

Equality Impact Assessment

Directorate: Regeneration, Housing and Resources	
Service: Transport	
Name of Officer completing assessment: Hardeep Dhand	
Date of Assessment: 19th May 2014	
Name of service/function or policy being assessed: Harrow Market Experimental Traffic Scheme	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>From a Road Safety perspective, the aims are :</i> To improve road safety by reducing personal injury caused by road traffic collisions, particularly with reference to vulnerable road users such as pedestrians and cyclists. To reduce traffic, congestion and pollution in Langley. To promote 'active' travel (by cycling and walking).</p> <p><i>As part of the Harrow Market Scheme</i> To improve social and commercial opportunities in the local community, and ultimately to improve 'quality of life' in Langley.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The changes have been implemented by the Transport service area of Slough Borough Council, in response to instruction from, and in partnership with, Cllr. Sohail Munawar (Commissioner for Social and Economic Inclusion).</p> <p>The Road Safety team has been responsible for the commissioning of detailed designs, promotion of the works, and coordination with other parties involved.</p> <p>The physical changes have been implemented by Slough Amey, the Council's term maintenance contractor.</p> <p>SBC's Highways section has an ongoing responsibility for monitoring and maintaining the existing highway, with the Road Safety team responsible for the temporary changes (signage, markings, traffic flow and so forth). SBC's Communications team has been responsible for press releases and related communications, with detailed input from the Road Safety team.</p>

3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Potentially, the entire community. This includes :</p> <ul style="list-style-type: none"> - Highways (road and footway) users including motorists, pedestrians, cyclists, wheel chair users and those who use other mobility aids. - Residents - School pupils and staff - College students and staff - Business owners and staff (including delivery and collection services) - Non-commercial organisations based in the area - The Emergency services - Commuters using the area as part of their route - Any other members of the community not mentioned here <p>Age: The overall impacts are expected to be the same for people of all ages. However, there may be particular impacts for children of school age, students of sixth form age and for older people.</p> <p>Disability: No specific impacts for people with disabilities. However, this will be a specific area of attention to be considered in a further review to be undertaken once the experimental measures have been implemented (in the ongoing consultation part of the 'experiment').</p> <p>Pregnancy and maternity: See section 5.</p> <p>Race: See sections 4 and 5</p>

	<p>Religion and Belief: See sections 4 and 5</p> <p>Low income groups Motorists / Commuters by both private and public transport modes. See section 5 Nb – it is acknowledged that motorists and commuters do not count as a ‘protected’ group in EIA terms, but can be included here on socio-economic grounds.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Age : Safer roads. Given the vulnerable status of younger road users, the proposed traffic arrangements (provide safer crossing points and routes to popular destinations such as the shops and park) this is expected to improve safety for children travelling to school by ‘active travel’ modes. Older people will also benefit from safer road and footway design and the anticipated slower, more controlled movement of traffic.</p> <p>Race : The proposed traffic arrangement is expected to stimulate local trade by providing improved parking facilities in the Harrow Market Car Park, and improve vehicle flow and reduce journey times. In theory, the impact of the changes will be the same for all people of all races in Chalvey.</p> <p>Religion : The proposed traffic arrangement is expected to improve vehicle flow and reduce journey times in the area. The proposed changes are expected to improve access (both vehicular and non-motorised) to the places of worship in these locations – the church on Parlaunt Road. Hence this will be a positive impact for members of these faiths within the community. Similar impacts may be experienced by member of other faiths, visiting other places of worship in the local area.</p>

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>Age :</i> The proposed scheme may have a negative impact on people in various age groups. Access to the Harrow Market, GP and Dental surgeries may be affected by peak time traffic, which would be an issue for people requiring frequent access to such services (e.g. pregnant women, parents of young children, and older people). However, the extent to which detours may be required is not known and will depend on specific circumstances. No data is available to confirm the extent of this impact, and an assessment is recommended.</p> <p><i>Race :</i> It is possible that the proposed changes may have a detrimental impact on those who own, run, or patronise local businesses, on the grounds that shopping and delivery trips may require take longer than previously.</p> <p><i>Religion :</i> The proposed changes may cause longer journeys for some people travelling to the various places of worship in Langley. For example additional crossings points may adversely affect the time taken to travel from Station Road to High Street when visiting the Church in Parlaunt Road.</p> <p>Commuters (of 'working age'), who would previously travel during peak hours may have slightly increased journey times allowing pedestrians to cross at additional crossings. The same applies to motorists on any journey deemed to involve 'rat running' in the local area. Again, the extent of the disruption to 'normal' commuter journeys is not fully known and will depend on specific circumstances.</p> <p>Commuters who use public transport (typically, but not exclusively, those in lower income groups), may be adversely affected should bus stops require relocation.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Reference has been made to evidence / data as follows :</p>

