

## Appendix 2

### Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions. Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> City Development	<b>Service area:</b> Transport Development Services
<b>Lead person:</b> Gillian MacLeod	<b>Contact number:</b> 2475302

#### 1. Title: Whitehall Road / Northern Street Junction Improvement

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify :** Transport Infrastructure Scheme to address need for improved pedestrian crossing and cycling infrastructure to serve development area

#### 2. Please provide a brief description of what you are screening

Highway Improvement Scheme to facilitate the provision of pedestrian crossing facilities at the junction of Whitehall Road / Northern Street and widening of Whitehall Road and Northern Street to accommodate segregated cycling facilities and improved signal staging to provide additional traffic capacity to ease congestion and provide for development growth.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	X	
Have there been or likely to be any public concerns about the policy or proposal?		x
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

### 4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

#### **How have you considered equality, diversity, cohesion and integration?**

(**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The scheme provides controlled crossing facilities for pedestrians which are currently missing from the junction of Whitehall Road / Northern Street and will therefore improve accessibility for less mobile pedestrians or those with visual impairment. Cycling facilities are proposed which are

segregated from the carriageway and from the footway providing quality provision for all.

- **Key findings (think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

Positive Impacts:

- Scheme will provide a safer environment for pedestrians and cyclists at the junction.
- Scheme will maintain access to the locality, especially the Rail Station for those members of the public who may have mobility issues by means of providing DDA compliant crossing facilities ;
- Scheme creates a safe cycling environment by introducing dedicated cycle facilities suitable for all abilities, but in particular the more vulnerable in society – children and senior citizens, and
- Scheme will support the integration of communities through improved accessibility.

The scheme may create negative impacts such as;

- Increased road width to cross.

**Actions (think about** how you will promote positive impact and remove/ reduce negative impact)

- The negative impacts will be considered through the detailed design, however the benefits of providing a controlled pedestrian crossing mitigate the need to widen the road to achieve this aim.

**5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.**

Date to scope and plan your impact assessment:

Date to complete your impact assessment

Lead person for your impact assessment  
(Include name and job title)

## **6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Gillian MacLeod	Transport Development Services Manager	24 June 2016

## **7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the

screening document will need to be published.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	24 June 2016
<b>Date sent to Equality Team</b>	24 June 2016
<b>Date published</b> (To be completed by the Equality Team)	