


Appendix 4: Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SUMMARY

<p>Please summarise the findings of the assessment. This should be included in any Committee report to provide information to the relevant decision-maker.</p>	<p>The implementation of this policy would not result in a significant potential impact for any of the protected characteristic groups. However, all potential impacts are subject to mitigation measures and monitoring should the situation deem it necessary. In addition, opportunities for delivering positive impacts are in place via the proactive approach to identifying need.</p> <p>As a result of this EqIA, the following actions will be taken:</p> <ul style="list-style-type: none"> Implement the exceptions within the policy as advised by our stakeholder consultees. Monitor the impact on community safety for all protected characteristic groups, both perceived and actual, through on-going dialogue with the Police, Ward Councillors and the local community and by responding to complaints from the public. Monitor the impact on road traffic collisions for all protected characteristic groups. Implement appropriate actions as a result of on-going monitoring finding.
<p>Please indicate a colour code based on your assessment (see appendix A)</p>	

SECTION 1:

<p>Title</p>	<p>STREET LIGHTING POLICY</p>
<p>Briefly summarise what are you analysing:</p> <ul style="list-style-type: none"> What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	<p>This Policy has been developed to:</p> <ol style="list-style-type: none"> Provide a framework for the delivery of street lighting that supports the recovery of the Council in a managed way. Provide direction and an integrated approach for the maintenance and development requirements of street lighting. Seek to reduce the Council's impact on climate change to deliver the benefits of appropriate street lighting. Provide flexibility to evaluate new technology and implement where deemed appropriate <p>The core purpose of the Street Lighting function is to provide and manage an effective, efficient, and sustainable Street Lighting Network.</p> <p>In respect of this function, the main activities include:</p> <ul style="list-style-type: none"> Maintaining Street Lighting, Traffic Signs and Illuminated Bollards in a safe and operational condition in an effective and efficient manner. Taking a pro-active stance on environmental issues such as providing efficient and effective lighting provision.

