

## EQUALITIES IMPACT ASSESSMENT

### Checklist for Determining Relevance to Equality

The following check list will assist you in determining if your function (or Discrete Service Element) is either:

- Highly relevant to equality
- Relevant to equality
- Not relevant to equality

For additional guidance notes on completing the checklist, including an explanation of the Public Sector Equality Duty and the 9 protected characteristics please see page 2

**Directorate:** Growth & Regeneration

**Service area:** Strategic Planning and Growth

1. Does the function work directly with a protected equality group known to experience inequality? E.g. providing a specific service to disabled residents or the elderly (so not a universal service such as refuse collection)

**YES**

2. Does the function affect different protected groups differently? i.e. are the majority of your users elderly/disabled/belong to a particular ethnic group? Does your equality monitoring data support this?

**YES**

3. Has previous engagement with residents/service users/staff identified the function as being important to a particular equality group? i.e. in previous consultations have a larger than proportional number of women or disabled people responded? Or you may have been directly informed of the importance of this function to a particular equality group.

**YES**

If you have answered Yes to Question 1, 2 or 3 your function is considered to be highly relevant to equality. (no need to continue with 4 – 9)

4. Does the function impact on any of the three aims of the Public Sector Equality Duty? See guidance note for further info
5. Is the function public facing with frontline contact with residents?
6. Does the function affect how other organisations that have an impact on equality operate? i.e. does it fund voluntary sector organisations that support disabled people to participate in public life?
7. Does your function support the delivery of the Council's Statutory Equality Objectives noted below:
  - Narrowing the attainment gap for children on free school meals
  - Narrowing the attainment gap for Children with Special educational needs
8. Does your function relate to an area where there are known inequalities in Bexley? – this could be based on any equality data you have access to for example Bexley's position on the EHRC 15 national equality challenges - <https://democracy.bexley.gov.uk/documents/s31718/APPENDIX B.pdf>
9. Has a previous PEIA indicated that a full EIA is necessary?

If you have answered Yes to any of questions 4-9 then your function is considered relevant to equality.

If you have answered No to all of questions 4-9 then your function is considered not relevant to equality.



Approved by Head of Strategic Planning: \_\_\_\_\_

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## Equality Impact Assessment/Equality Analysis pro-forma

This EIA pro-forma has been designed to help you ensure that you are adequately meeting the requirements of the general Public Sector Equality Duty (PSED) when designing/changing/introducing services. Please use the Conducting Equality Analysis/EIA guidance note in conjunction with this form. The form will act as written and dated evidence that equality analysis was conducted prior to policy changes being implemented and that 'due regard' has been given to all three aims of the general equality duty with respect to all 9 protected characteristics. The completed form will be published on the Council's website as is required by law.

For ease the term 'policy' is used as shorthand to refer the full range of services and functions that the PSED applies to i.e. policies/functions/services/projects/procurement etc

### Part 1 – Describe the policy and its relevance to equality

Name of policy	<u>Local Implementation Plan (LIP3)</u>
Trigger for EIA (delete as appropriate)	New policy
<p><b>Briefly describe the policy including:</b></p> <ul style="list-style-type: none"> <li>• its purpose and aims</li> <li>• main stakeholders (i.e. beneficiaries, service users, staff)</li> <li>• if it is likely changes proposed may lead to organisational restructures</li> </ul> <p>(If the policy requires changes to staffing structures a separate staff impact needs assessment will need to be undertaken)</p>	<p>The Local Implementation Plan (LIP) is a statutory document prepared under Section 145 of the Greater London Authority (GLA) Act 1999 and sets out how the Council proposes to deliver the Mayor's Transport Strategy (MTS) in the borough, as well as contributing to other local and sub-regional goals. It has been developed in accordance with the Revised Guidance for Borough Officers on Developing the Third Local Implementation Plan issued by Transport for London (TfL). This document is the third LIP for the London Borough of Bexley. It covers the same period as the MTS (published in March 2018) and it also takes account of the transport elements of the draft London Plan, and other relevant Mayoral and local policies. The Draft LIP sets out long terms goals and transport objectives for Bexley for the next 20 years and a three-year programme of investment for the period 2019/20 - 2021/22 including the targets and outcomes the Council is seeking to achieve. Additional details are provided for the year 2019/20.</p>