	<ul style="list-style-type: none"> - Results from accident searches carried out prior to the scheme dated January 2009 to December 2012 indicated that a total of 17 injury accidents were recorded, two of which resulted in serious injury. A total of 7 involved vulnerable road users (those for whom there is little or no protection from their vehicle, pedestrians and cyclists) - Local Transport Plan 3 (LTP3) – the scheme is to be implemented in line with the council’s 3rd Local Transport Plan and Road Safety Strategy which demonstrates a commitment to the interventions that support the introduction of a 20mph scheme. The council have also approved a policy of introducing 20mph zones or speed limits in the vicinity of all schools in Slough which shows that there is a need to protect vulnerable road users around schools. - SBC consultation portal information – Facts and Figures” (this includes details on the proposals including drawings and detailed analysis of scheme. This information was also made available in local libraries and at the council transport (typically, but not exclusively, those in lower income groups) - Letters, emails and telephone calls received from stakeholders since the installation began in March/ April 2013. The Road Safety team is collating the responses which will be used to inform a report to be presented to Cabinet, to assist in the ultimate decision making process.
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results e.g. have the staff forums/unions/ community groups been involved?</p> <p>The Road Safety Team carried out a wide scale public consultation in January 2014 after the completion of the various phases of the Experimental Scheme. An Experimental Scheme is, in itself, a ‘live’ consultation, allowing residents to experience first hand the proposed layouts of the junction.</p> <p>Feedback was regularly received from individuals and groups such as the Langley Neighbourhood Forum and Langley Neighbourhood Action Group. Officers also attended meetings with these groups to answer questions and respond to feedback. These were attended by various ‘stakeholders’ mostly business owners and residents. These Community groups are believed at the time to be broadly representative of the community.</p>

	<p>The main public consultation in January 2014 included the following consultation methods:</p> <ul style="list-style-type: none"> ○ 3851 questionnaires with a covering letter and prepaid envelope were posted to every address in the northern catchment area ○ Posters put on lamp columns on every street in the southern catchment area and also put in shop windows ○ Traffic signs were installed at the Harrow Market roundabout; ○ Press releases; ○ Articles were published in the Citizen and local newspapers ○ Public meeting with the Neighbourhood Action Group on 27th January 2014 - for minutes see Appendix G; ○ Public meeting with the Langley Forum on 5th February 2014 - for questions submitted to officers prior to the meeting and subsequent minutes see Appendix H; ○ Information was posted on the council's website; ○ An online survey. <p>A translation service was available.</p> <p>A considerable amount of information on the changes and the reasons behind them is available on SBC's consultation portal. This includes: Residents' Priorities - changes to roads and pavements, public information such as maps and copies of the traffic orders, and so forth.</p> <p>The use of the tfs@slough.gov.uk email address and consultation portal will continue.</p> <p>In addition, relating to this project (and potentially all experimental traffic management projects) there is an overriding principle that the Equality Impact Assessment will be informed by the ongoing consultation, much of which is dependent on the experiences of residents and other stakeholders during the experimental period. See section 9.</p>
8.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>No specific requirements for action have been identified at this stage, although a certain amount of feedback and opinion has been presented. This will be addressed, with any appropriate plans to be developed and implemented, within the experimental review process.</p>

	<p>Depending on the outcome of the ongoing consultation, and further instructions from Cabinet, there is the potential for :</p> <p>a) amendments to the final layout of the permanent scheme (i.e. a revised road layout or form of traffic management)</p> <p>b) reverting <i>largely</i> to the original layout (Nb : it is likely that some elements of the experimental measures would remain, even if there were to be a major reversal of the changes. For example a 20mph limit.)</p>
9.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>SBC's Road Safety team will continue to monitor network activity and to promote the expeditious movement of traffic on the network. This will include consideration of any congestion likely to be attributable to the proposed road layout in Langley, and taking any appropriate action.</p> <p>SBC's Road Safety team will continue to respond to any other reported difficulties with traffic or journey difficulties in Langley and more widely across the network.</p> <p>The SBC Transport section will continue to work in partnership with First Bus Group (and potentially other companies) to try to monitor the provision of adequate public transport services.</p> <p><i>Consultation via Experimental changes.</i></p> <p>One of the advantages of the use of experimental measures is that it allowed for a consultation process based on actual experience rather than theory and plans. The Council has deemed this approach to be particularly appropriate for Langley, which is known to be a deprived area, a large proportion of the residents were not in favour of a 20mph zone but now are in support of it. Hence typical written forms of consultation and engagement are not necessarily appropriate. This decision has taken into account historical difficulties in consultation in the Langley area.</p> <p>To fully understand the impacts of the experimental measures on people with disabilities, the Network Management team plans specifically to consult the Disability Forum once the final measures are decided, including a walk-about in the affected area.</p> <p>The Road Safety team will consult the Emergency Services again via the Traffic Management Liaison Forum to consider the actual and anticipated impacts of the changes.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓ (At the time of writing this assessment)
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Design and implementation of the SBC Communications Plan	All identifiable groups in Chalvey	Kate Pratt / SBC Communications	Satisfaction within the community that everyone (every identifiable group) has had an opportunity to comment.		ongoing	Ongoing consultation.

Presentation of a report to Cabinet to indicate the results (actual and perceived), and to inform the decision making process.		Lynsey Brookfield (Acting Team Leader Road Safety and Integrated Transport)	Satisfaction within Cabinet that the report has covered all the essential requirements.		Summer 2014	
Monitoring to take place, as set out in section 9	All groups in the community (but particularly those groups identified in section 3).	Lynsey Brookfield (Acting Team Leader Road Safety and Integrated Transport)	Reduced traffic, congestion and pollution in the local area (and on the wider network) Improved road safety. Satisfaction amongst traders and customers. Satisfaction within the local community.		Summer 2014	Ongoing monitoring
Decision to be made by Cabinet.		Cabinet			Summer 2014	

<p>Name: Hardeep Dhand</p> <p>Signed:(Person completing the EIA)</p> <p>Name:</p> <p>Signed:(Policy Lead if not same as above)</p> <p>Date: 21/05/2014</p>
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