



Equality Analysis

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet
Text in blue is intended to provide guidance – you can delete this from your final version.

What are the proposals being assessed?	To reinstate width restrictions in Belvedere Grove and Belvedere Drive To continue investigating a solution to address rat running through Belvedere Rds
Which Department/ Division has the responsibility for this?	E&R – Sustainable Communities

Stage 1: Overview

Name and job title of lead officer	
1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc)	Over the years the Council has been allocating resources to address rat running concerns within the Belvedere Roads. The Cabinet Member has made a decision not to continue. There is also a demand to address traffic and speed related concerns in a few other roads – Ridgeway Place and Woodside Also, the Experimental width restrictions in Belvedere Grove and Belvedere Drive have been removed due to the impact they had on surrounding roads; minimum reduction in traffic in very few roads; in response to representations and complaints against the width restrictions. There is a demand for their reinstatement from those who supported the features. The objective of the Council is to remain consistent throughout the borough and not to allocate any further resource in an attempt to address traffic related concerns that are not evidenced / justified
2. How does this contribute to the council's corporate priorities?	The Council's priorities include safety, access, giving priority to vulnerable road users; address excessive speed and regeneration. The current demands that have been place on the Council from Village and Hillside Wards does not fall within the above categories. Funding can be allocated to those areas where there is evidence of safety, access etc
3. Who will be affected by this	Road users / local community -

proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	The reallocation of resources to deliver Council's priorities would mean that those areas that meet the above criteria would benefit. These areas are likely to be outside schools and those areas in more deprived areas of the borough where they are more densely populated with more severe traffic related problems.
4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility?	No – but we do work with TfL, Police, Schools, groups representing vulnerable road users etc

Stage 2: Collecting evidence/ data

5. What evidence have you considered as part of this assessment?

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

Traffic volume and speed surveys were taken before and after the experimental width restrictions were introduced. The data showed that the benefits to a very few roads are disproportionate to the adverse impact on the neighboring roads.

The on-going expenditure in this area is unsustainable.

The Council receives numerous traffic related concerns from many parts of the borough, many of which include rat running complaints. However, due to limited available resources the Council has had to prioritise by concentrating in areas suffering from personal injury accidents, areas outside schools and schemes to address the needs of more vulnerable road users such as pedestrians and cyclists. However, over the years this principle has not been applied to Village / Hillside Wards when dealing with rat running issues.

Council's proposal would mean the reallocation of funding to areas with greater need and to a wider group of road users.

Stage 3: Assessing impact and analysis

6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

Protected characteristic (equality group)	Tick which applies		Tick which applies		Reason Briefly explain what positive or negative impact has been identified
	Positive impact		Potential negative impact		
	Yes	No	Yes	No	
Age		X	X		Increase in traffic in neighbouring roads should the width restriction be reinstated
Disability		X	X		Increase in traffic in neighbouring roads
Gender Reassignment					No evidence of impact
Marriage and Civil Partnership					No evidence of impact
Pregnancy and Maternity					No evidence of impact
Race					No evidence of impact
Religion/ belief					No evidence of impact
Sex (Gender)					No evidence of impact
Sexual orientation					No evidence of impact
Socio-economic status		X	X		Not dealing with similar or more severe problem in more deprived and densely populated and congested areas of the borough

7. If you have identified a negative impact, how do you plan to mitigate it?

By concentrating on a small area to benefit very few residents in dealing with an issue that is not dealt with anywhere else and it is against Council's own adopted practice i.e. dealing with rat running could be considered as discriminatory.

With regards to the removal of the width restrictions, there is no evidence of a negative impact as the roads have reverted back to their previous conditions bearing in mind that at that time there were no evidence of safety. The removal, however, could have a positive impact on the neighbouring roads. Also the risk of damage only collisions that were an issue with the width restrictions will be reduced exponentially.

Stage 4: Conclusion of the Equality Analysis

• **8. Which of the following statements best describe the outcome of the EA (Tick one box only)**

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

- Outcome 1** – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed. **No changes are required. With the width restrictions removed**
- Outcome 2** – The EA has identified adjustments to remove negative impact or to better promote equality. **Actions you propose to take to do this should be included in the Action Plan.**
- Outcome 3** – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully. **If you propose to continue with proposals you must include the justification for this in Section 10 below, and include actions you propose to take to remove negative impact or to better promote equality in the Action Plan. You must ensure that your proposed action is in line with the PSED to have 'due regard' and you are advised to seek Legal Advice.**
- Outcome 4** – The EA shows actual or potential unlawful discrimination. **Stop and rethink your proposals.**

Stage 5: Improvement Action Pan

• **9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact**

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

1) Negative impact/ gap in information identified in the Equality Analysis	Action required to mitigate	• How will you know this is achieved? e.g. performance measure/ target)	By when	Existing or additional resources?	Lead Officer	Action added to divisional/ team plan?
Width restrictions would mean an increase in traffic in neighbouring roads	Not to reinstate the width restrictions	The traffic conditions will / should revert back to before the width restrictions were installed	Already removed			
Disproportionate allocation of resources	Concentrate in areas with safety and access problems and on evidence- based projects	•				

Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.

Stage 6: Reporting outcomes

10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome [add](#) Assessment

It has been concluded that over the years the Council has been allocating disproportionate amount of resources in dealing with rat running and perception of safety within a relatively small area. And yet, the same level of service has not been afforded anywhere else in the borough. The Council's own adopted practice does not include dealing with rat running issues or issues that are not justified through evidence. The Council must remain consistent in its response to such matters borough wide and concentrate on issues that are linked to its priorities.

With regards to the width restrictions, their benefits proved disproportionate and caused congestion, an increase in traffic in neighboring roads, increase in damage only accidents, an increase in number of complaints received by the Council. It should be noted that with the width restrictions removed, it would be outcome 1.