<p><b>Equality Relevance</b> (delete as appropriate)</p> <p>(Include link to published Determining Relevance to Equality checklist if available)</p>	<p>Highly Relevant to Equality</p>
<p><b>Has the function been previously EIAed? If so when and attach the publication link</b></p>	<p>Equality Impact Assessments have been carried out for the previous LIP reports completed in 2011 and 2014 which are available from the Transport policy section on Council's website.</p> <p><a href="https://www.bexley.gov.uk/services/parking-transport-and-streets/transport-policy">https://www.bexley.gov.uk/services/parking-transport-and-streets/transport-policy</a></p>
<p><b>Summarise actions from previous EIA and provide an update on their delivery</b></p>	<p>Schemes are checked for impact on the Equality Target Groups (ETG) and new facilities must be compliant to the Disability Discrimination Act. When identifying and finalising proposals for infrastructure, consultation is carried out with all sections of the community including the ETG. These consultations offer a translation service and have, in the past, included on-street interpreters where response levels were low due to likely comprehension difficulties. However, in reviewing the progress of the LIP, it may be necessary to examine more closely how clusters of ETG have benefited from the measures implemented and if any opportunity has been missed.</p> <p>Update on delivery: translation services continue to be promoted and offered on public leaflets and during consultation. Ethnic monitoring of the service users currently features in the normal monitoring activities of all service areas. For example, on the implementation of road safety engineering measures, surveys are conducted to assess the impacts on all sections of the community, with particular reference to the vulnerable road users, residents of the economically deprived areas and other equality target groups of the Borough. The Road Safety Consultative Committee receives frequent reports monitoring progress on the programmes of work and their impacts on the community.</p> <p>Update on delivery: The impact of engineering measures on local communities continues to be assessed during each scheme's</p>

	<p>design, consultation, implementation and review and negative measures are mitigated where possible.</p> <p>There are no evidence-based data sources that can be reviewed to identify whether there are any adverse impacts of the Division's policies and services on different equality groups. There has been no need so far to commission any relevant research to determine any differential impact of the Division's policies and functions. No complaints have been received implying differential treatment in the delivery of the Division's services.</p> <p>The EqIA carried in each service area includes an action plan for mitigation measures.</p> <p>Previous reviews have resulted in improvements to the language information on leaflets, translators available at some exhibitions and improved recruitment monitoring.</p> <p>Selection of sites for schemes in most work areas is based on pre-published criteria such as accident rate and road surface condition. However, in other work programmes like area treatments, factors such as the degree of social deprivation are included in the criteria for selecting schemes. These schemes are coordinated with the Council's area of opportunity programme, which is targeted for reducing social exclusion.</p> <p>The objectives set out in LIP3 and the vast majority of measures will have positive impacts for all groups. While some schemes have neutral impacts to some members of the ETG, no negative impacts resulting from the LIP policies and proposals have been identified.</p>
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**Part 2 – Evidence collection – what do you know?**

<p><b>Please describe the evidence you will use to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement?</b></p> <p>(Any evidence that is aggregated by protected characteristic to be noted below)</p>	<p>Data has been gathered as part of the development of the draft LIP3. This has included data on the characteristics of the population of the borough and expected trends. Data on road casualties has been analysed and used to develop programmes to reduce casualties. Data on demography and deprivation indices has been considered in developing LIP3 policies and its transport objectives.</p>
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Protected Characteristic	Evidence
Age	Child Road Casualty figures
Disability	LIP3 consultation process
Sex	There are no evidence-based data sources that can be reviewed to identify whether there are any adverse impacts of the policies and services on different equality groups. No complaints have been received implying differential treatment in the delivery of the services.
Gender reassignment	See above
Pregnancy & Maternity	See above
Race	See above
Religion & Belief	See above
Civil Partnerships & Marriage	See above
Sexual Orientation	See above

**Part 3 (optional) - Consultation and engagement - what do those affected think?**

Please note that there is no explicit legal requirement under the General Equality Duty to engage with people who share protected characteristics. The General Duty only requires public authorities to have an adequate evidence base for their decision-making and engagement is can assist in developing that evidence base. If you are highly relevant to equality then it is likely you will want to engage interested parties if you are proposing changes to an existing service. See EIA Guidance for more info.

