

Equality Impact Assessment – Stage Two

<p>What is the decision Executive is being asked to make?</p> <p>Please add a summary of relevant legislation and whether the proposed decision conflicts with any of the Council’s key strategic priorities</p>	<p>Budget Proposal 2017/18: deletion of one of the two full-time road safety officer posts.</p> <p>While central government sets the regulatory framework for roads, vehicles and road users, and national road safety strategies, road safety delivery occurs primarily at the local level with local government being the lead delivery agent, working in partnership with many other agencies and stakeholders.</p> <p>Local authorities have the following statutory duties related to road safety:</p> <p>The Road Traffic Act 1988 (Section 39) requires local authorities in Great Britain to:</p> <ul style="list-style-type: none"> • take steps both to reduce and prevent accidents • prepare and carry out a programme of measures designed to promote road safety • carry out studies into accidents arising out of the use of vehicles on roads or part of roads, other than trunk roads, within their area • take such measures as appear to the authority to be appropriate to prevent such accidents <p>The Road Traffic Regulation Act 1984 (Section 122) requires local authorities in Great Britain to:</p> <ul style="list-style-type: none"> • secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) <p>The Traffic Management Act 2004 (Section 16) requires local authorities in England and Wales to manage and maintain their road networks to:</p> <ul style="list-style-type: none"> • secure the expeditious movement of traffic on, and the efficient use of, their road networks • avoid, eliminate or reduce road congestion or other disruption to the movement of traffic on their road network or a road network for which another authority is the traffic authority <p>The Council’s key strategic priorities to <i>‘Protect and support those who need it’</i> and <i>‘Maintain a high quality of life within our communities’</i> could apply to improving road safety for West Berkshire residents as the role involves going into schools and educating road users.</p> <p>Of the six Priorities for Improvement, the following could</p>
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	also apply to road safety education: <i>'Improve educational attainment'</i> ; <i>'Close the educational attainment gap'</i> ; <i>'Good at safeguarding children and vulnerable adults'</i> ; and <i>'Support communities to do more for themselves'</i> .
Budget Holder for item being assessed:	Mark Cole
Name of assessor:	Mark Edwards
Name of Service & Directorate	Highways and Transport, Environment
Date of assessment:	21/12/2016
Date Stage 1 EIA completed:	12/10/2016

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union	x	Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	
Public Consultation	x	Other (please specify)	
2. Please summarise the findings from the available evidence for the areas you have ticked above.			
<p>Unison has pointed out that this proposal is at odds with providing better education in an area which can provide life-saving information, and save money overall by raising the standard of our young road users. Feedback from the consultation process has indicated that of those that responded 41% were in favour of this proposal, 48% were opposed to it and 11% neither agreed nor disagreed, didn't know, or didn't answer the question. However the total number of people returning comments was low at only 27.</p>			
3. If you have identified any gaps in the evidence provided above, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research eg a needs assessment?			
<p>If 'No' please proceed to Step 2.</p>			
No.			

STEP 2 – Involvement and Consultation

<p>1. Please outline below how the findings from the evidence summarised above when broken down, will affect people with the 9 protected characteristics. Where no evidence is available to suggest that there will be an impact on any specific group, please insert the following statement ‘There is no evidence to indicate that there will be a greater impact on this group than on any other.’</p>	
Target Groups	Describe the type of evidence used, with a brief summary of the responses gained and links to relevant documents
<p>Age – relates to all ages</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. The respondents from the respective age ranges were: 4 from 35-44; 3 from 45-54; 4 from 55-64; and 4 from age 65-74. There were 12 respondents that did not indicate an age range. Unison responded pointing out that this proposal is at odds with providing better education in an area which can provide life-saving information, and save money overall by raising the standard of our young road users. This cut could have a negative impact on all age groups that have contact with the highway network because it will result in stopping or reducing the following road safety activities: school visits; young drivers training; older drivers training; young motorcyclists training; training for cyclists on the dangers of HGV’s; and training on getting to school safely.</p>
<p>Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out ‘normal’ day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. The proposed changes do not specifically impact on the disability group.</p>
<p>Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October</p>

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<p>removing the previously legal requirement for them to undergo medical supervision.</p>	<p>2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. No particular gender reassignment group will be disadvantaged.</p>
<p>Marriage and Civil partnership – .protects employees who are married or in a civil partnership against discrimination. Single people are not protected.</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. No particular marriage or civil partnership group will be disadvantaged.</p>
<p>Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. No particular pregnancy or maternity group will be disadvantaged.</p>
<p>Race - includes colour, caste, ethnic / national origin or nationality.</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. No particular race group will be disadvantaged.</p>
<p>Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. No particular religion or belief group will be disadvantaged.</p>
<p>Sex - applies to male or female.</p>	<p>We undertook a public consultation of all user groups as part of the council’s budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. The gender responses were: men 9; women 3. There were 15 respondents that did not indicate their gender. The other response came from Unison. No particular gender reassignment group will be disadvantaged.</p>
<p>Sexual Orientation - protects lesbian,</p>	<p>We undertook a public consultation of all user</p>

