the Council conducts its business both internally and externally. A policy can include: strategies, guides, manuals and common practice.</p> <p>A Strategy refers to a systematic short term or a long term plan of action that is designed to achieve a specific business benefit or goal(s).</p> <p>A Function refers to any actions and/or activities designed to achieve a specific business benefit or goal.</p> <p>A Project defines how a temporary structure or scheme can achieve a specific business benefit or goal(s). A project can be implemented by setting up aims and objectives, resources, communication, budget needs and timelines.</p> <p>An Activity is a specific task (or a groups of tasks) which can also form as part of a 'function'.</p> <p>A Programme is a portfolio of activities and projects that are co-ordinated and managed as a unit such that they realise common outcomes and benefits.</p>
Q1 What are you looking to achieve?	For example this might help to implement outcomes identified in policies such as the Single Equality Scheme , Disability Equality Scheme , other EIAs in your service department, or in another department that your service/service users also interact with and draw down services from, Corporate Plan , LAA Targets , CAA Aims, UDP , or JSNA .

<p>Q2 Who in the main will benefit?</p>	<p>Hereafter, 'policy' means policy, strategy, function, project, activity, or programme</p> <p>Disability Service providers also have an anticipatory duty to make reasonable adjustments for disabled people. These two duties frequently overlap and it is sensible to consider them together. For example, can you:</p> <ul style="list-style-type: none"> ▪ Provide accessible communications? ▪ Change how you collate and use data? ▪ Revise how you involve service users? <p>Analyse the impact of the policy on the protected characteristics with due regard to the Public Sector Equality Duty.</p> <p>Use your reasoning in order to determine whether the policy will be of high, medium or low relevance to the protected characteristics. What do we mean by these terms?:</p> <p>High</p> <ul style="list-style-type: none"> ▪ The policy, strategy, function, project, activity, or programme is relevant to all or most parts of the general duty, and/or to human rights ▪ There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it ▪ There is substantial or a fair amount of public concern about it <p>Medium</p> <ul style="list-style-type: none"> ▪ The policy, strategy, function, project, activity, or programme is relevant to most parts of the general duty, and/or to human rights ▪ There is some evidence that some groups are (or could be) differently affected by it ▪ There is some public concern about it <p>Low</p> <ul style="list-style-type: none"> ▪ The policy, strategy, function, project, activity, or programme is not generally relevant to most parts of the general duty, and/or to human rights ▪ There is little evidence that some groups are (or could be) differently affected by it ▪ There is little public concern about it <p>Use your reasoning to determine whether the impact will be positive, neutral, or negative. There are three</p>
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possible outcomes:

- **Positive:** The EIA shows the policy is not likely to result in adverse impact for any protected characteristic and does advance equality of opportunity, and/or fulfils PSED in another way
- **Neutral:** The EIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils PSED in another way
- **Negative:** The EIA shows the policy, strategy, function, project or activity is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfil PSED, or the negative impact will be mitigated through another means.

Should your policy not be applicable, you must note this and state why.

Human Rights, Children's Rights

Additionally, demonstrate here that the impact on **Human and/or Children's Rights** arising from the policy has been considered.

Human Rights

Public authorities have an obligation to act in accordance with the European Convention on Human Rights. These are:

- Article 2: [Right to life](#)
- Article 3: [Freedom from torture and inhuman or degrading treatment](#)
- Article 4: [Right to liberty and security](#)
- Article 5: [Freedom from slavery and forced labour](#)
- Article 6: [Right to a fair trial](#)
- Article 7: [No punishment without law](#)
- Article 8: [Respect for your private and family life, home and correspondence](#)
- Article 9: [Freedom of thought, belief and religion](#)
- Article 10: [Freedom of expression](#)
- Article 11: [Freedom of assembly and association](#)
- Article 12: [Right to marry and start a family](#)
- Article 14: [Protection from discrimination in respect of these these rights and freedoms](#)
- Article 1 of Protocol 1: [Right to peaceful enjoyment of your property](#)
- Article 2 of Protocol 1: [Right to education](#)
- Article 3 of Protocol 1: [Right to participate in free elections](#)

