

# 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 Services	<b>Service area:</b> Traffic Management
<b>Lead person:</b> Nick Borrás	<b>Contact number:</b> 3787497

**1. Title:** TRAFFIC MANAGEMENT CAPITAL PROGRAMME 2022/23

Is this a:

**Strategy / Policy**       **Service / Function**      **Other**

**If other, please specify:**

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

We are screening the Traffic Management Capital Works Programme for the 2022/23 financial year, in which we are looking to deliver 10 priority schemes, from the Traffic Management Capital Budget.

**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**.

<b>4. Considering the impact on equality, diversity, cohesion and integration</b>
<p>If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.</p> <p>Please provide specific details for all three areas below (use the prompts for guidance).</p> <ul style="list-style-type: none"> <li>• <b>How have you considered equality, diversity, cohesion and integration?</b> (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)</li> </ul> <p>Each individual scheme will require an individual EDCI to highlight specific positive and negative impacts, however for the purpose of this screening general impacts have been identified</p> <p>Numerous individual scheme consultations will be carried out with local Councillors, emergency services and the general public to make everyone aware of the various scheme proposals, the aims of the proposals in terms of improving general road safety and reduce the number of personal injury accidents in the respective areas.</p> <p>Additional consultation/engagement will also take place on certain schemes by means of the legal advertisement of the Traffic Regulation and Movement Orders, all of which will be displayed in the local media and on street by means of a public notice.</p>

- **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)

The various schemes listed in the Traffic Management Programme for 2021/22 will provide positive impacts to all road users, especially those with mobility issues, young and old people by;

#### **Positive Impacts:**

- By combining various areas into Ward based Traffic Regulation Order we are able to address more issues within the allocated funding;
- Reducing the number of injury accidents on the highway network, by removing obstructive parking;
- Providing a safer environment for members of the public, especially children travelling to and from the schools area and improving the situation for the residents and businesses in the areas of the various schemes;
- Benefiting those members of the public who, through infirmity, may have difficulty in keeping out of the way of motor traffic, typically older people, school children, parents, carers and supporting wheelchairs and pushchairs; people who are visually impaired and disabled people; and
- Maintaining access to the locality, for those members of the public who may have mobility issues by means of maintaining clear unobstructed DDA compliant crossing facilities.

The various scheme proposals may also provide negative impacts on road users by,

#### **Negative Impacts:**

- The removal of on street parking could lead to parking being displaced to the surrounding residential streets, but this will be monitored following the implementation of the parking restrictions. There is a possibility that during the legal advertisement of the Traffic Regulation, Movement & Speed Limit Orders, objections could be received from members of the public and even those not local to the area.
- Requests for schemes continue throughout the year however the service will be unable to deliver identified schemes within a reasonable timescale due to the budget restriction. This will have an adverse effect on the perception of the service and the council generally

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

A screening document will be prepared, and an independent impact assessment will be completed for each project, with the negative impacts being addressed, during the

detailed design process as required.

**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**

Nicholas Hunt

Traffic Engineering  
Manager

February 2022

**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

**Date screening completed**

February 2022

**Date sent to Equality Team**

February 2022

**Date published**

(To be completed by the Equality Team)