

## Equality Impact Assessment (EIA):

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<b>Date:</b>	24 January 2014	<b>Email:</b>	lan.jones@torbay.gov.uk

Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

### Executive Lead / Head Sign off:

<b>Executive Lead(s)</b>	Councillor Ray Hill	<b>Executive Head:</b>	Sue Cheriton
<b>Date:</b>	24 <sup>th</sup> January 2014	<b>Date:</b>	24 <sup>th</sup> January 2014

### Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	<b>Does this report relate to a key decision?</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
2)	<b>Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:</b> <ul style="list-style-type: none"> <li>• <b>The Community (including specific impacts upon the vulnerable or equality groups)</b></li> <li>• <b>Our Partners</b></li> <li>• <b>The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision)</b></li> </ul>	Y <input type="checkbox"/> Y <input checked="" type="checkbox"/> Y <input type="checkbox"/>	N <input checked="" type="checkbox"/> N <input type="checkbox"/> N <input checked="" type="checkbox"/>

**Section 1: Purpose of the proposal/strategy/decision**

No	Question	Details
1.	<b>Clearly set out the proposal and what is the intended outcome?</b>	<i>The outcome is to acquire land by negotiation or by Compulsory Purchase Order to implement an improved junction with new access road to serve the proposed housing development known as Great Parks Phase 2.</i>
2.	<b>Who is intended to benefit / who will be affected?</b>	<p><i>The proposal will ensure that the area to the west of Kings Ash Road, Paignton attracts investment in terms of housing and infrastructure. The proposal will assist in providing much needed new housing to the area and create a number of construction jobs.</i></p> <p><i>Property owners in the immediate vicinity of the proposed junction will be affected as sections of land will be required to be acquired from them either by negotiation or compulsorily.</i></p>

## Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

### Evidence, consultation and engagement

No	Question	Details
3.	Have you considered the available evidence?	<i>The evidence in terms of the need for additional housing provision has been considered.</i>
4.	Have you consulted on the proposal?	<i>Yes, the proposal forms part of the Torbay Local Plan which is consulted on by many stakeholders prior to approval as policy. The local community have also been involved in the master planning process for the development.</i>
5.	Outline the key findings	<i>There were no key findings, but pedestrian access comments were accommodated.</i>
6.	What amendments may be required as a result of the consultation?	<i>Improved access for pedestrians and cyclists through the development.</i>

### Positive and negative equality impacts **TO BE UPDATED ONCE CONSULTATION UNDERTAKEN**

No	Question	Details
7.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why. <b>EVERY BOX MUST BE COMPLETED – if there is no impact please state either ‘No Positive Impact’ or ‘No Negative Impact’.</b></i>

No	Question	Details		
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	Improved crossing facilities	Access to amenities and school from the housing development will be via the widened junction, which will have pedestrian phases to cross the A380.	N/a
	People with caring Responsibilities	No specific impact	No specific impact	N/a
	People with a disability	Pedestrian crossing facilities will be DDA compliant with tactile pavings and indicator facilities for visually impaired pedestrians	The crossing distance will be increased due to the widened junction.	N/a
	Women or men	No specific impact	No specific impact	N/a
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	No specific impact	No specific impact	N/a
	Religion or belief (including lack of belief)	No specific impact	No specific impact	N/a
	People who are lesbian, gay or bisexual	No specific impact	No specific impact	N/a
	People who are transgendered	No specific impact	No specific impact	N/a
	People who are in a marriage or civil partnership	No specific impact	No specific impact	N/a
	Women who are pregnant / on maternity leave	No specific impact	No specific impact	N/a
	Socio-economic impacts (Including impact on child	Increased housing provision	No specific impact	N/a

No	Question	Details		
	poverty issues and deprivation)			
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	Housing development will provide additional pedestrian and cycle facilities.	Increase in queuing traffic to the improved junction may impact on air quality in the immediate vicinity.	N/a
<b>8.</b>	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	<i>No specific impact</i>		
<b>8b</b>	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	<i>No specific impacts</i>		

### Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details		
<b>9.</b>	<b>Summarise any negative impacts and how these will be managed?</b>	<i>Safety for all pedestrians will be managed by creating appropriate DDA compliant pedestrian crossing facilities within the junction. The potential air quality issue will be managed by ensuring that the junction has intelligent measures to measure traffic queuing to minimise any traffic congestion.</i>		

### Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details		
<b>10.</b>	<b>Outline plans to monitor the actual impact of your proposals</b>	<i>The new junction will be subject to independent safety audits and collision data will be reviewed annually.</i>		

**Section 5: Recommended course of action** *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	<p><b>State a recommended course of action</b>  <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>	<p><b>Outcome 1: No major change required</b> - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</p>	<p>✓</p>	<p><i>The junction will be constructed to a DDA compliant standard and with regard to other related national design guidelines.</i></p>
		<p><b>Outcome 2: Adjustments to remove barriers</b> – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</p>		
		<p><b>Outcome 3: Continue with proposal</b> - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p>		
		<p><b>Outcome 4: Stop and rethink</b> – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>		