	<p>(Article 1 of Protocol 13 is: Abolition of the death penalty)</p> <p>Each of the above links takes you to explanations and examples provided by the EHRC. Further, the EHRC and the Ministry of Justice both provide guides for public authorities.</p> <p>Children’s Rights (UNCRC) All children and young people up to the age of 18 years have all the rights in the Convention. Some groups of children and young people - for example those living away from home, and young disabled people - have additional rights to make sure they are treated fairly and their needs are met.</p> <p>Every child in the UK has been entitled to over 40 specific rights. These include:</p> <ul style="list-style-type: none"> ▪ The right to life, survival and development ▪ The right to have their views respected, and to have their best interests considered at all times ▪ The right to a name and nationality, freedom of expression, and access to information concerning them ▪ The right to live in a family environment or alternative care, and to have contact with both parents wherever possible ▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security ▪ The right to education, leisure, culture and the arts ▪ Special protection for refugee children, children in the juvenile justice system, children deprived of their liberty and children suffering economic, sexual or other forms of exploitation <p>The rights included in the convention apply to all children and young people, with no exceptions.</p> <p>The above and more information can be found at Direct Gov.</p>
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>N/A</p> <p>Use your evidence from Q2 to state why</p>
<p>Q4</p>	<p>No</p>

Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity and/or human rights?	If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.
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Initial Screening Equality Impact Analysis

Section 01	Details of Initial Equality Impact Screening Analysis			
Financial Year and Quarter	2011-12 / Q1			
Name of policy, strategy, function, project, activity, or programme	Use of S.106 finance for environmental improvements to St Paul's CE Primary School, Worlidge Street, W6			
Q1 What are you looking to achieve?	To assist St Paul's CE Primary School, W6 with a series of external environmental improvements, specifically:			
	No.	PROPOSED INITIATIVE	ESTIMATED COST	
	1	Playground canopy	£50,000	
	2	Multi Use Games Area	£30,000-£80,000	
	3	Quiet Area / Sensory Garden	£80,000 - £150,000	
	4	Fencing and Seating at the front of the school	£20,000	
	5	Playground fencing to the rear of the school	£5000 - £10,000	
	6	Perimeter fencing on Worlidge Street up to Hammersmith Bridge Road	£20,000	
Q2 Who in the main will benefit?	Age	The proposed works are highly relevant to age, specifically, to pupils of primary school age. The works may also be relevant to other age groups, should the school hold events such as open days, where parents are invited. The proposed works will have a positive impact on all pupils of primary age, as they will provide an enhanced education environment	H	+
	Disability	The proposed works include a quiet area / sensory garden and seating. These particular aspects would be of medium relevance to any disabled pupils, or pupils who become disabled, and who require peaceful resting places or who would benefit from on-site sensory stimulation. As such, these would be positive for those pupils.	M	+
	Gender reassignment	There is no expected impact on gender reassignment, albeit, should the school hold events such as open days, where parents are invited, any parent who is transitioning might benefit from the school's improvements.	L	/

Marriage and Civil Partnership	Marriage and civil partnership is not applicable in this case	N/A	N/A
Pregnancy and maternity	There is no expected impact on pregnancy and maternity, albeit, should the school hold events such as open days, where parents are invited, any parent who is pregnant or with small infants might benefit from the school's improvements.	L	/
Race	There is no expected impact on race, albeit, should the school hold events such as open days, where parents are invited, parents of any race group might benefit from the school's improvements.	L	/
Religion/belief (including non-belief)	There is no expected impact on religion, albeit, should the school hold events such as open days, where parents are invited, parents of any religious or non-belief group might benefit from the school's improvements.	L	/
Sex	There is no expected impact on sex, albeit, should the school hold events such as open days, where parents are invited, mothers and fathers might benefit from the school's improvements.	L	/
Sexual Orientation	There is no expected impact on sexual orientation, albeit, should the school hold events such as open days, where parents are invited, parents of any sexual orientation might benefit from the school's improvements.	L	/

Human Rights and Children's Rights

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)?

Yes: the right to leisure, education, and the arts. The works will enable pupils to better enjoy break time and may improve their access to education.

Q3
Does the policy, strategy, function, project, activity, or programme make a positive contribution to

Yes

The school is proposing use of the S106 money for enhancements to their facilities that will enable a more diverse range of activities for children. It is expected that this will have a beneficial effect on equalities for all ages affected

equalities?	
Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?	<p>No</p> <p>It is not expected that the proposed improvement works will contribute to or hinder equality of opportunity and / or human rights</p>

