

Equality Analysis Form

An Equality analysis enables us to target our services, and our budgets, more effectively and understand how they affect all our communities. It also helps us comply with the Equalities Act 2010.

For more information about when you should carry out an equality analysis, who should do this and the support available, go to the equality analysis intranet page.

This form has four sections

- 1: decide whether a full equality analysis is needed. If not, you do not complete sections 2-4.
- 2: gathering evidence
- 3: determining actions
- 4: decision and next steps

Appendix One – Decision-making process

Appendix Two - data broken down by Protected Characteristics

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|-------------------------|---------------|--|-------------|--------------|
| Name of document | | Croydon Area- Wide 20mph Speed Limits | | |
| Version | Date reviewed | Date of next review | Reviewed by | Changes made |
| | | | | |

1. Decide whether a full equality analysis is needed

1.1 What are you analysing?

| Question | Guidance | Answer |
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| What is the name of your change or review? | <p>The change or review may involve:</p> <ul style="list-style-type: none"> o policies, strategies and frameworks o budgets o plans, projects and programmes o staff structures (including outsourcing) o the use of buildings o commissioning (including re-commissioning and de-commissioning) o services (for example, how and where they are delivered) o processes (for example thresholds, eligibility, entitlements, and access criteria) | <p>The name of the proposal is</p> <p>'Croydon Area-Wide 20mph Speed Limits'</p> |
| Why are you doing this? | <p>For example, we are considering cutting a service.</p> | <p>The Council is proposing this change to improve road safety through a reduction in the number of injury collisions, to encourage walking and cycling, thus making a positive contribution to improving health and tackling obesity, to improve accessibility and reduce congestion, and improve the local environment, quality of life and community cohesion.</p> <p>This proposal is in line with the council's overall objective to increase road safety and encourage safer sustainable modes of transport for all.</p> |
| What is likely to be different when | | <p>Following the changes, it is likely that Croydon's residential streets will be safer for all road users (including those that share a protected characteristic such as people with a disability, older people, younger</p> |

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| <p>you have finished?</p> | | <p>people etc.) thereby help to encourage walking and cycling, make a positive contribution to improving health and tackling obesity and improve the quality of life and the local environment.</p> <p>The highway in residential areas is considered to have a wide range of functions, in addition to the movement of traffic. These streets should therefore provide a pleasant and safe place for people to walk, meet and socialise.</p> <p>A reduction in traffic speeds should help to encourage the use of the streets for all these functions. This should also encourage more people to walk in the local area, which could greatly assist in improving health and tackling obesity. Cyclists should be able to negotiate local residential streets without the threat of collisions from fast moving motorised traffic.</p> |
| <p>What will be the main outcomes or benefits from making this change?</p> | | <p>The main outcomes can be listed as:</p> <ul style="list-style-type: none"> a) People will be encouraged to walk and cycle more resulting in health benefits. b) A reduction in road accidents. c) Reduction in the casualties and severity of personal injuries from road accidents. d) Safer roads for all especially the groups such that share a protected characteristic such as Children, the elderly and the disabled. e) A reduction in pollution levels from the emission of vehicles. f) discourage rat running in residential streets |
| <p>What stage is your change at now?</p> | <p>See appendix one for the main stages at which equality analyses need to be started or updated. In many instances, an equality assessment will be started when a report is being written for a committee. If that report recommends that a project or programme takes place, the same equality assessment can be updated to track equality impacts as it progresses. If the project or programme include commissioning or de-commissioning, the same equality assessment can be updated again.</p> | <p>The proposal is being put forward to Cabinet in the form of a Cabinet report which makes recommendations to approve the 'Area-Wide 20mph' proposal in principle.</p> <p>The report also advises that if the Cabinet approve the proposal in principle, the project would take 4-5 years to cover the whole borough. For this reason the borough will be divided into 5 large areas and each will be considered in turn over the next 5 years.</p> <p>The report recommends that Officers proceed with an 'Opinion Seeking' survey in the north of the borough for the year 2015/16 as a starting point. The Survey will determine the level of support with local residents and businesses in the area under consideration. It will also try to establish the public's concerns if the proposal is proceeded to implementation.</p> |

An equality analysis must be completed before any decisions are made.

