

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

1. Name of the policy or process being assessed	Highways Maintenance Challenge Fund – Five Arm Roundabout Improvements, North Shields	
2. Version of this EIA (e.g. a new EIA = 1)	1	
3. Date EIA created	14 September 2022	
	Name	Service or organisation
4. Principal author of this EIA	Chris Hughes, Associate Director - Traffic Engineering, Active Travel and Road Safety	Capita
5. Others involved in writing this EIA <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>	John Cram, Integrated Transport Officer	Regeneration and Economic Development

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

The Authority has obtained grant funding from the Government's Highways Maintenance Challenge Fund (HMCF) for works in North Shields, including the proposals at 'Five Arm Roundabout' which seek to reduce future maintenance requirements, improve the junction efficiency and improve local walking and wheeling provision

The proposals associated with this report involve improvements to the A1149 / A187 / Trinity Terrace / Waterville Road five-arm roundabout, on the south-west edge of North Shields town centre. It is proposed to reconstruct the centre and circulatory carriageway of the roundabout, resurface the carriageway on all approach arms to the junction, upgrade two zebra crossings and install one new zebra crossing. The proposals have been designed to ensure that highway conditions are conducive to support greater usage of walking and wheeling.

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

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	As the scheme has been designed to ensure that highway conditions are conducive to support greater usage of walking and wheeling, resulting in the potential positive impacts identified in section 11 below.
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](#)) and improve the street network, putting cycling and walking first ([North Tyneside Transport Strategy](#))

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
No	N/A	N/A

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

	✓	Please explain why this information is not currently available
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
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics	Yes	Positive	Owing to range of ways in which information about the proposed scheme will be made available, together with support to respond to any communication needs.
Sex – male or female	No		
Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		

Age – people of different ages, including young and old	Yes	Positive	People for whom age makes crossing the road more difficult may experience a positive impact from the provision of improved crossing facilities as part of the scheme.
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive Negative	People for whom a disability makes crossing the road more difficult may experience a positive impact from the provision of improved crossing facilities as part of the scheme. Temporary traffic management arrangements during construction have potential to have a negative impact on accessibility for people with a disability in the case of potential footway closures or reductions in available width. This can be reduced by seeking to ensure that construction partners do not obstruct footways which remain open, and in the case of closures provide appropriate access arrangements such as temporary dropped kerbs and/or safe temporary walking areas.
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	No		
Race – includes a person's nationality, colour, language, culture and geographic origin	No		
Religion or belief – includes those with no religion or belief	No		
Sexual orientation – includes gay, lesbian, bisexual and straight people	No		

Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
Intersectionality - 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	✓

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

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
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 (please explain below)			
Displaying notices and publishing details of the proposals in accordance with the Authority's usual procedure		Chris Hughes (Capita)	14 Oct 2022
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)			
Consideration of accessibility factors as part of the scheme design process	Reduce	Chris Hughes (Capita)	
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)			
Confirm that construction work takes account of accessibility factors, e.g. not obstructing footways which remain open, and in the case of closures providing appropriate access arrangements such as temporary dropped kerbs	Reduce	Chris Hughes (Capita) John Cram	31 Dec 2022
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)			
Inform the public of any positive impacts as part of communications/publicity when the scheme is completed		John Cram	31 Mar 2023
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)			

Take account of accessibility factors as progress on scheme construction is reviewed		John Cram	31 Mar 2023
Section F: Review of EIA to be completed		John Cram	31 Mar 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.	✓	Several identified potential impacts are positive. Actions are specified to reduce the identified potential negative impact.
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

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

17. Name of Corporate Equality Group Member:	on behalf of Melissa Nilson
18. Date:	15/09/2022

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

19. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
20. If disagree, please explain:				
21. Head of Service:	John Sparkes (Director)			
22. Date:	15/09/2022			

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