



WATFORD
BOROUGH
COUNCIL

Equality Impact Analysis

Service and section / team	Planning and Development Transport and Infrastructure
Title of policy, function or service	Traffic Regulation Order: THE BOROUGH OF WATFORD (VARIOUS ROADS, WATFORD) (PROHIBITION OF WAITING) ORDER 2021
Lead officer	Andrew Sturgeon
Person completing the EIA	Andrew Sturgeon
Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/>
Date	29 Jan 2021 – DRAFT pre statutory consultation.

For more information, please contact: Kathryn Robson, Partnerships & Performance on ext. 8077 or by email: kathryn.robson@watford.gov.uk

Background

An equality impact analysis involves assessing the likely or actual effects of policies or services on people in respect of the 'protected characteristics' set out in the Equality Act 2010. These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership

It helps us to make sure the needs of people are taken into account when we **develop and implement a new policy** or service or **when we make a change to a current policy or service**.

If you are not sure whether you should be carrying out an equality impact analysis (EIA) contact: Kathryn Robson, Partnerships & Performance on ext. 8077 or by email: kathryn.robson@watford.gov.uk

The following are the key steps that need to be considered when carrying out an EIA

- Step 1 – identify the purpose of your policy or service.
- Step 2 – identify how the policy or service promotes equality.
- Step 3 – assess the impact of the policy or service using information and evidence.
- Step 4 – identify how any negative effects could be removed or reduced.
- Step 5 – identify how any positive effects will be delivered.
- Step 6 – arrange to monitor and evaluate the policy or service.
- Step 7 – sign off the equality impact analysis.
- Step 8 – arrange to publish the equality impact analysis.
- Step 9 – review the policy or service and update the equality impact analysis

*** Any new or revised policy / service / function that is being considered by Cabinet or another council committee MUST be supported by an EIA. The EIA needs to be made available when the report is submitted so that members can use it to support decision making. It will not be published as part of the committee papers but will be published as part of the council's equality information**

**** EIAs should be conducted at the same time that a policy is being developed or reviewed**

Step 1 - identify the purpose of your policy or service/function

[Briefly outline what are the aims, purpose and outcomes of the policy, function or service/function and how do these fit in with the wider aims of the organisation, i.e. corporate priorities?

The proposals have been instigate to ensure better use of kerb side parking spaces, adjacent to Oxhey Park, following complaints raised by park users, residents, ward councillors and The Mayor.

Parking on the North Side of Eastbury Road adjacent to Oxhey Park is currently uncontrolled, which encourages long term commuter parking. To ensure better utilisation of the area and enable a 'turnover' of vehicles, it has been proposed that Pay&Display Limited Waiting be provided, which would enable greater opportunity for a wider audience to be able to use the spaces.

Through implementing parking controls, this would seek to align with the objectives of the Councils Delivery Plan, to position Watford as a sustainable town.

Step 2 – make sure the policy or service/function promotes equality

Also consider how the policy or service/function will support the council meet its duties under the Equality Act 2010 to:

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

The proposals have been brought about following concerns raised from residents and councilors, at various locations across Watford in relation to issues the public have faced in terms of road safety or traffic flow, due to parked vehicles. In addition it is proposed to limit parking around The Brow, and provide dedicated blue badge bay and loading areas to facilitate the use of the Local Centre.

Step 3 - assess the impact of the policy or service/function using information and evidence

Outline what existing information / data you have that informs your policy or service/function. This could be quantitative data (for example, statistical or research information) and / or qualitative data (for focus groups, meetings, interviews) relating to groups having different needs, experiences in relation to this policy.

Describe briefly what evidence you have used and what it tells you. If you do not have the necessary information – particularly with regard to feedback from local people, you will need to take advice on whether you should carry out consultation. For example if the EIA is on a major project etc you should ensure you have conducted specific consultation on your area of work.

[Partnerships and performance can advise on the data / information you could consider to assess your policy / service/function in terms of equalities and the protected characteristics and on conducting additional consultation].

Informal consultation took place with residents, interested parties and ward councillors in December 2020 and January 2021, to understand the needs of residents and any concerns expressed.

Given what you have outlined about your policy / service/function and its relevancy to equality groups what effect or impact do you think it will have on these groups.

Consider:

- any negative effects or impacts that the policy or service/function might have on any of the protected characteristics or on equality overall. Is there something that might impact on people being able to access a service/function or benefit from a service/function or policy? You will need to identify these and who might be impacted*
- any positive effects or impacts that the policy or service/function might have on any of the protected characteristics or on equality overall. Is there something that might help people access a service/function or improve their take up of a service/function or will a policy address an issue that will support people from a protected characteristic engage in an activity / function. Alternatively, might the policy or service/function foster good relations? You will need to identify these and who might be impacted and what outcomes you want to achieve*

It is not considered that this proposal would have any negative effect on certain groups, but has been designed to discourage parking where this causes road safety issues.

