

## LBHF Equality Impact Analysis Tool

### Conducting an Equality Impact Analysis

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

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

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

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

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from the Opportunities Manager: [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk) or ext 3430

## LBHF Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015 / 2016
Name and details of policy, strategy, function, project, activity, or programme	<p>Short summary: The transportation policy department has completed a borough wide consultation as part of the Local Implementation Plan 2016/2017 funding priorities to determine the opinion of the majority of residents and businesses in the borough to whether to extend 20mph speed limits in the borough.</p> <p><b>Note:</b> If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.</p>
Lead Officer	<p>Name: Annelise Johns            Position: Design Team Manager            Email: annelise.johns@lbhf.gov.uk            Telephone No: 02087533005</p>
Date of completion of final EIA	13 / 10 / 2015

Section 02	Scoping of Full EIA						
Plan for completion	In preparation of the plan to roll out the consultation the evidence that was gathered and statistic that were gathered that are most relevant to this report, as detailed in the information provided below.						
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>The focus for this project is to explore the health implications speeding vehicles have across the borough's population in light of the current administration manifesto commitment to extend 20mph speed limits. Therefore a borough wide consultation was undertaken, the process leading to which and its results are therefore the subject of this Equality Impact Assessment.</p> <table border="1"> <thead> <tr> <th>Protected characteristic</th> <th>Analysis</th> <th>Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>The 20mph proposal has positive effects on the elderly population in particular. In 2030, a quarter of the population will be over the age of 65. This age group</td> <td>Positive</td> </tr> </tbody> </table>	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral	Age	The 20mph proposal has positive effects on the elderly population in particular. In 2030, a quarter of the population will be over the age of 65. This age group	Positive
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Age	The 20mph proposal has positive effects on the elderly population in particular. In 2030, a quarter of the population will be over the age of 65. This age group	Positive					

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		has the highest cases of dementia, has the slowest reaction time, highest instability, the demographic affected the most by visual , hearing and mobility impairments all of which make them the demographic with the most to loose from speeds above 20mph. Equally in light of the design of 'home-zones or ply streets' speed is always less than 20mph to cater to the reaction time of children and their safety. The outcome will greatly benefit the older and younger populations quality of life. A by-product of roads with speeds above 20mph are the increased rates of social isolation in older populations and the increased rates of child obesity. Therefore, the positive effect to these demographic groups in particular is significant as is the improvement in preventative care and the savings in costs to the NHS.	
	Disability	Similar to the benefits stated above for the younger and elderly populations those with disabilities are limited by various impairments that prevent them from using the public realm to the same level of convenience. Vehicular speeds above 20mph significantly reduce the already compromised the access of those whom have disabilities.	Positive
	Gender reassignment	The scheme will have no impact on gender	Neutral
	Marriage and Civil Partnership	The scheme will have no impact on gender	Neutral
	Pregnancy and maternity	The scheme will have no impact on gender	Neutral
	Race	The scheme will have no impact on gender	Neutral
	Religion/belief (including non-belief)	The scheme will have no impact on gender	Neutral
	Sex	The scheme will have no impact on gender	Neutral

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	Sexual Orientation	The scheme will have no impact on gender	Neutral
	<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?            Yes / No</p>		
	<p>Will it affect Children’s Rights, as defined by the UNCRC (1992)?            Yes/No</p>		

<b>Section 03</b>	<p><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.</p>
<b>Documents and data reviewed</b>	<p><b>LBHF:</b> The research gathered in preparation for this project included a review of cabinet reports from across the UK boroughs, who have introduced 20mph speed reductions. Additionally, research from the National Institute for Health and Care Excellence and Public Health England were examined in particular, their evidence on health and the environment and their findings related to causes of obesity. Additionally, evidence from the World Health Organisation’s latest findings on traffic casualties and the demographics that most effected were reviewed. Additionally, much evidence from the transport and health global academic community has been gathered, specifically, The Canadian Medical Association, the American National Institute of Health and the Not for profit organisation Urban Design for Health , which focused on causes of death in urban centres and planning for health. Several articles from the Oxford Journal of Public Health were reviewed in relation to the 20mph evidence. Similarly, the Journal of Epidemiology and Community Health was reviewed in relation to the articles that addressed urban policies and social deprivation, as evidence shows, the highest number of traffic related injuries and casualties occur in neighbourhoods of economic deprivation. Research from Oxford University provided the biggest overview in terms of the social disruption of transport. Finally, much of the 20mph based evidence came from the UK’s leading Transportation and Health evidence data base Evidence on a Page where 30 or more journal’s findings are compiled.</p>
<b>New research</b>	If new research is required, please complete this section

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<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>	

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

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

<b>Section 07</b>	<b>Action Plan</b>												
<b>Action Plan</b>	Note: You will only need to use this section if you have identified actions as a result of your analysis												
	<table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan						
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<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officers' sign-off</b>	: Telephone No: LBHF

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	Name: Mahmood Siddiqi Position: Bi-Borough Director of Transport and Highways Email: mahmood.siddiqi@lbhf.gov.uk Telephone No: 3019
<b>Key Decision Report (if relevant)</b>	LBHF January 11 2016 Key equalities issues that have been included Yes.
<b>Opportunities Manager (where involved)</b>	Name: David Bennet Position: Head of Change Delivery (acting) Date advice / guidance given: Email: PEIA@lbhf.gov.uk Telephone No: 1628