

Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

Kings Hedges and Ramsden Square
Proposed Prohibition of Verge Parking
Environmental Improvement Programme (EIP) project

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

Following a request from a local Ward Councillor, and consideration by North Area Committee, a project has been included in the Council's Environmental Improvement Programme to investigate the introduction of a Traffic Order that would restrict vehicular parking on areas of grass highway verge in Ramsden Square and the south-eastern end of Kings Hedges Road in order to reduce damage.

Preliminary consultation has been undertaken with local residents living in these areas in order to identify their views on the proposal; with responses having been received from approximately 18% of residents.

North Area Committee will consider the consultation results on 18 December 2014 and determine whether or not to continue to pursue the proposal.

If supported, the County Council (as Order making authority) will undertake a further and more formal round of consultation with a list of statutory consultees, including appropriate interest groups. All representations received will be considered, and if necessary determined, prior to a decision being taken on whether to implement the restriction(s) or not.

This EqIA sets out the current thinking on the potential impacts, and will be re-assessed and updated in response to feedback received as the process progresses.

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

Residents

Visitors

Staff

A specific client group or groups (please state):
None

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

New

Revised

Existing

5. Responsible directorate and service

Directorate: Environment

Service: Streets & Open Spaces

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

Cambridgeshire County Council (as Highway and Traffic Order making Authority)

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

(a) Age (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

If implemented, the proposal would lead to an improvement in verge condition and appearance with less mud and other detritus deposited on vehicular accesses (often used as informal crossings points) and footways.

Inevitably it will require some people to park vehicles further away from where they live; which could prove less convenient for younger and/or older people. No specific concerns in this regard have been raised as part of the recent consultation exercise, however.

The proposed development route for the proposal is laid out in section 2 of this assessment, including a further round of consultation as part of the statutory process. Further opportunities exist to consider the impacts of the proposal, along with possible mitigation measures, and would be considered on merit on an individual basis should the need arise.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

If implemented, the proposal would lead to an improvement in verge condition and appearance with less mud and other detritus deposited on vehicular accesses (often used as informal crossings points) and footways.

Inevitably it will require some people to park vehicles further away from where they live; which could prove less convenient for those less mobile. No specific concerns in this regard have been raised as part of the recent consultation exercise, however.

The proposed development route for the proposal is laid out in section 2 of this assessment, including a further round of consultation as part of the statutory process. Further opportunities exist to consider the impacts of the proposal, along with possible mitigation measures, and would be considered on merit on an individual basis should the need arise.

(c) Gender

No specific impact envisaged.

(d) Pregnancy and maternity

No specific impact envisaged.

(e) Transgender (including gender re-assignment)

No specific impact envisaged.

(f) Marriage and Civil Partnership

No specific impact envisaged.

(g) Race or Ethnicity

No specific impact envisaged.

(h) Religion or Belief

No specific impact envisaged.

(i) Sexual Orientation

No specific impact envisaged.

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

8. If you have any additional comments please add them here

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer:

John Richards, Project Leader, Project Delivery & Environment team

Names and job titles of other assessment team members and people consulted: N/A

Date of completion: 20 October 2014, key dates updated 1 December 2014

Date of next review of the assessment: N/A

Action Plan

Equality Impact Assessment title: Kings Hedges and Ramsden Square – Proposed Prohibition of Verge Parking

Date of completion: 20 October 2014, key dates updated 01/12/2014

Equality Group	Age
Details of possible disadvantage or negative impact	Having to park further away from home.
Action to be taken to address the disadvantage or negative impact	Further consultation as part of statutory process, opportunities for representations to be considered, and possible mitigation measures investigated.
Officer responsible for progressing the action	John Richards
Date action to be completed by	February / March 2015

Equality Group	Disability
Details of possible disadvantage or negative impact	Having to park further away from home.
Action to be taken to address the disadvantage or negative impact	Further consultation as part of statutory process, opportunities for representations to be considered, and possible mitigation measures investigated.
Officer responsible for progressing the action	John Richards
Date action to be completed by	February / March 2015

Equality Group	Gender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Transgender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Religion or Belief
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual Orientation
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Other factors that may lead to inequality	
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	