	<ul style="list-style-type: none"> Producing Maintenance and Developers Specifications to support the Policy and Corporate objectives. Monitoring and evaluating stock condition, completing programmed works for capital replacements and projects within agreed timescales whilst meeting financial deadlines. Continuing to competitively purchase renewable energy. <p>There are also standards in place which this function meets as follows:</p> <ul style="list-style-type: none"> Carry out annual inspections of all our streetlights and electrical units. Maintain and replace as needed the lamp stock. Respond to street lighting faults with an aim to treat within 5 working days. Ensure that at least 99% of streetlights are working as planned at prescribed times. <p>Through the Street Lighting Policy, the council aims to manage energy consumption more efficiently and effectively, manage carbon emissions more efficiently and effectively and control light pollution. The Council is committed to providing a sustainable environment for the residents of Slough and aims to use only green energy for street lighting supplies. Supply companies trade in both brown and green energy supplies. The brown energy is electricity generated using non-renewable carbon fuels, for example, gas, coal and oil. This energy is subject to the Climate Change Levy tax used by Central Government to promote development of alternative fuel sources. Green energy is derived from renewable sources, for example wind.</p> <p>At the same time, we wish to achieve this by maintaining a functional use of the network and maintain the amenity for the general public. We have no current plans to turn off any light in any part of the borough, and it is our objective to achieve our saving goals without making significant changes to the way the streetlighting is maintained and operated.</p> <p>During our three trials, carried in preparation for this Policy, we have engaged with residents, councillors, the Police, CCTV room, etc and have received encouraging safety feedback, and agreed on the suitable level of illumination that will both safeguard the safety of the road users and meet the Council's savings targets.</p>
Details of the lead person completing the screening/EIA	<ul style="list-style-type: none"> (i) Full Name: Dr. Anka Asandei (ii) Position: Principal Environmental Officer (iii) Service Area: Regeneration, Housing & Environment (iv) Email Contact Details: anka.asandei@slough.gov.uk (v) Date: 17th July 2024
Date sent to Finance (if budget savings)	N/A
Version number and date of update	
<p><i>You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process.</i></p>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be **proportionate** to the nature of the proposal/project/policy in question and the extent of its *likely* impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p>2.1</p>	<p>Please provide an overview of who currently uses/will use your service or facility so you can identify who is likely to be impacted by the proposal:</p> <ul style="list-style-type: none"> • <i>If you do not formally collect data about a particular group, then use the results of wider census data/national trends/anecdotal information where available.</i> • <i>Depending on the nature of the proposal, you may need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal:</i> 													
<p>Who is likely to be impacted by this proposal?</p>	<table border="1"> <thead> <tr> <th data-bbox="459 607 753 701">Equality Protected Characteristic</th> <th data-bbox="753 607 1460 701">Please insert details of current or expected make up of service users.</th> </tr> </thead> <tbody> <tr> <td data-bbox="459 701 753 813">Sex</td> <td data-bbox="753 701 1460 813">Females may feel more vulnerable to crime as a result of reducing lighting, but much depends on the specific circumstances as well as other factors such as crime rates, policing and quality of public spaces.</td> </tr> <tr> <td data-bbox="459 813 753 902">Ethnicity and Race</td> <td data-bbox="753 813 1460 902">Community safety is an important issue for all including people from minority ethnic backgrounds, with prevention of street crime and racially motivated crime being particularly relevant.</td> </tr> <tr> <td data-bbox="459 902 753 1328">Disability</td> <td data-bbox="753 902 1460 1328"> <p>People with visual or mobility impairments may find street lighting helpful in assisting them to navigate and avoid hazards, as such, there is a potential impact on risk of falling and accessibility.</p> <p>People with disabilities may feel more vulnerable to crime as a result of reducing lighting, but much depends on the specific circumstances as well as other factors such as crime rates, policing and quality of public spaces.</p> <p>There may be potential for an increase in 'hate crime' against people with physical or learning disabilities.</p> <p>Carers may have concern at lower levels of lighting when attending a relative or service user late at night/early in the morning.</p> </td> </tr> <tr> <td data-bbox="459 1328 753 1440">Sexual orientation</td> <td data-bbox="753 1328 1460 1440">Gay, Lesbian and Bisexual people may feel more vulnerable to crime as a result of reducing lighting, but much depends on the specific circumstances as well as other factors such as crime rates, policing and quality of public spaces.</td> </tr> <tr> <td data-bbox="459 1440 753 1977">Age</td> <td data-bbox="753 1440 1460 1977"> <p>Older people may feel more vulnerable to crime as a result of reduced lighting, but much depends on the specific circumstances as well as other factors such as crime rates, policing and quality of public spaces. The extent to which street lighting is the main factor is unclear and depends on the person and local factors.</p> <p>Older people may feel more concerned that anti-social behaviour will increase.</p> <p>There is potential impact by indirectly restricting social activities during the hours that lights are switched off. This may occur because of fears about community safety or road safety and also because of fears about trips and falls during the hours that lights are switched off.</p> <p>In the 2011/12 Streetcare Survey, younger people saw the street lighting trials as highly important to them (99.90%).</p> <p>Similarly, to older people, there is a concern that crime and anti-social behaviour will increase.</p> </td> </tr> </tbody> </table>	Equality Protected Characteristic	Please insert details of current or expected make up of service users.	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	<p>If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.</p>
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2.5	Based on your responses, should a more detailed EIA be carried out on the project, policy or proposal?
	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
2.6	Provide brief reasons on how you have come to this decision?
	<p><i>The proposed Adaptive Street Lighting Policy does not propose, at least in its initial stages, to switch off lights in any part of the Borough. Over the duration of over 18 months different levels of lighting have been trialled and tested throughout the borough, and multiple stakeholders consulted and engaged. Thus, it is the Council’s plan to implement the most suitable lighting level in different zones within Slough, at appropriate times of the night that will not interfere with the normal flow of traffic and activity. It is the aim of the Policy to maintain suitable levels of lighting to provide the desired amenity for specific times of the night, whilst also providing the needed level of savings. These levels have been decided based on real life trials, and safety feedback from the police, councillors, CCTV and residents, to ensure it does not cause an increase in crime. During the implementation period and beyond, we will continue to monitor and mitigate any impacts that might arise as a result, whilst still engaging with all affected parties.</i></p>

If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed

SECTION 3: Detailed Assessment of Impact and Mitigations

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified.

Protected Characteristic		Positive Impacts	Negative Impacts	Neutral or no Impact	Can any negative impacts be mitigated? If so please describe below.
Sex	Men				
	Women				
Race or Ethnicity	White				
	Mixed/Multiple ethnic groups				
	Asian/Asian British				
	Black/African/Caribbean /Black British				
	Gypsies / travellers				
	Other ethnic group				
Disability	Physical				
	Sensory				
	Learning Difficulties				
	Learning Disabilities				
	Mental Health				
Sexual Orientation Age	Lesbian, Gay, Bisexual				
Pregnancy or maternity	Those pregnant or in maternity period.				
Gender Reassignment	Trans People				
Faith/Belief	People of particular faiths				

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.




Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
<i>Enter additional rows if required</i>						

Appendix A

Equality Impact Assessment Decision Rating Guide
PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL

Decision	Action	Risk
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.</p>	<p>Further advice should be taken</p>	<p>Red </p>
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber </p>
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.</p>	<p>Proceed</p>	<p>Green: </p>