

EQUALITY IMPACT ASSESSMENT

Policy and Intelligence Team



EQUALITY IMPACT ASSESSMENT

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Amy Neale	Department and service:	Traffic Management Team – Plymouth Highways	Date of assessment:	
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Phil Bellamy	Signature:	Phil Bellamy	Approval date:	3/10/22
Overview: Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> ▪ Aims and objectives (including rationale for decision) ▪ Key stakeholders ▪ Details of any engagement activities 	To provide a safe crossing facility for pupils of Tor Bridge High School across a busy distributor road (Miller Way).				
Decision required: Within this section, you must be clear on any decision being made and how/when, it will be taken.	1. To add a Flat top road hump to Miller Way, Approx. 10 metres south of its northern junction with Keswick Crescent 2. To add a Zebra Crossing to Miller Way, Approx. 10 metres south of its northern junction with Keswick Crescent				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	√
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	√

Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two)	Yes		No	√
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	Consultation has taken place and we received 1 comment to the proposal as set out in the briefing report. The School & Ward Cllrs were in agreement prior to advertising.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
	<p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p>	<p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
Age	No issues raised in consultation			
Disability	No issues raised in consultation			
Gender reassignment	No issues raised in consultation			
Marriage and civil partnership	No issues raised in consultation			
Pregnancy and maternity	No issues raised in consultation			

Race	No issues raised in consultation			
Religion or belief	No issues raised in consultation			
Sex	No issues raised in consultation			
Sexual orientation	No issues raised in consultation			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
If your proposal may impact on the Council’s ability to ensure human rights, please specify the relevant article in the boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type ‘not applicable’.	No adverse impact has been identified.		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department

Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impact has been identified.		
Pay equality for women, and staff with disabilities in our workforce.	No adverse impact has been identified.		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No adverse impact has been identified.		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impact has been identified.		
Plymouth is a city where people from different backgrounds get along well.	No adverse impact has been identified.		