

## Appendix C

### EQUALITY IMPACT ASSESSMENT TEMPLATE

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 (to be completed once you have undertaken the assessment)

<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>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>Please indicate a colour code based on your assessment (see appendix A)</p>	

#### SECTION 1:

<p>Title</p>	<p>Moving Traffic Enforcement</p>
<p>Briefly summarise what are you analysing:</p> <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>- To adopt the powers to enforce vehicles contravening Road markings and Signs on the public highway where there are legal Traffic Orders in place.</li> <li>- All road users</li> <li>- Improve safety, reduce congestion and contribute to air quality improvements</li> </ul>
<p>Details of the lead person completing the screening/EIA</p>	<p>(i) Full Name: Kam Hothi</p> <p>(ii) Position: Network Management Lead</p> <p>(iii) Service Area: Environment and Highways</p> <p>(iv) Email Contact Details: Kam.Hothi@Slough.gov.uk</p> <p>(v) Date: 14/04/2025</p>
<p>Version and date of update</p>	<p>V2 14/04/25</p>
<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>	

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### 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.

2.1	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><b>Who is likely to be impacted by this proposal?</b></p> <p>Some services are universal, although different groups of people may be more or less likely to use them.</p> <p>Some services are specifically targeted at certain groups of people.</p> <p>If you do not have data on actual services users, you can use proxy data based on national data and trends, you can also look at recent surveys, consultations, complaints etc</p>	<table border="1"> <thead> <tr> <th data-bbox="501 602 869 712">Equality Protected Characteristic</th> <th data-bbox="879 602 1481 712">Please insert details of current or expected make up of service users</th> </tr> </thead> <tbody> <tr> <td data-bbox="501 719 869 801">Sex</td> <td data-bbox="879 719 1481 801">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 808 869 891">Ethnicity and Race</td> <td data-bbox="879 808 1481 891">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 898 869 981">Disability</td> <td data-bbox="879 898 1481 981">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 987 869 1070">Sexual orientation</td> <td data-bbox="879 987 1481 1070">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 1077 869 1182">Age</td> <td data-bbox="879 1077 1481 1182"> <ul style="list-style-type: none"> <li>- 17 yrs and above for motorists</li> <li>- All age groups for pedestrians and cyclists</li> </ul> </td> </tr> <tr> <td data-bbox="501 1189 869 1272">Religion or belief</td> <td data-bbox="879 1189 1481 1272">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 1279 869 1361">Gender Reassignment</td> <td data-bbox="879 1279 1481 1361">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 1368 869 1451">Pregnancy/Maternity</td> <td data-bbox="879 1368 1481 1451">All- service users could comprise all equality groups</td> </tr> <tr> <td data-bbox="501 1458 869 1541">Marriage/Civil Partnership</td> <td data-bbox="879 1458 1481 1541">All- service users could comprise all equality groups</td> </tr> </tbody> </table>	Equality Protected Characteristic	Please insert details of current or expected make up of service users	Sex	All- service users could comprise all equality groups	Ethnicity and Race	All- service users could comprise all equality groups	Disability	All- service users could comprise all equality groups	Sexual orientation	All- service users could comprise all equality groups	Age	<ul style="list-style-type: none"> <li>- 17 yrs and above for motorists</li> <li>- All age groups for pedestrians and cyclists</li> </ul>	Religion or belief	All- service users could comprise all equality groups	Gender Reassignment	All- service users could comprise all equality groups	Pregnancy/Maternity	All- service users could comprise all equality groups	Marriage/Civil Partnership	All- service users could comprise all equality groups	
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<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information above relative to their size of in the wider Slough population? You can find comparator details in the following:</b></p>	<p>No specific group is overrepresented as a result of this new policy/power</p>																					

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2.3 You may need to undertake consultation as part of this proposal. If you have undertaken any specific consultation, please give summary of findings here. Has the consultation identified any specific equality impacts?	<p>A 6-week consultation was undertaken on the proposed powers that the council is seeking to apply for.</p> <p>The consultation result recorded no specific impact to any protected groups but some residents did state that the new powers would improve safety for pedestrians and cyclists.</p>																																																		
2.4	Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, what is the <i>likely</i> impact?																																																		
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2.5	Based on your responses, should a more detailed EIA be carried out on the project, policy or proposal?																																																		

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	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	The impact of the new policy/powers will only impact those motorists that disregard signs and road markings on the highway. These restrictions are already enforced by the police. <b>These powers will now (subject to approval from the DfT) be transferred to the local authority to enforce. Furthermore the regulations for enforcement allows a first strike for motorists within the first 6 months of any site going live where awareness of the enforcement may not be realised. Overall there will be a positive impacts for road users in terms of improved safety and reduced congestion</b>

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

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### SECTION 3: Detailed Assessment of Impact and Mitigations

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.
<b>Sex</b>	Men			✓	
	Women			✓	
<b>Race or Ethnicity</b>	White			✓	
	Mixed/Multiple ethnic groups			✓	
	Asian/Asian British			✓	
	Black/African/Caribbean / Black British			✓	
	Gypsies / travellers			✓	
	Other ethnic group			✓	
<b>Disability</b>	Physical			✓	
	Sensory			✓	Not applicable (partial sight or blind)
	Learning Difficulties				Not applicable
	Learning Disabilities				Not applicable
	Mental Health			✓	
<b>Sexual Orientation</b>	Lesbian, Gay, Bisexual			✓	

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<b>Pregnancy or maternity</b>	Those pregnant or in maternity period.			✓	
<b>Gender Reassignment</b>	Trans People			✓	
<b>Faith/Belief</b>	People of particular faiths			✓	
<b>Age</b>	People of different ages – think especially around children and older people			✓	<b>Pedestrians/Cyclists will obtain a positive impact as a result of less congestion and air pollution</b>
<b>Marriage or Civil Partnership</b>	People who are married or in a civil partnership			✓	

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**SECTION 4: ACTION PLAN**

<b>4.1</b>	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.  <i>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.</i>  <b>NB. Add any additional rows, if required.</b>						
	<b>Action Required</b>	<b>Equality Groups Targeted</b>	<b>Intended outcome</b>	<b>Resources Needed</b>	<b>Name of Lead, Unit &amp; Contact Details</b>	<b>Completion Date (DD/MM/YY)</b>	<b>RAG</b>
	N/A						
	<i>Enter additional rows if required</i>						

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### 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><b>Further advice should be taken</b></p>	<p><b>Red</b> </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><b>Proceed pending agreement of mitigating action</b></p>	<p><b>Amber</b> </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><b>Proceed</b></p>	<p><b>Green:</b> </p>