

# Equality Impact Assessment



Assessment Of:	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Operational Services	Assessment carried out by: LM
Service Area: Greenspaces	Job Role: Head of Operations
Version / Date Of Sign Off By Director:	

## Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

To replace an existing byelaw that prevents any cycling within most of Newton Abbot's main parks, to enable cycling on dedicated routes only (ie – proper signage and amendable widths). Routes only to be dedicated following standard good-practice review and consideration, to ensure they are useful, safe and acceptable in a local sense.

### 1.2 Who will the proposal have the potential to affect?

Service users       The wider community       Teignbridge workforce

### 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

**Yes**       **No**      [please select]

The dedicated routes are intended to provide improved safety and connectivity for those on-bicycle, particularly those who are uncomfortable cycling on-road. This should facilitate uptake of cycling by a wider demographic of users. For example, the proposed dedicated route via Baker's Park would provide an alternative to the busy, narrow and constrained Totnes Road which forms a barrier to many travelling via bicycle. The proposed dedicated route via the eastern edge of Courtenay Park would provide an alternative to re-joining the Station

Road/Queen Street at the rail station where the shared-use off-road facility abruptly terminates and there is no logical or safe means of re-joining the road.

## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
Local Cycling & Walking Infrastructure Strategy	Consultation feedback (Heart of Teignbridge)
Ogwell route planning application	Planning responses and permission
Byelaw replacement public consultation	Views on amending the byelaw (to be attained subject to Full Council approval)
Cycle counter data (held/collected by DCC)	User numbers (useful for monitoring purposes)
Teignbridge Cycle Forum (held annually/bi-annually)	Stakeholder feedback on delivery progress and proposals (includes range of users)
<b>Additional comments:</b>	

### 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

### 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

NA

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

There has been stakeholder and public consultation via the Heart of Teignbridge LCWIP and also via Future High Streets active travel schemes, and the planning application for the Ogwell cycle/shared-route provision. These show overall support for dedicated routes provided in a logical, useful and safe way that offers benefit locally.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Further consultation on proposed replacement of byelaw, subject to Full Council approval.  
Monitor data counters to access uplift/downturn in usage of routes - level of demand.  
Continue to hold Teignbridge Cycle Forum events for local stakeholder feedback and input.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

### 3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

#### GENERAL COMMENTS (highlight any potential issues that might impact **all or many groups**)

There is often some level of conflict between users on shared-use paths. However, this is generally of a low level on dedicated routes that have been well-considered and provided to a good-quality specification for user density. The benefits of safer, off-road connectivity are likely to outweigh this risk. However, further public input will be sought via a specific public consultation on the byelaw replacement proposal, and this will be flagged with key local stakeholders including Newton Abbot Community Transport who form part of the Teignbridge Cycle Forum mailing list.

#### PROTECTED CHARACTERISTICS

**Age: Young People** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Increased opportunity for active travel uptake within Newton Abbot.
Mitigations:	
<b>Other group(s)</b> <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport</i>	
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Increased opportunity for active travel uptake within Newton Abbot, with potential for associated wellbeing and environmental benefits.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

Not aware of any significant negative impacts and will seek further public input via dedicated consultation process to ensure this (subject to the Full Council recommendations being approved). Ensure relevant local stakeholders, such as Newton Abbot Community Transport, are advised directly of the consultation.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Increased opportunity for active travel uptake within Newton Abbot, offering related wellbeing and local environmental outcomes via improved safety for those on-bicycle; reducing a key barrier for many except the most confident riders on-bicycle.

### 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Public consultation, promotion, & consideration of responses	Estelle Skinner	2022/23

### 4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Consideration of public feedback.

## Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

#### Reviewed by Service Manager:

Yes

No  Instead was reviewed by: Instead was reviewed by Fergus Pate

#### Strategic Leadership Team Sign-Off:

Date:	Date:

Version 1 – March 2021