Consisting of 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. If your EIA does not require you to carry out additional consultation, please omit section 04.

7. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough lead:

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RBKC
Corporate Equalities Officer:
angela.chaudhry@rbkc.gov.uk
020 7361 2654
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<table>
<thead>
<tr>
<th>Overall Information</th>
<th>Details of Full Equality Impact Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Financial Year and Quarter</strong></td>
<td>2014/15 Q4</td>
</tr>
<tr>
<td><strong>Name and details of policy, strategy, function, project, activity, or programme</strong></td>
<td>Transport and Streets Supplementary Planning Document</td>
</tr>
<tr>
<td></td>
<td>The existing Transport SPD (2008) provides guidance for the UDP suite of policies and needs to be updated to reflect the policies in the Core Strategy, which was adopted in 2010. Although the guidance contained in the SPD is broadly still relevant there is a need to update certain key areas including parking standards, guidance on Construction Traffic Management Plans (CTMPs) and streetscape. The Transport and Streets SPD will replace the Transport SPD.</td>
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<tr>
<td></td>
<td>The principal topics that the SPD relates to are:</td>
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<td>- Assessing and minimising the transport impact of development</td>
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<td></td>
<td>- Parking policy and standards</td>
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<td></td>
<td>- Residents’ parking permit-free development</td>
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<td></td>
<td>- Accessing development and pavement crossovers</td>
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<tr>
<td></td>
<td>- Servicing development</td>
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<td></td>
<td>- Streetscape</td>
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<td></td>
<td>- Reducing the impact of construction on the highway</td>
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<td></td>
<td>- Tables and chairs on the highway</td>
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<td></td>
<td>The policies will be RBKC specific, and therefore have no impact upon LBHF or WCC.</td>
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<td></td>
<td>The Council considers that the proposal is likely to have a neutral or slight positive impact upon the range of equality issues. As such a full EIA is not considered to be appropriate.</td>
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<td></td>
<td>The Council will consult on the draft Transport and Streets SPD in February 2015.</td>
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<tr>
<td><strong>Lead Officers</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Name: James McCool</td>
</tr>
<tr>
<td></td>
<td>Position: Transport Planning Manager</td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:James.McCool@rbkc.gov.uk">James.McCool@rbkc.gov.uk</a></td>
</tr>
<tr>
<td></td>
<td>Telephone No: 020 7361 2656</td>
</tr>
<tr>
<td>Protected characteristic</td>
<td>Borough Analysis</td>
</tr>
<tr>
<td>--------------------------</td>
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</tr>
<tr>
<td>Age</td>
<td>RBKC Where age is referred to, it refers to a person belonging to a particular age (eg. 32 year olds) or range of ages (eg. 18-30 year olds). The proposed Transport and Streets SPD within the Borough will not have any particular impact on people of any particular age group.</td>
</tr>
<tr>
<td>Disability</td>
<td>RBKC A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities. The proposed Transport and Streets SPD will not have any particular impact on people with disabilities. There may be a benefit to those with a disability from the guidance provided on provision of disabled parking, access ramps, tactile paving at crossings and control of street clutter that may otherwise form a hazard.</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>RBKC Gender reassignment is the process of transitioning from one gender to another.</td>
</tr>
<tr>
<td>Protected Characteristic</td>
<td>Description</td>
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<tr>
<td>-----------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>The proposed Transport and Streets SPD will not have any particular impact on people who have undergone gender reassignment. The SPD is not considered relevant to this protected characteristic.</td>
</tr>
<tr>
<td>Marriage and Civil Partnership</td>
<td><strong>RBKC</strong> Marriage is defined as a ‘union between a man and a woman’. Same-sex couples can have their relationships legally recognised as ‘civil partnerships’. Civil partners must be treated the same as married couples on a wide range of legal matters. The proposed Transport and Streets SPD will not have any particular impact on opportunities for marriage and civil partnership. The SPD is not considered relevant to this protected characteristic.</td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td><strong>RBKC</strong> Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. The proposed Transport and Streets SPD will not have any impact on people who are pregnant or in maternity. The SPD is not considered relevant to this protected characteristic.</td>
</tr>
<tr>
<td>Race</td>
<td><strong>RBKC</strong> Race refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. The proposed Transport and Streets SPD will not have any impact on this protected characteristic and it is not considered relevant to this protected characteristic.</td>
</tr>
<tr>
<td>Religion/belief</td>
<td><strong>RBKC</strong> Religion has the meaning usually given to it but belief includes religious belief.</td>
</tr>
</tbody>
</table>
and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

