

# 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
Financial Year and Quarter	2021/22 – Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: South Fulham Clean Air Neighbourhood</p> <p>Short summary:</p> <p>This experimental scheme introduces traffic access restrictions on residential roads on a trial basis. The aim of the trial is reduce the amount of out-of-borough through-traffic using residential roads and thus reduce CO2 emissions and improving air quality while repurposing road space for public realm, greening and sustainable urban drainage, while.</p> <p>In alignment with the Public Health and Climate Change aims of the Council, the scheme has evolved from a traffic, congestion and pollution reduction project to a Clean Air Neighbourhood project. A Clean Air Neighbourhood is a comprehensive Public Health initiative with the ambition of reducing many of the impacts of poor air quality and improve the health of residents. This trial will not only seek to improve the health of residents, but also introduce significant public realm area improvements in the neighbourhood.</p> <p>As part of broader effort to improve air quality, further measures to tackle energy use and heating demand will also be brought forward.</p>
Lead Officer	Name: Jordan Poole Position: Principal Traffic Officer
Date of completion of final EIA	19/10/2022

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: October 2022</p> <p>Resources: Transport &amp; Parking Services</p>

**Analyse the impact of the policy, strategy, function, project, activity, or programme**

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.

Protected Characteristic	Analysis	Impact:
Age	Reducing 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	Reducing traffic, congestion and pollution is likely to bring positive impacts to young children, with reduced traffic reducing road risks through rat running.	Positive
Age	Reduced traffic and an improved public realm 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	Temporary increases to traffic on roads surrounding the South Fulham Clean Air Neighbourhood during early stages of the trial could lead to more congestion on main roads. This temporary impact could be greater for younger and older people who may be travelling on a main road as part of their journey.	Negative
Disability	The South Fulham Clean Air Neighbourhood is unlikely to impact those with a disability directly as the area will remain largely the same. However, it could encourage increased uptake of active travel within the area, which may create competition between those with disabilities and pedestrians on footpaths. However, this is an unlikely or direct causal impact and has not been reported as a problem in the scheme to the east of WBR.	Neutral
Disability	The South Fulham Clean Air Neighbourhood may result in a positive impact upon those with disabilities due to the increased safety of the area due to less traffic.	Positive
Disability	Those with disabilities may be impacted by the South Fulham Clean Air Neighbourhood if they have informal care, or care from family members regularly. Although there are free visitor permits, this may provide a barrier to care if the	Negative

	individual struggles to use the permit facilities.	
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 South Fulham Clean Air Neighbourhood trial.	Neutral
Marriage and Civil Partnership	No impact predicted during operation of the South Fulham Clean Air Neighbourhood trial.	Neutral
Pregnancy and maternity	The South Fulham Clean Air Neighbourhood trial will reduce congestion throughout the area. 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. It will also encourage active travel, which brings health benefits through facilitating exercise.	Positive
Race	No direct impact predicted during operation of the South Fulham Clean Air Neighbourhood.	Neutral
Religion/belief (including non-belief)	The South Fulham Clean Air Neighbourhood has the potential to improve the tranquillity of places of worship through the reduction in traffic and congestion.	Neutral
Sex	The removal of through-traffic via the South Fulham a Clean Air Neighbourhood 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 the trial of the South Fulham Clean Air Neighbourhood.	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. The South Fulham Clean Air Neighbourhood will address this by helping to reduce air pollution.	Positive

	<p><b>Human Rights or Children’s Rights</b>          If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice</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>
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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>	The launch of an experiment serves as the formal consultation for the duration of the trial. It is expected the consultation will also enable the gathering of further information of any potential equalities impacts.
<b>Analysis of consultation outcomes</b>	To be undertaken as part of the trial prior to a decision on whether to introduce the scheme on a permanent basis.

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	To be undertaken as part of the trial prior to a decision on whether to introduce the scheme on a permanent basis.

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
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<b>Outcome of Analysis</b>	n/a
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<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	<p>This EQIA serves as an outline prior to the launch of an experimental trial.</p> <p>The action is therefore to capture and monitor all potential impacts during the experiment and consultation and develop mitigating actions in parallel with the trial as issues and/or concerns emerge.</p> <p>A detailed equalities impact assessment will be completed for the South Fulham Clean Air Neighbourhood trial prior to any future decision on whether to amend, abandon or make the scheme permanent.</p>

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Senior Managers' sign-off</b>	<p>Name: Masum Choudhury  Position: Assistant Director of Public Realm</p>
<b>Key Decision Report (if relevant)</b>	<p>Date of report to Strategic Director of Environment: 24 / 10 / 22  Key equalities issues have been included: Yes</p>