

## Equality Impact Assessment Form

Revised June 2009

(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)



### Part 1 Aims & implementation of the policy

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(please refer to the guidance for additional information)*

#### 1.1 What is being assessed

Island Transport Plan

#### 1.2 Officer(s) and section or service responsible for completing the assessment

Chris Wells, Rachel Mills, Rosie Barnard

#### 1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

To set the councils transport policy for the next 27 years

#### 1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

All Island residents, visitors, transport providers, operators, contractors and businesses.

#### 1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

This will be the council's third plan and consultation has previously taken place in a range of formats including face to face, focus groups, surveys, workshops and presentations. The draft plan and associated SEA and HRA screening report were made available for a 12 week consultation period. During this time the documents, background paper and other information were posted on the council's website at [www.iwight.com/transport](http://www.iwight.com/transport) with copies available for inspection at County Hall and Enterprise House. The council also notified statutory consultees – Natural England, Environment Agency and English Heritage as well as a wide range of local partners including transport operators, transport users, local elected members, members of the Quality Transport Partnership, Town and Parish Councils, local environment groups, south eastern authorities – through the South East Authorities Service Improvement Group (SEASIG) and others. The release of the draft plan was covered in the local press and radio.

**1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?**

The plan's vision seeks to :

*"Improve and maintain our highway assets, enhancing accessibility and safety to support a thriving economy, improve quality of life and respect the local environment".*

**1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?**

The plan fits in with other strategic plans and policies including the Island's Community Strategy (Eco-Island), the emerging Local Development Framework (Island Plan) and the council's Corporate Plan.

The main delivery mechanism of the Island Transport Plan will be the council's Highway's Private Finance Initiative which is one of the council's seven key priorities (as identified in the council's Corporate Plan).

**1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?**

The plan seeks to promote equality of opportunity and social inclusion by increasing accessibility to jobs and services and by the provision of improved transport infrastructure.

**1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?**

The Transport Acts of 2000 and 2008 require all Highway Authorities to produce a Local Transport Plan and to keep the plan under review.

It is anticipated that the Island Transport Plan will be adopted by the council in April 2011 and will be the responsibility of the Environment and Neighbourhoods Directorate.

## **Part 2 Consideration of data and research**

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(please refer to the guidance for additional information)*

### **2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken**

12 week public consultation on draft plan from 12<sup>th</sup> November 2010 to 4<sup>th</sup> February 2011. Draft plan included consultation questionnaire and independent Strategic Environmental Assessment and Health Impact Assessment.

The plan was considered by the council's Economy and Environment Scrutiny Panel at their meeting of 15 December 2010 and Island Quality Transport Partnership (QTP) at their meeting on Friday 28th January 2011. The minutes of the Economy and Environment Scrutiny Panel and QTP can be found at [www.iwight.com](http://www.iwight.com)

### **2.2 Equalities profile of users and beneficiaries**

All equality and diversity strands but with a bigger emphasis on DDA related issues.

### **2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination**

None.

### **2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project**

N/a.

### **2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project**

The ITP seeks to ensure that transport and accessibility is considered across a range of council and partner projects, developments, plans and strategies as part of the developmental procedure.

**Part 3 Assessment of impact**

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority’s single equality scheme.

**3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)**

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact						
Neutral impact						
Positive impact	X	X	X	X	X	X

**Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (please refer to the guidance for additional information)**

**4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?**

Access to information is currently provided in English but this has now been changed within the new Welcome Pack for diverse communities as it's provided in alternative languages.

**4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future**

As above 4.1

**4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?**

N/A

**4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?**

The ITP is seen as an evolving process and the plan and delivery will be refreshed and monitored on an ongoing basis and therefore automatically leads to service improvements.

**4.5 How will any service, policy, procedure, practice or project be implemented?**

As 1.9 above

**4.6 As 4.5 above please identify training requirements**

On going awareness training for both officers and members as the ITP is developed and revised.

## **Part 5 Conclusions & recommendations**

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(please refer to guidance for additional information)*

### **5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?**

Yes

### **5.2 What are the main areas requiring further attention?**

Ensuring that the delivery of the ITP enables people to access services. The ITP is an evolving web-based document which can be easily refreshed and updated as required.

### **5.3 Summary of recommendations for improvement**

Information provided in alternatives formats on request.

### **5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?**

Through the statutory monitoring processes and as part of the Quality Transport Partnership.

### **5.5 When will the amended service, policy, procedure, practice or project be reviewed?**

The plan will be reviewed in accordance with government guidance. Previously this has been in the form of the submission of annual/bi-annual progress reports.

## Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

***Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:***

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race	None – assuming plan adopted in current format	-	-	-	-
Disability	None – assuming plan adopted in current format	-	-	-	-
Age	None – assuming plan adopted in current format	-	-	-	-
Religious and Philosophical belief	None – assuming plan adopted in current format	-	-	-	-
Gender	None – assuming plan adopted in current format	-	-	-	-
Sexual orientation	None – assuming plan adopted in current format	-	-	-	-
Geographical location	None – assuming plan adopted in current format	-	-	-	-
All of the above	None – assuming plan adopted in current format	-	-	-	-

## Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary and then publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council's website.

<b>Date of assessment</b>	<input type="text" value="4&lt;sup&gt;th&lt;/sup&gt; March 2011"/>		
<b>Officer's name</b>	<input type="text" value="Rachel Mills"/>	<b>Role</b>	<input type="text" value="Principal Transport Planner"/>
<b>Service, policy, procedure, practice or project that was impact assessed</b>	<input type="text" value="Island Transport Plan"/>		
<b>Summary of findings</b>	<input type="text" value="No adverse impact."/>		
<b>Summary of recommendations and key points of action plan</b>	<input type="text" value="N/a"/>		

### Groups that this policy will impact upon

<b>Race</b>	<input type="checkbox"/>	<b>Gender</b>	<input type="checkbox"/>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<b>Age</b>	<input type="checkbox"/>
<b>Disability</b>	<input type="checkbox"/>	<b>Religion or belief</b>	<input type="checkbox"/>
<b>Other</b>	<input type="checkbox"/>	<b>All</b>	<input checked="" type="checkbox"/>