

# Equality Impact Assessment

APPENDIX A

<b>Directorate: Regeneration, Housing and Resources</b>	
<b>Service: Integrated Transport and Road Safety</b>	
<b>Name of Officer completing assessment: Lynsey Brookfield</b>	
<b>Date of Assessment: 24/06/14</b>	
<b>Name of service/function or policy being assessed: Improvements to path in Salt Hill Park</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <ul style="list-style-type: none"> <li>• To improve existing connectivity between Salt Hill Way and Stoke Poges Lane;</li> <li>• To improve the attractiveness of the route through Salt Hill park;</li> <li>• To improve natural surveillance in the park to encourage people to use the path; and</li> <li>• To enhance the entrance to Salt Hill Park from Salt Hill Way.</li> </ul>
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 proposals have been developed by Atkins on behalf of, and in partnership with, the Integrated Transport and Road Safety service of Slough Borough Council. There has been close collaboration between the Transport and Parks teams within Slough Borough council. The scheme is being funded by the Local Sustainable Transport Fund, managed by the Assets, Infrastructure and Regeneration Division.</p> <p>The Integrated Transport and Road Safety service area have been responsible for the distribution and collation of consultation material.</p> <p>The scheme will be implemented by the Integrated Transport and Road Safety service, in collaboration with the Parks and Open Spaces service in Slough Borough Council.</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><b>Age:</b> No age groups are expected to be negatively affected by the scheme.</p> <p><b>Disability:</b> People with disabilities will not be negatively affected by the scheme.</p> <p><b>Gender Reassignment:</b> There will no affect on gender reassignment.</p> <p><b>Marriage and Civil Partnership:</b> There will be no affect on marriage and civil partnership.</p> <p><b>Pregnancy and maternity:</b> There will be no affect on pregnancy and maternity.</p> <p><b>Race:</b> There will be no affect on race.</p> <p><b>Religion and Belief:</b> There will be no affect on religion and belief.</p> <p><b>Sex:</b> There will be no affect on sex.</p> <p><b>Sexual orientation:</b> There will be no affect on sexual orientation.</p> <p><b>Other:</b> There will be no affect on other Protected Characteristics.</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><b>Age:</b> The improved connectivity in the path will positively impact all age groups, providing a safer route through the park and reduce the perceived fear of crime for all age groups.</p> <p><b>Disability:</b> People with disabilities will be positively impacted by the scheme. The new path will provide a better surface for people with disabilities to access Salt Hill Park from Salt Hill Way.</p> <p><b>Gender Reassignment:</b> The scheme will not positively impact gender reassignment.</p> <p><b>Marriage and Civil Partnership:</b> The scheme will not positively impact marriage and civil partnership.</p> <p><b>Pregnancy and maternity:</b> The scheme will not positively impact pregnancy and maternity.</p> <p><b>Race:</b> The scheme will not positively impact on race.</p> <p><b>Religion and Belief:</b> The scheme will not positively impact religion and belief.</p> <p><b>Sex:</b> The scheme will not positively impact on sex.</p> <p><b>Sexual orientation:</b> The scheme will not positively impact sexual orientation.</p> <p><b>Other:</b> The scheme will not positively impact any other Protected Characteristics</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><b>Age:</b> The scheme will not negatively impact any age groups.</p> <p><b>Disability:</b> The scheme will not negatively impact anyone with disabilities.</p>

	<p><b>Gender Reassignment:</b> The scheme will not negatively impact gender reassignment.</p> <p><b>Marriage and Civil Partnership:</b> The scheme will not negatively impact marriage and civil partnership.</p> <p><b>Pregnancy and maternity:</b> The scheme will not negatively impact pregnancy and maternity.</p> <p><b>Race:</b> The scheme will not negatively impact race.</p> <p><b>Religion and Belief:</b> The scheme will not negatively impact religion and belief.</p> <p><b>Sex:</b> The scheme will not negatively impact on sex.</p> <p><b>Sexual orientation:</b> The scheme will not positively affect sexual orientation.</p> <p><b>Other:</b> The scheme will not positively affect any other Protected Characteristics</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> <ul style="list-style-type: none"> <li>• A 24 hour CCTV survey was undertaken to determine the number of users entering and exiting the park at Salt Hill Way and the railway subway. The survey recorded the number of pedestrian/cycle movements on 22nd – 23rd July 2013. The data showed that there are already prominent ‘east to north’ and ‘west to north’ movements occurring, but limited east to west movements, which is something the new paths seek to encourage.</li> <li>• A public consultation exercise and consultation with key stakeholders (more details provided in section 7).</li> <li>• Policy documents including: <ul style="list-style-type: none"> <li>○ Slough LDF Core Policy 2006-2026;</li> <li>○ Slough Local Plan;</li> <li>○ Salt Hill Management Plan; and</li> <li>○ Slough Borough Council Parks and Management Framework 2012-2017.</li> </ul> </li> </ul>
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>In developing the proposals, presentations have been given to:</p> <ul style="list-style-type: none"> <li>• Local Access Forum in October 2012</li> <li>• Slough Cycle Forum in October 2012</li> </ul>

	<ul style="list-style-type: none"> <li>• Salt Hill Friends and Stakeholders on 16th July 2013.</li> </ul> <p>Each of the groups consulted were broadly supportive of the proposals.</p> <p>A public consultation exercise was undertaken in June 2014 in which local residents on Salt Hill Way and park users were notified of the scheme and invited to comment on the proposals. Information leaflets were placed in key areas such as the Slough bowling alley and Salt Hill Park café. The responses received were generally positive, and comments received have been taken on board in developing the scheme.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>A public consultation exercise has been completed with local residents on Salt Hill Way, as well as presentations to the Local Access Forum, Slough Cycle Forum and Salt Hill Friends and Stakeholders.</p> <p>These are considered to be broadly representative of the local community, and the early engagement is intended to improve local community relations with regards to the proposed scheme.</p>
9.	<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 requirement for such action has been identified at this stage.</p>
10.	<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 transport team and Parks team will respond to any reported impacts once the scheme has been implemented.</p>

<p><b>What course of action does this EIA suggest you take? More than one of the following may apply</b></p>	<p>✓</p>
<p><b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken</p>	<p>✓</p>
<p><b>Outcome 2: Adjust the policy</b> 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).</p>	
<p><b>Outcome 3: Continue the policy</b> 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).</p>	
<p><b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).</p>	

**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
Presentation of a report to Cabinet 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.		July 2014	
Decision by Cabinet		Cabinet			July 2014	

**Name: Lynsey Brookfield**

**Signed: .....**(Person completing the EIA)

**Name:**

**Signed: .....**( Policy Lead if not same as above)

**Date:**