

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	North Tyneside Transport Strategy (2021 revision)	
2. Version of this EIA (e.g. a new EIA = 1)	1	
3. Date EIA created	13 September 2021	
	Name	Service or organisation
4. Principal author of this EIA	Colin MacDonald	Environment, Housing and Leisure
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	Environment, Housing and Leisure

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

The North Tyneside Transport Strategy was first adopted by Cabinet in May 2017. The Strategy explains our transport vision and is used to: shape our future decisions, influence sub-regional, regional and national issues, support future funding bids for transport-related projects or initiatives and support the implementation of the North Tyneside Local Plan.

The outcomes to be achieved are reflected in the Transport Strategy’s five principles, which are (in the refreshed 2021 version): reduce carbon emissions from transport; improve health outcomes; support inclusive economic growth; improve connectivity; and manage demand and enable smart choices for all. The Transport Strategy seeks to benefit all users of the transport networks in the borough.

The Transport Strategy is the overarching strategy for the Authority, which refers to subject-specific policies and strategies within it. Equality Impact Assessments will be undertaken as appropriate as those subject-specific documents are brought forward. An Annual Report on the Transport Strategy is presented to Cabinet, usually in June, to update on progress against the five principles above.

The Transport Strategy has now been refreshed, for consideration by Cabinet on 18 October 2021. As such, this is a new EIA which has been prepared in respect of the revised Strategy.

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	Elements of the Strategy will contribute to advancing equality of opportunity between people with a disability and those who do not have a disability, e.g. the provision of signalised crossing facilities as part of transport projects.
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?

In carrying out the refresh of the Transport Strategy we have used evidence from a range of sources, including national statistics and regional and local data, details of which are set out in the Transport Strategy Annual Report which is presented to Cabinet each year, usually in June. We have also used evidence from various forms of ongoing engagement activities as described in section 9.b.

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
In carrying out the refresh of the Transport Strategy we have taken into consideration engagement such as: the views of residents expressed in successive Residents' Surveys; feedback received from enquiries made to the Authority, including social media, and enquiries made by Ward Councillors; consultation responses made during the development of the North East Transport Plan; the Our North Tyneside Plan; views expressed at the North Tyneside Transport Forum; and views of the Young Mayor, the Member of the Youth Parliament and Youth Councillors.	See box to left	On an ongoing basis

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		
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	No		
Sex – male or female	Yes	Positive	The Transport Strategy aims to ensure that it has a positive impact on this characteristic in the actions that will stem from the five principles, particularly relating to safety, health and well-being; improving connectivity; and enabling smart choices. The Transport Strategy identifies a number of specific policies and strategies which will support its aims: each of these will be Equality Impact Assessed.
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	The Transport Strategy aims to ensure that it has a positive impact on this characteristic in the actions that will stem from the five principles, particularly relating to safety, health and well-being; improving connectivity; and enabling smart choices. The Transport Strategy identifies a number of specific policies and strategies which will support its aims: each of these will be Equality Impact Assessed
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	The Transport Strategy aims to ensure that it has a positive impact on this characteristic in the actions that will stem from the five principles, particularly relating to safety, health and well-being; improving connectivity; and enabling smart choices. The Transport Strategy identifies a number of specific policies and strategies which will support its aims: each of these will be Equality Impact Assessed
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)		John Cram, Environment, Housing and Leisure	June 2022
Evidence and information is gathered as part of the preparation of the Transport Strategy Annual Report. This will also inform the monitoring and review of the implementation of the Transport Strategy.			
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)	-	-	
Not applicable			
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)	-	-	-
Not applicable			
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)		John Cram, Environment, Housing and Leisure	Ongoing
Evidence and information which is gathered as part of the preparation of the Transport Strategy Annual Report can be used to identify opportunities to make the most of any potential positive impact as part of the development of transport plans and programmes.			

Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)		John Cram, Environment, Housing and Leisure	May 2022
Monitoring of the equality impact of the Transport Strategy will be carried out as part of the preparation of the Transport Strategy Annual Report, which involves the gathering and analysis of relevant data and applying this to the future development of transport plans and programmes.			
Section F: Review of EIA to be completed		John Cram, Environment, Housing and Leisure	Sep 2025

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

15. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
16. If disagree, please explain:				
17. Name of Corporate Equality Group Member:	Melissa Nilson, <i>in David Cunningham's absence</i>			
18. Date:	17.09.2021			

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 of Regeneration and Economic Development			
22. Date:	23 September 2021			

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