

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section one

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Introduction of 20mph speed limits in selected areas of Swindon
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	Traffic speeds are a long standing concern in some parts of Swindon for their adverse impact on the local environment and for causing safety risks for vulnerable road users. Following consideration by Cabinet, Ward Councillors have been invited to submit applications to introduce 20mph speed limits in residential areas of their Wards where there is support from local residents. Following assessment against agreed criteria 20mph speed limits are now being introduced in a number of residential areas and villages. This involves a Traffic Regulation Order being introduced through a statutory process which includes a right to object. Those objections are considered and dealt with through the Cabinet Member Decision Note process as required in the Council Constitution.
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	All users of the highway in the areas to be selected for inclusion in the new speed limits – pedestrians of all types, cyclists and car users/drivers who travel along the roads in the area.
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	The original policy on introducing 20mph speed limits was approved by Cabinet following a public consultation on the new Swindon Road Safety Strategy in 2022. Prior to the original application for each area Ward Councillors have carried out local consultation to judge the level of local support. The applications are

		<p>stated to be reflecting the views/concerns expressed to them by the local community.</p> <p>The Traffic Regulation process has included informal consultation with local stakeholders followed by a statutory consultation on the proposed Traffic Regulation Order as required by the regulations.</p>
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The new speed limits will be monitored through traffic surveys 6 months after implementation to assess levels of compliance with the new speed limits – and consider any additional measures required.

Section two – protected characteristics

Protected characteristic group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (for example, adjustment to the proposal)
Disability	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Gender reassignment	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Marriage or civil partnership	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Pregnancy and maternity	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Race	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected

Religion or belief	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Sexual orientation	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Sex (gender)	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected
Age	Impact will be positive	Children and frail older pedestrians will benefit from lower traffic speeds as they are vulnerable road users – more likely to be the victims of road traffic collisions. Slower speeds reduce the severity of collision impacts.	No negative impact expected
Children in care and care leavers	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected

Section three – evaluation

No.	Question	Explanation/justification
3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No evidence that this would happen as a result of reducing vehicle speed limit on the highway to 20mph.

No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed	X	By reducing collision severity and reducing fear of collisions reduced speeds likely to be positive for groups that might be more likely to be walking or cycling rather than travelling by car. No negative impacts identified.
2	Stop at some point because the data shows bias towards one or more groups		
3	Adapt or change the event in a way which you think will eliminate the bias		
4	Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (for example, in extreme cases or where positive action is taken). Therefore, proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision		

Section four – record keeping

Question	Response
Will this EqlA be published* (*EqlA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	8 November 2024

Review date (if applicable)	
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Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Philip Martlew	08/11/2024

Question	Response
Names and roles of people involved in the consideration of impact	Julie Furneal, Senior Traffic Engineer

Question	Response	Date signed
Name of Director signing EqIA	Steve Iles	09/11/2024