Step 4 - identify how any negative effects could be removed or reduced

If you have identified negative effects or impacts use this step to consider if there is anything you could do to remove or reduce these effects / impacts. The critical thing is to have given

consideration – it might be that there is nothing that can be done but it is important that you have given careful thought to the effects.

The removal of kerb side parking has been considered, and whilst in some areas this will remove the ability for residents to park, it is imperative for road safety and traffic flow reasons, parking does not occur at junctions or within driver visibility splays.

Step 5 - identify how any positive effects will be delivered

If you have identified positive effects or impacts use this step to consider how you can ensure these are delivered. If there are any barriers that might prevent the positive benefits being achieved consider how these might be overcome.

You might find the tables in Appendix A helpful in developing your conclusions on negative / positive effects.

The proposals should not have a negative impact on any select user groups. During informal consultation with local residents and ward councillors carried out in Dec 2020/Jan 2021 no groups have come forward to suggest they would be adversely affected.

Step 6 – arrange to monitor and evaluate the policy or service/function

It is important to make a note of how you will ensure that your conclusions in the EIA are delivered – how will the policy or service/function be monitored and the equality impacts evaluated and who is responsible for this.

A review of this EQIA will take place post Statutory Consultation to take account of any comments received from the public during this time.

Step 7 – sign off the equality impact analysis

The EIA needs to be signed off by a Head of Service.

This EIA has been approved by:

..... **Date**

Step 8 – arrange to publish the equality impact analysis.

Once the EIA has been approved it should be sent to:

Kathryn Robson, Partnerships & Performance email:
kathrathryn.robson@watford.gov.uk

It will then be published on the intranet and internet.

Step 9 – review and update the equality impact analysis

Ensure you review the EIA in line with the date you set in Step 6. This is to see if the mitigations you identified have been implemented and if the positive benefits / impacts have been realised.

If there are any changes you will need to have the revised EIA signed off and resubmit to Partnerships and Performance.

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Appendix A – What is the impact?

Does, or could this policy or service/function have a positive/negative effect / impact on members of the 'protected characteristics' below?

(a) Do you think that the policy impacts on people because of their **age**?

Age	Positive	Negative	None	Reasons for your decision
Age			x	Age is not considered as a criteria in relation to these proposals.

(b) Do you think that the policy impacts on people on the grounds of their **race**?

Race	Positive	Negative	None	Reasons for your decision
Race (this includes ethnic or national origins, colour and nationality)			X	Race is not considered as a criteria in relation to these proposals.

(c) Do you think that the policy impacts on people with a **disability**?

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment			X	Visual impairment is not a relevant consideration in relation to the introduction of this proposal.
Hearing impairment			X	Hearing impairment is not a relevant consideration in relation to the introduction of this proposal
Physically disabled	X			Dedicated Blue Badge Holder Bays are being promoted outside Holy Brook School, at the request of the school, to ensure ease of provision for blue badge holders.
Learning disability			X	Learning disability is not a relevant consideration in relation to the introduction of this proposal.
Mental health			X	Mental health issues are not a relevant consideration in relation to this proposal.
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)			X	Other medical conditions are not relevant consideration in relation to this proposal.

(d) Do you think that the policy impacts on people because of their **religion or belief**?

Religion or belief	Positive	Negative	None	Reasons for your decision
Religion or belief			X	The location of St Matthews Church on Eastbury Road has been considered and the proposals have not been extended to include Sunday.

(e) Do you think that the policy affects **men** and **women** in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male			X	Gender is not a consideration in relation to this proposal
Female			X	Gender is not a consideration in relation to this proposal

(f) Do you think that the policy impacts on people because of their **sexual orientation**?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Gay men			X	Sexual orientation is not a consideration in relation to this proposal
Lesbians			X	Sexual orientation is not a consideration in relation to this proposal
Bi-sexual			X	Sexual orientation is not a consideration in relation to this proposal.
Heterosexual/straight			X	Sexual orientation is not a consideration in relation to this proposal.

(g) Do you think that the policy impacts on people because they are **married or in a civil partnership**?

Marriage/Civil partnership	Positive	Negative	None	Reasons for your decision

Marriage/Civil Partnership			X	Marital status is not a consideration in relation to this proposal
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(h) Do you think that the policy impacts on women because of their **pregnancy/maternity leave**?

Pregnancy/ Maternity	Positive	Negative	None	Reasons for your decision
Pregnancy/ Maternity			X	Pregnancy/Maternity is not a consideration in relation to this proposal

(i) Do you think that the policy impacts on people because they are undergoing/have undergone **gender reassignment**?

Gender Reassignment	Positive	Negative	None	Reasons for your decision

Gender Reassignment			X	Gender reassignment is not a consideration in relation to this proposal.
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