<p>gay, bi-sexual and heterosexual people.</p>	<p>groups as part of the council's budget proposals consultation between 31 October 2016 and 11 December 2016. Only 27 responses were received to the Road Safety consultation. No particular sexual orientation group will be disadvantaged.</p>
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2. Who are the main stakeholders (eg service users, staff etc) and what are their requirements?

All customers who use the council's highway network (ie by driving, cycling, walking or using public transport) because they live, work or go to schools or colleges in the district, or because they are visiting for business, shopping or educational reasons.

3. How will this item affect the stakeholders identified above?

As the cut will result in reducing or stopping a number of road safety activities it follows that stakeholders may face increased risk when using the highway network. Providing these services has resulted in West Berkshire Council making a significant contribution to the substantial reductions in the number of people killed and seriously injured on our roads. Only time will tell if reducing or stopping them will result in an increase in the number of people killed and seriously injured. We will also lose some capacity to respond to any concerns raised by members of the public regarding non-engineering road safety issues. Despite these negative impacts the council would still be fulfilling its statutory duty regarding 'promotion of road safety' as required by the legislation.

STEP 3 – Assessing Impact and Strengthening the Policy

What have you assessed the impact as being? If there is potential adverse or differential impact on protected groups, what are the measures you will take to mitigate against such impact. Is there any opportunity to promote equality and good relations?

We will prioritise our road safety activities as best we can with reduced resources and continue to fulfil our minimum statutory duty. However the risks and adverse impacts identified earlier in this EqlA will still remain and it is not possible to mitigate against these without retaining the post that is being suggested for deletion.

STEP 4 – Procurement and Partnerships

Is this item due to be carried out wholly or partly by contractors? Yes

If 'yes', will there be any additional requirements placed on the contractor? Have you done any work already to include equality considerations into the contract? You should

set out how you will make sure that any partner you work with complies with equality legislation.

Safer Roads West Berkshire provides area profile reports annually and quarterly updates to assist us with monitoring and prioritising areas of road safety activity. This will continue for as long as funding for this is available. There will be no additional requirements placed on this contractor as there are no equality considerations that could usefully be included in this work.

STEP 5 – Making a Decision

Summarise your findings and make a clear statement of the recommendation being made as a result of the assessment. This will need to take into account whether the Council will still meet its responsibilities under the Public sector Equality Duty (Section 149 of the Equality Act), which states:-

A public authority must, in the exercise of its functions, have due regard to the need to:-

- (i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;***
- (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, in particular the need to:-***
 - (a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;***
 - (b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;***
- (iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.***

The proposed deletion of one of the two full-time road safety officers will mean that there will be a reduction or stopping of road safety activities. This could result in increased risks to all users of the highway network. The Age group will suffer the most impact although members of all groups driving, cycling, walking or using public transport may be affected. Statutory duties will still be undertaken so the council's responsibilities in relation to its equality duty will still be met.

STEP 6 – Monitoring, Evaluating and Reviewing

Once the change has taken place, how will you monitor the impact on the 9 protected characteristics?

Accident data, including the number of people killed and seriously injured on our roads is routinely monitored by the traffic and road safety team and this will continue going forward. An annual area profile report is produced for us by Safer Roads West Berkshire who also produces quarterly updates. The data will continue to be interrogated to establish the impact of this cut on the age and sex characteristic groups and to prioritise road safety activity. Data is not available to monitor the impact on the remaining 7 characteristic groups.

STEP 7 – Action Plan

	Actions	Target Date	Responsible Person
Involvement & consultation	Not applicable	Not applicable	Mark Cole
Data collection	Routinely continued	Ongoing	Mark Cole
Assessing impact	Data interrogated	Ongoing	Mark Cole
Procurement & partnership	Continued reporting by Safer Roads West Berkshire	Ongoing	Mark Cole
Monitoring, evaluation and reviewing	Continued interrogation and evaluation of data	Ongoing	Mark Cole

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Contributors to the Assessment

Name: Mark Cole

Job Title: Traffic Services Manager

Date: 22/12/2016

Head of Service (sign off)

Name: Mark Edwards

Job Title: Head of Highways & Transport

Date: 22/12/2016

