

# Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

**This assessment may be published on the Authority’s website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.**

## Proposal details

<b>1. Name of the policy or process being assessed</b>	Cheviot View, Benton area waiting restrictions	
<b>2. Version of this EIA</b> (e.g. a new EIA = 1)	1	
<b>3. Date EIA created</b>	27 October 2022	
	<b>Name</b>	<b>Service or organisation</b>
<b>4. Principal author of this EIA</b>	Gary Walker, Sustainable Transport Team Leader	Capita North Tyneside
<b>5. Others involved in writing this EIA</b> <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Nick Saunders, Senior Traffic Engineer	Capita North Tyneside

**6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?**

The Authority has received complaints from local residents over a number of years regarding parking availability on and around Cheviot View. These relate primarily to the lack of available parking for residents of Cheviot View under current arrangements.

As such, it is proposed that on sections of Cheviot View, on an experimental basis, parking should be allowed at all times other than when access is required for refuse collection. It is further proposed, on a permanent basis, that 'no waiting at any time' restrictions should apply on other sections of Cheviot View; and that 'no waiting' restrictions should be revoked on short sections of A191 Front Street, allowing limited additional on-street parking.

The proposed experimental waiting restriction will contribute to increasing parking provision for residents while being consistent with road safety considerations.

**7. Does this proposal contribute to the achievement of the Authority's public sector equality duty? Will your proposal:**

*Write your answers in the table*

<b>Aim</b>	<b>Answer: Yes, No, or N/A</b>	<b>If yes, how?</b>
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	There is a potential to advance equality of opportunity between people who have a disability and those who do not, as residents and visitors who have a disability will have the opportunity of parking a vehicle closer to their property without a time limit (however, tighter restrictions will apply on one morning per week to coincide with refuse collections).
Foster good relations between people who share a protected characteristic and those who do not	No	

## Evidence Gathering and Engagement

### 8. What evidence has been used for this assessment?

- Relevant objectives of the Authority, e.g. to take steps and seek investment to make North Tyneside carbon net-zero by 2030 ([Our North Tyneside Plan](#)); improve the street network, putting cycling and walking first ([North Tyneside Transport Strategy](#)); and to increase levels of cycling each year ([North Tyneside Cycling Strategy](#))
- Responses to public engagement undertaken between May and July 2021
- Department for Transport Transforming Cities Fund (TCF) [guidance](#)

### 9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	✓
No	

9.b Engagement activity undertaken	With	When
<i>Public Meetings, Email</i>	Residents, Ward Councillors and any other person wishing to respond	Summer 2022

### 9. Is there any information you don't have?

	√	<b>Please explain why this information is not currently available</b>
Yes - please list in section A of the action plan at Q13	✓	Views of stakeholders on the detailed notices/orders relating to the scheme – we will understand this by advertising the notices/orders Views of residents of households/premises directly affected by the scheme – we will understand this by contacting them by letter
No		

## Analysis by protected characteristic

	A	B	C
<b>11. Protected characteristic</b>	<b>Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic?</b> (Answer – Yes or No)	<b>If ‘Yes’ would the <u>potential</u> impact be positive or negative?</b> (Answer – positive or negative)	<b>Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used</b>
<b>All Characteristics</b>	No		
<b>Sex – male or female</b>	No		
<b>Pregnancy and maternity</b> – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		

	A	B	C
<b>11. Protected characteristic</b>	<b>Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic?</b> (Answer – Yes or No)	<b>If ‘Yes’ would the <u>potential</u> impact be positive or negative?</b> (Answer – positive or negative)	<b>Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used</b>
<b>Age</b> – people of different ages, including young and old	No		
<b>Disability</b> – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	There is a potential positive impact for residents and visitors who have a disability, as there will be the opportunity of parking a vehicle closer to their property without a time limit (however, tighter restrictions will apply on one morning per week to coincide with refuse collections).
<b>Gender reassignment</b> - includes trans, non-binary and those people who do not identify with or reject gender labels	No		
<b>Race</b> – includes a person’s nationality, colour, language, culture and geographic origin	No		

	A	B	C
<b>11. Protected characteristic</b>	<b>Does this proposal and how it will be implemented have the <u>potential</u> to impact on people</b>	<b>If ‘Yes’ would the <u>potential</u> impact be positive or negative?</b>	<b>Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used</b>

	<b>with this characteristic?</b> (Answer – Yes or No)	(Answer – positive or negative)	
<b>Religion or belief</b> – includes those with no religion or belief	No		
<b>Sexual orientation</b> – includes gay, lesbian, bisexual and straight people	No		
<b>Marriage and civil partnership status</b> - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
<b>Intersectionality</b> - will have an impact due to a combination of two or more of these characteristics	No		

If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 'Outcome of EIA'.

**12.a Can any of the negative impacts identified in Q11 not be removed or reduced?**

Yes - please list them in the table below and explain why	
No	N/A

<b>12.b Potential negative impact</b>	<b>What alternative options, if any, were considered?</b>	<b>Explanation of why the impact cannot be removed or reduced or the alternative option pursued.</b>

## Action Planning (you do not need to complete the grey cells within the plan)

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
<b>Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them</b> (please explain below)			
Displaying notices and publishing details of the proposals in accordance with the Authority's usual procedure		Gary Walker (Capita)	18 Nov 2022
<b>Section B: Actions already in place to remove or reduce potential negative impacts</b> (please explain below)			
Consideration of accessibility factors as part of the scheme design process	Reduce	Gary Walker (Capita)	
<b>Section C: Actions that will be taken to remove or reduce potential negative impacts</b> (please explain below)			
Part of the proposal is experimental. This will allow scheme to be monitored and for any potential negative impacts to be addressed.	Reduce	Gary Walker (Capita)	31 Dec 2023
<b>Section D: Actions that will be taken to make the most of any potential positive impact</b> (please explain below)			
Inform the public of any positive impacts as part of communications/publicity when the scheme is completed		Gary Walker (Capita)	31 Dec 2023
<b>Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented</b> (please explain below)			



Take account of accessibility factors throughout experimental order		Gary Walker (Capita)	31 Dec 2023
<b>Section F: Review of EIA to be completed</b>		Gary Walker (Capita)	31 Dec 2023

#### 14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.	✓	Identified potential impacts are positive
Continue but with amendments		
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

#### Quality assurance and approval

*Questions 15-18 are only for completion by the Corporate Equality Group Member for your service*

<b>15. Do you agree or disagree with this assessment?</b>	Agree	✓	Disagree	
<b>16. If disagree, please explain:</b>				

<b>17. Name of Corporate Equality Group Member:</b>	Melissa Lackenby
<b>18. Date:</b>	01/11/22

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

*Questions 19-22 are only for completion by the Head of Service*

<b>19. Do you agree or disagree with this assessment?</b>	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
<b>20. If disagree, please explain:</b>				
<b>21. Head of Service:</b>	John Sparkes (Director)			
<b>22. Date:</b>	01/11/22			

Please return the document to the Author and Corporate Equality Group Member.