If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected and how?

| Question | Guidance | Answer |
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| Who are your internal stakeholders? | For example, groups of council staff, members | <ol style="list-style-type: none"> 1) Local Accessibility Officer. 2) Highway Engineering Staff. 3) Communications and Engagement Officer 4) Cabinet Member for Transport and Environment. |
| Who are your external stakeholders? | For example, groups of service users, service providers, trade unions, community groups and the wider community? | <ol style="list-style-type: none"> 1) The wider Community. 2) The Emergency Services. 3) Disabled Groups. 4) Cyclist Groups. 5) 20's Plenty for us. 6) Living Streets. 7) Transport for London. 8) The Freight Association. |
| Does your proposed change relate to a service area where there are known or potential equalities issues? | Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. If you don't know, you may be able to find out on the Croydon Observatory (http://www.croydonobservatory.org/) | No |
| Does your proposed change relate to a service area where there are already local or national equality indicators? | You can find out from the Equality Strategy (http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitystrategy12-16.pdf). Please | No |

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| | <p>answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p> | |
| <p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p> | <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix Two.</p> | <p>Yes.</p> <ol style="list-style-type: none"> 1) The proposal will benefit certain groups that share a protected characteristic such as people with a disabled, elderly and children in providing additional road safety (as pedestrians), whilst in comparison the more able pedestrians would benefit to a lesser degree. 2) The disabled and elderly (as drivers) will also benefit proportionately more than the non-protected groups (young and able drivers) as a slower speed will assist them to be more in line with the young and able. |
| <p>Would your proposed change help or hinder the council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the protected groups?</p> | <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p> | <p>Yes - the proposed change will help the council in eliminating unlawful discrimination, harassment and victimisation in relation to the protected groups.</p> <p>The proposal is likely to benefit in particular, certain groups that share a “protected characteristic such as people with a disability, older people and children in providing additional road safety (as pedestrians), whilst in comparison the more able pedestrians would benefit to a lesser degree. The disabled and elderly (as drivers) will also benefit proportionately more than the non-protected groups (young and able drivers) as a slower speed will assist them to be more in line with the young and able. The elderly and disabled will be able to travel at the legal lower speed of 20mph in the knowledge that they are not delaying other more able drivers because of their natural reduced competence as a result of old age or disability.</p> <p>The proposal is also likely should improve conditions for all the protected groups and has the potential to ease community severance by aiding the development of healthy and sustainable places and communities. In reducing the perception of road</p> |

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| | | <p>danger the scheme should enable the protected groups to make more and better use of their local streets.</p> |
| <p>Would your proposed change help or hinder the council in advancing equality of opportunity between people who belong to any protected groups and those who do not?</p> | <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p> | <p>Yes - the proposed change will help the council in fostering good relations between people who belong to any protected groups and those who do not.</p> <p>The proposal is likely to benefit in particular, certain groups that share a “protected characteristic such as people with a disability, older people and children in providing additional road safety (as pedestrians), whilst in comparison the more able pedestrians would benefit to a lesser degree. The disabled and elderly (as drivers) will also benefit proportionately more than the non-protected groups (young and able drivers) as a slower speed will assist them to be more in line with the young and able. The elderly and disabled will be able to travel at the legal lower speed of 20mph in the knowledge that they are not delaying other more able drivers because of their natural reduced competence as a result of old age or disability.</p> <p>The proposal is also likely should improve conditions for all the protected groups and has the potential to ease community severance by aiding the development of healthy and sustainable places and communities. In reducing the perception of road danger the scheme should enable the protected groups to make more and better use of their local streets.</p> |
| <p>Would your proposed change help or hinder the council in fostering good relations between people who belong to any protected groups and those who do not?</p> | <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p> | <p>Yes - the proposed change will help the council in fostering good relations between people who belong to any protected groups and those who do not.</p> <p>The elderly and disabled will be able to travel at the legal lower speed of 20mph in the knowledge that they are not delaying other more able drivers because of their natural reduced competence as a result of old age or disability</p> |

1.3 Decision

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different/significant impact on protected groups (compared to non-protected groups) or because you don't know whether it will (and it might).

| Decision | Guidance | Response |
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| No, further equality analysis is not required | Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available', could leave the council vulnerable to legal challenge. You must include this statement in any report used in decision making, such as a Cabinet report | No - A full equality analysis will not be undertaken as the changes are likely to benefit a number of groups that share a "protected characteristic" as detailed in this assessment. |
| Yes, further equality analysis is required | Please state why and outline the information that you used to make this decision. Also indicate - when you expect to start your full equality analysis - the deadline by which it needs to be completed (for example, the date of submission to Cabinet). - where and when you expect to publish this analysis (for example, on the council website). You must include this statement in any report used in decision making, such as a Cabinet report. | |
| Officers that must approve this decision | Name and position | Date |
| Report author | Waheed Alam (Traffic and Highways Engineer) | 13 Feb 2015 |
| Director | Anthony Brooks (Director) | 20 Feb 2015 |

Please email this completed form to data.equalities@croydon.gov.uk, together with an email trail showing that the your director has approved it.

1.4 Feedback from the corporate equalities team

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|--|------------------------------------|---|
| Name of equalities officer | Yasmin Ahmed | |
| Date received by equalities officer | Please send an acknowledgement | 13 Feb 2015 |
| Should a full equality analysis be carried out? | Note the reasons for your decision | For the reasons that the proposal is not likely to negatively impact the protected groups |

Please send this document to

- the person responsible for making the decision

- democratic services, the corporate programme office or procurement as appropriate in time for the relevant decision making meeting