<p><b>Have you held any consultation/engagement with service users/interested parties likely to be affected by the policy?</b></p>	<p>Yes</p> <p>If Yes please describe the engagement below – including type of engagement (website/focus group/Single Equality Group etc) and take up.</p> <p>Consultation on the draft LIP3 took place in autumn 2018 and the Bexley Association of Disabled People was directly consulted as well as other local groups and organisations including the statutory consultees identified by TfL.</p> <p>The Draft LIP was also published on the Council’s website to maximise the opportunity to comment and to increase the level of response and posted on social media. Feedback was analysed and necessary revisions made to the LIP. The Final Draft LIP includes details on the consultation process, the responses and how the LIP has been revised accordingly.</p>
<p><b>Have your client group/service users/interested parties been involved in drawing up the policy?</b></p>	<p>No</p>
<p><b>How have you attempted to include traditionally hard to reach/hear groups? E.g. those with learning disabilities/Bengali women/Gypsy &amp; Traveller communities etc.</b></p>	<p>No such targeted engagement</p>

**Part 4 - What is your judgement? – analyse your evidence and describe the impact**

(a) Aim 1 of the PSED – the duty to eliminate discrimination

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
Age	<p>Positive</p> <p>Approximately 24% of the borough’s households do not have access to a car, leading to social exclusion. Younger and older people are more likely to be affected due to affordability, medical reasons or they are too young to hold a driving licence and therefore rely on public transport, walking and cycling. It is also noted that the borough has an ageing population – by 2050 over 65s will make up about 22% of the population, up from 16% currently. The LIP policies and objectives seek to enhance the provision of public transport services which are particularly beneficial to younger people and for older people. The Delivery Plan includes schemes which will improve access to public transport and provide walking and cycling facilities.</p>	None



Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
Disability	<p>Positive</p> <p>Local Area Accessibility measures will improve accessibility for the more vulnerable road users, especially those with mobility and visual impairments, young children and the elderly at small local shopping parades, areas near libraries, pop in parlours, children centres etc. These measures include improvements to footways, lighting, and enhanced pedestrian crossing facilities and the removal of barriers along key routes. Similar measures will be introduced under the Station Accessibility programme. Some of the features of town centre improvement/renewal schemes will improve pedestrian crossing facilities, reduce street clutter and improving access to public transport.</p>	None
Sex	No impact	None
Gender reassignment	No impact	None
Pregnancy & Maternity	<p>Positive</p> <p>Most of the benefits identified for those with a disability will also apply to pregnant women and to young parents pushing a pram/buggy.</p>	None

Characteristic	Actual or likely impacts (negative/positive/no impact) and justification	Actions to be taken to mitigate potential negative impacts (include name of lead and estimated date of completion)
Race	Positive BME groups tend to have lower car ownership and are more reliant on public transport to access jobs, services etc. LIP policies seeking more and better public transport services would therefore be beneficial.	None
Religion & Belief	No impact	None
Civil Partnerships & Marriage <sup>1</sup>	No impact	None
Sexual Orientation	No impact	None

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<sup>1</sup> Only applies to aim one of the PSED

(b) Aims 2 and 3 of the PSED – the duty to advance equality of opportunity & foster good relations

Protected Characteristic	How can this policy be designed to advance equality of opportunity	How can this policy be designed to foster good relations between groups
Age	Child Pedestrian Training currently offers practical roadside training in primary schools for year three children, reducing the number of child casualties. The Council provides cyclist training to the recognised National Standard. Trainees learn about the traffic system and how to interact with it as cyclists. The bulk of the training has been delivered to 10 and 11 year olds and to secondary and special needs schools. There are School Crossing Patrol (SCP) sites in the borough where the safety of children and parents is ensured during their journeys to and from school. Road safety campaigns also take place in schools under the Junior Road Safety Officer scheme and other initiatives.	
Disability	See entry in previous table.	
Sex	N/A	
Gender reassignment	N/A	
Pregnancy & Maternity	N/A	
Race	LIP proposals and transport objectives support new and improved public transport services and more cycling and walking. Investment through the Delivery Plan will be made in bus priority and walking and cycling schemes.	
Religion & Belief	N/A	

<b>Protected Characteristic</b>	<b>How can this policy be designed to advance equality of opportunity</b>	<b>How can this policy be designed to foster good relations between groups</b>
Sexual Orientation	N/A	

**Part 5 – Completion and authorisation**

<b>Directorate &amp; Service</b>	Growth & Regeneration, Strategic Planning and Growth
<b>Date EIA completed</b>	16 <sup>th</sup> October 2018 and updated 2 <sup>nd</sup> January 2019
<b>Name and Job Title of Officer completing EIA</b>	David Freestone, Senior Transport Planner
<b>Describe how you will monitor impact of your policy</b>	The impacts of this policy will be monitored through the performance indicators for child casualties, the number of children receiving cycle training, the number of accessible bus stops and through engagement with the local community.
<b>Officer responsible for monitoring impact</b>	To be confirmed
<b>Date EIA is scheduled to be reviewed</b>	It was reviewed in January 2019 after analysing consultation responses.
<b>DD responsible for policy</b>	<b>Signature .....</b> <b>Date ...May 2019...</b>