

Equality analysis for Cabinet reports



Date of meeting: 2 August 2022

About equality analysis

Every day, decisions are made within and by Redcar & Cleveland Borough Council that affect the lives of local people, service users and our employees. We use equality analysis as a tool to help us make fair, sound and transparent decisions that are based on a robust understanding of the needs and rights of the groups and individuals who may be affected.

Equality analysis is an integral part of our decision-making process. It is carried out in respect of any decisions that are taken by the Cabinet or the Borough Council. It is not carried out for reports that are for 'information only'.

The outcome of our equality analysis is summarised within relevant reports to Cabinet or Borough Council, and the full equality analyses are published alongside relevant committee papers on our website. Equality analyses in respect of confidential reports will not be published.

For more information about equality analysis or what we are doing to further equality in Redcar & Cleveland, visit our website at [Equality and diversity information | Redcar and Cleveland \(redcar-cleveland.gov.uk\)](https://www.redcar-cleveland.gov.uk/equality-diversity).

Reports to Cabinet and Borough Council

Equality Analysis



This proforma should not be completed for Information Only reports

The fully completed EA proforma should be considered by the relevant DMT, EMT and by Corporate Clearance in advance of the report going to Cabinet/Borough Council. A summary of the EA should be provided in the relevant section of the Member Report.

Guidance on conducting Equality Analysis can be found on the intranet – search for “Equality Analysis.” Alternatively, you can find it at:
www.redcar-cleveland.gov.uk/equality

A) About the Decision

Directorate	Adults and Communities	Service/Team	Environment
Officer completing EA proforma		Simon Houldsworth Transport Strategy Manager	
Contact details of officer completing EIA proforma		Simon.houldsworth@redcar-cleveland.gov.uk 01287 512581	
Head of Service:		Robert Hoof Assistant Director - Environment	
Title/brief description of the decision/document Transport for the Future The Local Implementation Plan for Transport in Redcar & Cleveland. Decision is to approve the plan			
Decision-making body			
Cabinet X		Borough Council <input type="checkbox"/>	
Date report being considered:	2 August 2022		

B) Equality Impact Analysis

1. What information have you used to analyse the effects on equality, particularly in relation to protected groups?

Market research carried out with residents and businesses in the Borough.
 STP Integrated Sustainability Appraisal Report

2. What has this information told you about the potential effect on equality, particularly in relation to protected groups?

Market research - The improvements in connectivity should benefit the respondents who said that they were limited in their day-to-day activities by a transport constraint that meant a health problem or disability was exacerbated (8%). The connectivity will be especially beneficial for journeys to health appointments, social events, employment and shopping.

Integrated Appraisal Report – improvements to walking, cycling and public transport connectivity will enhance long term economic prosperity as more people are better connected to opportunities, with fewer barriers to travel.

3. The Equality Act Aims to:

- **Eliminate unlawful discrimination, harassment and victimisation**
- **Advance equality of opportunity**
- **Foster good relations**

Taking into account your equality analysis, and with these three aims in mind, what is your assessment of the likely impact of the policy/decision on the following:

	Likely to benefit	Likely to disadvantage	No specific impact
People from different age groups	x	<input type="checkbox"/>	<input type="checkbox"/>
Men or women	<input type="checkbox"/>	<input type="checkbox"/>	x
Women who are pregnant or have recently given birth	<input type="checkbox"/>	<input type="checkbox"/>	x
People have undergone, proposing to, or undergoing gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	x
People with disabilities or carers	x	<input type="checkbox"/>	<input type="checkbox"/>
People from different religions, belief or faith (including those with no belief)	<input type="checkbox"/>	<input type="checkbox"/>	x
People of different race or ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	x
People who are lesbian, gay or bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x
People who are married or in a civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	x
People and families on lower incomes*	x	<input type="checkbox"/>	<input type="checkbox"/>
People and families who are homeless*	<input type="checkbox"/>	<input type="checkbox"/>	x
People who have served in the armed forces*	<input type="checkbox"/>	<input type="checkbox"/>	x
Looked after children*	<input type="checkbox"/>	<input type="checkbox"/>	x

* these groups are not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion

4. What is the reasoning behind your assessment of impact on equality

The proposals to improve transport connectivity for pedestrians and cyclists will be of benefit to the groups listed above by virtue of providing accessible, safe, local routes in, and between, places that can be used at low cost. The proposals for rail infrastructure will also improve accessibility for disabled people.

5. What actions will be, or have been taken to either mitigate any negative impact, or create a positive impact?

The design of each specific scheme will include consideration of the protected/at risk groups as part of the approvals process.

The Council will procure a specialist consultant to provide independent advice on equalities over the period of the plan.

6. How and when you will monitor and review the impact that the decision or policy has had on protected groups

Impacts on the ground will be followed up during the project close process.

C. Quality Check / Approval Log

	Considered?	Comments/actions
Departmental Management Team	<input type="checkbox"/>	
Executive Management Team	<input type="checkbox"/>	
Corporate Clearance	<input type="checkbox"/>	

Appendix 2

Template for Impact Assessment Level 1: Preliminary screening assessment

Subject of assessment:	Corporate Plan Implementation Quarter 4 2021/22				
This is a decision relating to:	<input checked="" type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function	
	<input type="checkbox"/> Process/procedure	<input type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review	
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)			
It is a:	New approach:		Revision of an existing approach:	Progress report	
Description:	<ul style="list-style-type: none"> The report is asking Members to note the progress made in delivering the Corporate Plan to 30th June 2022, along with the Corporate Peer Challenge and Equality Objectives to the same timescales 				
Start date:	1 st July 2022				
Lifespan:	The lifetime of the Corporate Plan – Summer 2023				
Date of next review:	After the next local elections which take place in May 2023				

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Human Rights Could the decision impact negatively on individual Human Rights	X	<input type="checkbox"/>	<input type="checkbox"/>	Outline the evidence supporting the assessment.
Equality Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law?	X	<input type="checkbox"/>	<input type="checkbox"/>	Outline the evidence supporting the assessment.
Other Impacts Could the decision impact negatively any other factor such as the environment or economic inequality	X	<input type="checkbox"/>	<input type="checkbox"/>	Outline the evidence supporting the assessment.
Next steps: <ul style="list-style-type: none"> If the answer to all of the above screening questions is No then the process is completed. If the answer of any of the questions is Yes or Uncertain, then a Level 2 Full Impact Assessment must be completed. 				

Assessment completed by:	Rob Mitchell	Head of Service:	Rob Mitchell
Date:	4 th July 2022	Date:	4 th July 2022