The proposed Transport and Streets SPD will not have any impact on this protected characteristic and it is not considered relevant to this protected characteristic.

| Sex | RBKC Sex means a man or a woman. | Neutral |
| Sexual Orientation | RBKC Sexual orientation means whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes. | Neutral |

**Human Rights or Children's Rights**

If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice.

### Section 03

**Analysis of relevant data**

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.

**Documents and data reviewed**
<table>
<thead>
<tr>
<th>Section 04</th>
<th>Consultation</th>
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<tbody>
<tr>
<td>Complete this section if you have decided to supplement existing data by carrying out additional consultation.</td>
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</table>

| Consultation in each borough | A series of scoping meetings were held with key stakeholders in December 2012 and January 2013. A full public Consultation was undertaken on an earlier draft of this document in December 2013 and January 2014. The subject consultation document will be available on-line. People will be able to submit an on-line response to the consultation or post their response. |

| Analysis of consultation outcomes for each borough | As a result of feedback from the scoping exercise substantial additional guidance was provided on streetscape matters within the SPD, including in relation to single surface treatments, additional guidance on telecoms equipment has been added, building on experience of dealing with such applications. Additional guidance also provided on matters such as advertising, additional guidance has been provided on adoption of new streets, parking standards have been reviewed in line with the NPPF and the Core Strategy and have been revised downwards, maximum parking standards and permit-free retained, policy references updated throughout to reflect Core Strategy. |

The consultation responses received in respect of the first round of consultation were considered and addressed if appropriate as set out and explained in the accompanying comments matrix.

The consultation responses received during the public consultation will be reviewed and will inform the final draft of the Transport and Streets SPD.

<table>
<thead>
<tr>
<th>Section 05</th>
<th>Analysis of impact and outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analysis</td>
<td>There is no direct relevant impact as a result of consultation or data analysis on any of the protected characteristics. The impact of the revisions to each protected characteristic has been presented earlier in section 2.</td>
</tr>
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</table>

Age: Neutral impact
Disability: Positive
Gender reassignment: Neutral
Marriage and Civil Partnership: Neutral
Pregnancy and Maternity: Neutral
<table>
<thead>
<tr>
<th>Section 06</th>
<th>Reducing any adverse impacts and recommendations</th>
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<tbody>
<tr>
<td><strong>Outcome of Analysis</strong></td>
<td>No adverse impacts have been identified.</td>
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<thead>
<tr>
<th>Section 07</th>
<th>Action Plan</th>
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<tbody>
<tr>
<td><strong>Action Plan</strong></td>
<td>Note: You will only need to use this section if you have identified actions as a result of your analysis</td>
</tr>
</tbody>
</table>

<table>
<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>
</table>

<table>
<thead>
<tr>
<th>Section 08</th>
<th>Chief Officers’ sign-off</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name:</strong> Jonathan Bore</td>
<td><strong>Position:</strong> Executive Director for Planning and Borough Development</td>
</tr>
<tr>
<td><strong>Email:</strong> <a href="mailto:jonathan.bore@rbkc.gov.uk">jonathan.bore@rbkc.gov.uk</a></td>
<td><strong>Telephone No:</strong> 020 7361 3012</td>
</tr>
</tbody>
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<tr>
<th>Key Decision Report (if relevant)</th>
<th>Key equalities issues have been included: Yes</th>
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<table>
<thead>
<tr>
<th>Lead Equality Manager (where involved)</th>
<th>Name:</th>
</tr>
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<tbody>
<tr>
<td><strong>Position:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Date advice / guidance given:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Email:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Telephone No:</strong></td>
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</table>
Please ensure that a final version of your EqIA is sent to the Equalities Officer, Angela Chaudhry, so that it can be published on our intranet.