

## Equality Impact Analysis Tool

### Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. If your EqIA does not require you to carry out additional consultation, please omit section 04.
7. Further advice and guidance can be accessed from the separate guidance document ([link](#)), as well as from your service or borough lead:

## Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2022/23 Q4
Name and details of policy, strategy, function, project, activity, or programme	<p><b>Title:</b> NCIL CF8 – Proposed Prohibition of Right Turn from Harrington Gardens into Colbeck Mews</p> <p><b>Short summary:</b> Proposals to introduce a prohibition of the right turn from Harrington Gardens into Colbeck Mews traffic following a successful application by a group of local residents in Colbeck Mews for Neighbourhood Community Infrastructure Levy (NCIL) funding.</p> <p>The proposals to eliminate the use of Colbeck Mews as a short cut for drivers on Harrington Gardens heading to Collingham Road. The implementation of the traffic management order (TMO) is intended to improve amenity for residents in Colbeck Mews by eliminating heavy traffic from drivers taking short cuts, which often leads to significant queuing traffic along the length of the Mews.</p>
Lead Officers	<p>Name: Allan Evans            Position: Senior Traffic Consultant            Email: allan.evans@rbkc.gov.uk            Telephone No: 07816 991 973</p>
Lead Borough	Royal Borough of Kensington and Chelsea
Date of completion of final Full EIA	2 February 2023

Section 02	Scoping of Full EIA		
Plan for completion	Statutory TMO consultation – 6 weeks from 8 <sup>th</sup> February 2023 Implementation – April 2023 Resources – Traffic Order Officers, Transport Policy Officers, Highway Officers and Term Civils Contractors		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
	Age	<b>RBKC Definition:</b> Where age is referred to, it refers to a person belonging to a particular age (eg. 32 year olds) or range of ages (eg. 18-30 year olds).	Neutral

		<p><b>Impact:</b> The proposed prohibition of the right turn will reduce traffic on Colbeck Mews, which has no pedestrian footway, so there will be a <b>positive</b> impact for older residents using Colbeck Mews when not travelling by motor vehicle. Should they be using a motor vehicle to travel then they will no longer be able to turn into Colbeck Mews from Harrington Gardens, which is a <b>negative</b> impact. Overall, the impact is seen to be <b>neutral</b>.</p>	
	Disability	<p><b>RBKC Definition:</b> A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p><b>Impact:</b> The proposed prohibition of the right turn will reduce traffic on Colbeck Mews, which has no pedestrian footway, so there will be a <b>positive</b> impact for disabled people using Colbeck Mews when not travelling by motor vehicle. Should they be using a motor vehicle to travel then they will no longer be able to turn into Colbeck Mews from Harrington Gardens, which is a <b>negative</b> impact. Overall, the impact is seen to be <b>neutral</b>.</p>	Neutral
	Gender reassignment	<p><b>RBKC Definition:</b> Gender reassignment is the process of transitioning from one gender to another.</p> <p><b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people who have undergone gender reassignment. The revisions are <b>neutral</b> to this protected characteristic.</p>	Neutral
	Marriage and Civil Partnership	<p><b>RBKC Definition:</b> Marriage is defined as a 'union between two people of the opposite or same sex', solemnised by the saying a prescribed form of words. Opposite or same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partnerships are registered by signing the civil partnership document, with no words required to be spoken. Civil partners must be treated the same as married couples on a wide range of legal matters.</p> <p><b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people who are married or in a civil partnership. The revisions are <b>neutral</b> to this protected characteristic.</p>	Neutral

	Pregnancy and maternity	<p><b>RBKC Definition:</b> Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p> <p><b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people who are pregnant or in the maternity period. The revisions are <b>neutral</b> to this protected characteristic.</p>	Neutral
	Race	<p><b>RBKC Definition:</b> Race refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</p> <p><b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people based on their race. The revisions are <b>neutral</b> to this protected characteristic.</p>	Neutral
	Religion/belief (including non-belief)	<p><b>RBKC Definition:</b> Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in Single Borough EqIA Tool 6 the definition.</p> <p><b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people based on their religion or belief. The revisions are <b>neutral</b> to this protected characteristic.</p>	Neutral
	Sex	<p><b>RBKC Definition:</b> Sex means a man or a woman.</p> <p><b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people based on their sex. The revisions are <b>neutral</b> to this protected characteristic.</p>	Neutral
	Sexual Orientation	<p><b>RBKC Definition:</b> Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	Neutral

		<b>Impact:</b> The proposed prohibition of the right turn in to Colbeck Mews will not have any particular impact on people based on their sexual orientation. The revisions are <b>neutral</b> to this protected characteristic.	
<b>Human Rights or Children's Rights</b>			
The proposed prohibition of the right turn in to Colbeck Mews will not have any foreseen impact on Human Rights or Children's Rights.			

<b>Section 03</b>	<b>Analysis of relevant data</b> Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
<b>Documents and data reviewed</b>	n/a
<b>New research</b>	n/a

<b>Section 04</b>	<b>Consultation</b>
	<i>Complete this section if you have decided to supplement existing data by carrying out additional consultation.</i>
<b>Consultation in each borough</b>	The introduction of the TMO for a prohibited right turn from Harrington Gardens to Colbeck Mews will require a statutory consultation, which is proposed to take place for six week, from 8 <sup>th</sup> February 2023.  The statutory consultation will be advertised by street notice, in the press, on the Council's consultation website, by email to statutory authorities, by email to local resident associations and be letter drop to local residents.
<b>Analysis of consultation outcomes for each borough</b>	The responses to the statutory consultation will be recorded in a consultation report which will be presented to the Director of Transportation and Regulatory Services for their decision to proceed or not.

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	Officers believe the proposals have a neutral impact overall on protected groups and provides a positive impact to residents of Colbeck Mews.

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	No adverse impacts have been identified.  This EqIA is a live document and our next scheduled review will be following the analysis of the statutory public consultation responses.

<b>Section 07</b>	<b>Action Plan</b>																		
<b>Action Plan</b>	<p><b>Note:</b> You will only need to use this section if you have identified actions as a result of your analysis</p> <table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan												
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<b>Section 08</b>	
<b>Chief Officers' sign-off</b>	Name: Mehmet Mazhar Position: Director of Transportation and Regulatory Services Email: Mehmet.Mazhar@rbkc.gov.uk Telephone No:
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: n/a Key equalities issues have been included: n/a
<b>Lead Equality Manager (where involved)</b>	Name: Mandeep Kaur Bains Position: Equality Officer for RBKC Date advice / guidance given: 2 February 2023 Email: mandeep.kaurbains@rbkc.gov.uk Telephone No: