

# Appendix 5 - H&F Equality Impact Analysis Tool



## Conducting an Equality Impact Analysis

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

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

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

## General points

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

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

## H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2021/22 – Q3
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	<p>Title of EIA: Borough Wide Clean Air Neighbourhood Programme</p> <p>Short summary: A Clean Air Neighbourhood is a comprehensive Public Health and Transport initiative with the ambition to reduce many of the impacts of poor air quality and improve the health of residents. This programme will not only seek to improve the health of our residents, but also introduce significant public realm area improvements in these neighbourhoods. Such as trees, greening sustainable drainage systems, pedestrian safety improvements, cycling facilities and traffic access restrictions.</p> <p>We will repurpose street space to be used by the community for play streets, community theatre or events such as street parties. As part of the broader effort to improve air quality, further measures to tackle the energy use and heating demand will also be brought forward</p>
<b>Lead Officer</b>	Name: Masum Choudhury Position: Head of Transport
<b>Date of completion of final EIA</b>	09/09/2022

Section 02	Scoping of Full EIA						
<b>Plan for completion</b>	Timing: September 2022 Resources: Transport & Parking Services						
<b>Analyse the impact of the policy, strategy, function, project, activity, or programme</b>	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%; text-align: left;">Protected Characteristic</th> <th style="width: 60%; text-align: left;">Analysis</th> <th style="width: 20%; text-align: left;">Impact:</th> </tr> </thead> <tbody> <tr> <td style="height: 40px;"> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Protected Characteristic	Analysis	Impact:			
Protected Characteristic	Analysis	Impact:					

	Age	Reduced congestion and traffic have been found to improve local air quality and therefore reduce the associated health risks – this is especially notable for the elderly and young children.	Positive
	Age	Clean Air Neighbourhoods is likely to bring positive impacts to young children, with reduced traffic reducing road risks through rat running.	Positive
	Age	Clean Air Neighbourhoods will promote active travel, encouraging people to take up cycling and walking as a mode of travel, improving exercise and health. This is particularly relevant to school aged children and those of working age when travelling to local services.	Positive
	Age	Increases in traffic flows and congestion on roads surrounding Clean Air Neighbourhoods of speeds by vehicles, above the speed limit (for which is not definitively attributable to the Clean Air Neighbourhoods, but for which Clean Air Neighbourhoods could be a contributing factor) could increase the risk of road collisions and accidents, this is especially notable for younger and older people who may be less aware or able to react quickly to their surroundings.	Negative
	Disability	Clean Air Neighbourhoods is unlikely to impact those with a disability directly as the area will remain largely the same. However, Clean Air Neighbourhoods could encourage increased uptake of active travel within the area, which may create competition between those with disabilities and pedestrians on footpaths, although this is an unlikely impact.	Neutral
	Disability	Clean Air Neighbourhoods may result in a positive impact upon those with disabilities due to the increased safety of the area because of less traffic.	Positive
	Disability	Those with disabilities may be impacted by Clean Air Neighbourhoods if they have informal care, or care from family members regularly. Although there are visitor permits, this may provide an additional barrier to care if the individual struggles to use the permit facilities.	Negative
	Disability	Reduced congestion and traffic have been found to improve local air quality and therefore reduce the associated health risks – this is especially notable for people with respiratory conditions.	Positive

Gender	No impact predicted during operation of the Clean Air Neighbourhoods.	Neutral
Marriage and Civil Partnership	No impact predicted during operation of the Clean Air Neighbourhoods.	Neutral
Pregnancy and maternity	The Clean Air Neighbourhoods will reduce congestion throughout local neighbourhoods, this will have potential positive impacts for pregnant women and care givers with young children due to reduced traffic in the area, creating a safer space and reduced congestion. Clean Air Neighbourhoods will also encourage active travel, which brings health benefits through facilitating exercise.	Positive
Race	No direct impact predicted during operation of the Clean Air Neighbourhoods.	Neutral
Religion/belief (including non-belief)	Clean Air Neighbourhoods has the potential to improve the tranquillity of places of worship through the reduction in traffic and congestion.	Neutral
Sex	The removal of rat running through Clean Air Neighbourhoods is likely to benefit women largely as the primary travel providers to school aged children. The reduction in traffic and congestion in the area will improve the safety of the roads and encourage active travel.	Positive
Sex	Due to increased traffic on some main roads during peak times, women may be disproportionately impacted by increased traffic as the primary travel providers to school children and may experience subsequent delays when travelling/commuting to work in the area.	Neutral
Sexual Orientation	No impact predicted during operation of the Clean Air Neighbourhoods.	Neutral
Income and deprivation	National evidence shows that poorer people have greater exposure to air pollution. <a href="https://www.lbhf.gov.uk/air-pollution-factsheet">H&amp;F air pollution factsheet (lbhf.gov.uk)</a> There is a pattern in LBHF that there are higher childhood asthma admissions in poorer areas. Having clean air neighbourhoods may reduce the exposure of poorer children to air pollution.	Positive

**Human Rights or Children’s Rights**

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

	<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>
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<b>Section 03</b>	<b>Analysis of relevant data</b> Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
<b>Documents and data reviewed</b>	n/a
<b>New research</b>	n/a

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	Details of consultation findings (if consultation is required. If not, please move to section 06)
<b>Analysis of consultation outcomes</b>	To be undertaken as part of the implementation on a precinct-by-precinct basis

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	Detailed analysis will be undertaken on a precinct-by-precinct level – taking into account local issues and communities.

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	N/A As above

<b>Section 07</b>	<b>Action Plan</b>
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<b>Action Plan</b>	A detailed individual equalities impact assessment will be completed for each Clean Air Neighbourhood as they are developed in partnership with local communities. This EQUIA serves as an outline for the proposal and as such does not go into sufficient local detail to provide for an action plan.
<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Senior Managers' sign-off</b>	Name: Bram Kainth Position: Strategic Director of Environment
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: 10 / 10 / 22 Key equalities issues have been included: Yes