Initial Screening Equality Impact Analysis Guidance

Section 01	Details of Initial Equalities Impact Screening Analysis
Name of policy, strategy, function, project, activity, or programme	<p>A Policy refers to an approved decision, principle plan or a set of procedures by Cabinet, or a Cabinet Member under delegated powers that affects the way that the Council conducts its business both internally and externally. A policy can include: strategies, guides, manuals and common practice.</p> <p>A Strategy refers to a systematic short term or a long term plan of action that is designed to achieve a specific business benefit or goal(s).</p> <p>A Function refers to any actions and/or activities designed to achieve a specific business benefit or goal.</p> <p>A Project defines how a temporary structure or scheme can achieve a specific business benefit or goal(s). A project can be implemented by setting up aims and objectives, resources, communication, budget needs and timelines.</p> <p>An Activity is a specific task (or a groups of tasks) which can also form as part of a 'function'.</p> <p>A Programme is a portfolio of activities and projects that are co-ordinated and managed as a unit such that they realise common outcomes and benefits.</p>
Q1 What are you looking to achieve?	<p>For example this might help to implement outcomes identified in policies such as the Single Equality Scheme, Disability Equality Scheme, other EIAs in your service department, or in another department that your service/service users also interact with and draw down services from, Corporate Plan, LAA Targets,</p>

	CAA Aims, UDP , or JSNA .
<p>Q2 Who in the main will benefit?</p>	<p>Hereafter, 'policy' means policy, strategy, function, project, activity, or programme</p> <p>Disability Service providers also have an anticipatory duty to make reasonable adjustments for disabled people. These two duties frequently overlap and it is sensible to consider them together. For example, can you:</p> <ul style="list-style-type: none"> ▪ Provide accessible communications? ▪ Change how you collate and use data? ▪ Revise how you involve service users? <p>Analyse the impact of the policy on the protected characteristics with due regard to the Public Sector Equality Duty.</p> <p>Use your reasoning in order to determine whether the policy will be of high, medium or low relevance to the protected characteristics. What do we mean by these terms?:</p> <p>High</p> <ul style="list-style-type: none"> ▪ The policy, strategy, function, project, activity, or programme is relevant to all or most parts of the general duty, and/or to human rights ▪ There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it ▪ There is substantial or a fair amount of public concern about it <p>Medium</p> <ul style="list-style-type: none"> ▪ The policy, strategy, function, project, activity, or programme is relevant to most parts of the general duty, and/or to human rights ▪ There is some evidence that some groups are (or could be) differently affected by it ▪ There is some public concern about it <p>Low</p> <ul style="list-style-type: none"> ▪ The policy, strategy, function, project, activity, or programme is not generally relevant to most parts of the general duty, and/or to human rights ▪ There is little evidence that some groups are (or could be) differently affected by it ▪ There is little public concern about it

Use your reasoning to determine whether the impact will be positive, neutral, or negative. There are three possible outcomes:

- **Positive:** The EIA shows the policy is not likely to result in adverse impact for any protected characteristic and does advance equality of opportunity, and/or fulfils PSED in another way
- **Neutral:** The EIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils PSED in another way
- **Negative:** The EIA shows the policy, strategy, function, project or activity is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfil PSED, or the negative impact will be mitigated through another means.

Should your policy not be applicable, you must note this and state why.

Human Rights, Children's Rights

Additionally, demonstrate here that the impact on **Human and/or Children's Rights** arising from the policy has been considered.

Human Rights

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- Article 10: [Freedom of expression](#)
- Article 11: [Freedom of assembly and association](#)
- Article 12: [Right to marry and start a family](#)
- Article 14: [Protection from discrimination in respect of these these rights and freedoms](#)
- Article 1 of Protocol 1: [Right to peaceful enjoyment of your property](#)
- Article 2 of Protocol 1: [Right to education](#)

	<ul style="list-style-type: none"> ▪ Article 3 of Protocol 1: Right to participate in free elections <p>(Article 1 of Protocol 13 is: Abolition of the death penalty)</p> <p>Each of the above links takes you to explanations and examples provided by the EHRC. Further, the EHRC and the Ministry of Justice both provide guides for public authorities.</p> <p>Children's Rights (UNCRC)</p> <p>All children and young people up to the age of 18 years have all the rights in the Convention. Some groups of children and young people - for example those living away from home, and young disabled people - have additional rights to make sure they are treated fairly and their needs are met.</p> <p>Every child in the UK has been entitled to over 40 specific rights. These include:</p> <ul style="list-style-type: none"> ▪ The right to life, survival and development ▪ The right to have their views respected, and to have their best interests considered at all times ▪ The right to a name and nationality, freedom of expression, and access to information concerning them ▪ The right to live in a family environment or alternative care, and to have contact with both parents wherever possible ▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security ▪ The right to education, leisure, culture and the arts ▪ Special protection for refugee children, children in the juvenile justice system, children deprived of their liberty and children suffering economic, sexual or other forms of exploitation <p>The rights included in the convention apply to all children and young people, with no exceptions.</p> <p>The above and more information can be found at Direct Gov.</p>
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>Yes/No</p> <p>Use your evidence from Q2 to state why</p>
<p>Q4</p>	<p>Yes/No</p>

Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity and/or human rights?

If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.