

Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

This assessment may be published on the Authority's website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.

Proposal details

1. Name of the policy or process being assessed	No entry scheme on Stanton Road - Shiremoor Primary School road safety	
2. Version of this EIA (e.g. a new EIA = 1)	1	
3. Date EIA created	17 August 2022	
	Name	Service or organisation
4. Principal author of this EIA	Sam Lacy, Network Business Manager John Cram, Integrated Transport Officer	Capita North Tyneside Council
5. Others involved in writing this EIA <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Geoff Crackett, Sustainable Transport Officer	Capita

6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?

The purpose of the proposal is to reduce traffic conflict on Stanton Road, particularly during the times of drop-off and pick-up at Shiremoor Primary School.

This should benefit children and parents of Shiremoor Primary School as well as residents of Stanton Road.

The proposals associated with this report involve improvements to cycling, walking and wheeling access. It is anticipated that improved conditions will increase the level of active travel to the school.

7. Does this proposal contribute to the achievement of the Authority's public sector equality duty? Will your proposal:

Write your answers in the table

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	As the scheme has been designed to ensure that highway conditions are conducive to support greater usage of cycling, walking and wheeling, resulting in the potential positive impacts identified in section 11 below.
Foster good relations between people who share a protected characteristic and those who do not	No	

Evidence Gathering and Engagement

8. What evidence has been used for this assessment?

- Relevant objectives of the Authority, e.g. to take steps and seek investment to make North Tyneside carbon net-zero by 2030 ([Our North Tyneside Plan](#)); improve the street network, putting cycling and walking first ([North Tyneside Transport Strategy](#)); and to increase levels of cycling each year ([North Tyneside Cycling Strategy](#))
- Monitoring and evaluation of a similar experimental scheme on Vernon Drive at Monkseaton Middle School
- Long-term engagement of the Go Smarter team with school stakeholders.

9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	✓
No	

9.b Engagement activity undertaken	With	When
Go Smarter activity in school	School staff and pupils	2018 onwards
Letter drop with information re proposal	Residents	June 2022
Briefing note to Cabinet Member briefing	Cabinet Member for Environment	April 2022

9. Is there any information you don't have?

	√	Please explain why this information is not currently available
Yes - please list in section A of the action plan at Q13		
No	✓	

Analysis by protected characteristic

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics	Yes	Positive	Owing to range of ways in which information about the proposed scheme will be made available, together with support to respond to any communication needs.
Sex – male or female	No		
Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If 'Yes' would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
Age – people of different ages, including young and old	Yes	Positive	People for whom age makes crossing the road more difficult may experience a positive impact from the reduced conflict of traffic.
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive Positive	People for whom a disability makes crossing the road more difficult may experience a positive impact from the reduced conflict of traffic. Footway users with a disability (e.g. wheelchair users and visually or audio impaired people) may experience a positive impact from reduced incidence of pavement parking on both sides of the road.
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	No		
Race – includes a person's nationality, colour, language, culture and geographic origin	No		

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
Religion or belief – includes those with no religion or belief	No		
Sexual orientation – includes gay, lesbian, bisexual and straight people	No		
Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
Intersectionality - will have an impact due to a combination of two or more of these characteristics	No		

If you have answered ‘**Yes**’ anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 ‘negative impacts that cannot be removed’ or Q13 ‘Action Plan’ below

If you have answered ‘No’ in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 ‘Outcome of EIA’.

12.a Can any of the negative impacts identified in Q11 not be removed or reduced?

Yes - please list them in the table below and explain why	
No	✓

12.b Potential negative impact	What alternative options, if any, were considered?	Explanation of why the impact cannot be removed or reduced or the alternative option pursued.

Action Planning (you do not need to complete the grey cells within the plan)

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them (please explain below)			
Ongoing monitoring and review will be undertaken as part of the proposal		Gary Walker (Capita)	August 2023
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)			
N/A			
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)			
N/A			
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)			
Increase active travel to school by offering a place on Living Streets Walk to School scheme.		Geoff Crackett (Capita)	August 2023
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)			
Ongoing monitoring and review will be undertaken as part of the proposal		Gary Walker (Capita)	August 2023

Section F: Review of EIA to be completed		Sam Lacy (Capita)	February 2024
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14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.	✓	Identified potential impacts are positive
Continue but with amendments		
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

Quality assurance and approval

Questions 15-18 are only for completion by the Corporate Equality Group Member for your service

15. Do you agree or disagree with this assessment?	Agree	✓	Disagree	
16. If disagree, please explain:				
17. Name of Corporate Equality Group Member:	Melissa Nilson			
18. Date:	17/08/2022			

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

Questions 19-22 are only for completion by the Head of Service

19. Do you agree or disagree with this assessment?	Agree	✓	Disagree	
20. If disagree, please explain:				
21. Head of Service:	John Sparkes (Director)			
22. Date:	23/08/22			

Please return the document to the Author and Corporate Equality Group Member.