

EQUALITY IMPACT ASSESSMENT TEMPLATE

1. Topic of assessment

EIA title:	Setting Local Speed Limits –Surrey County Council’s Policy
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EIA author:	Duncan Knox, Road Safety Team Manager
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2. Approval

	Name	Date approved
Approved by¹		

3. Quality control

Version number	1	EIA completed	
Date saved	29 January 2014	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Lesley Harding	Sustainability Group Manager	Surrey County Council	Overseeing EIA
Paul Millin	Travel and Transport Group Manager	Surrey County Council	Overseeing EIA
Rebecca Harrison	Community Engagement Team Leader	Surrey County Council	Reviewing EIA
Duncan Knox	Road Safety Team Manager	Surrey County Council	EIA Author

¹ Refer to earlier guidance for details on getting approval for your EIA.

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5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>The new speed limit policy is being assessed. The aim of the policy is to ensure the Council sets speed limits that are successful in managing vehicle speeds and are appropriate for the main use of the road. Managing speeds successfully may reduce the likelihood and severity of collisions, and can help to encourage more walking and cycling. This can help to make communities more pleasant places to live, and can help sustain local shops and businesses. The desire for lower speeds has to be balanced against the need for reasonable journey times and the position of the road within the county council's Strategic Priority Network.</p> <p>The purpose of this policy is to explain the roles, responsibilities and the procedure that will be followed by Surrey County Council when deciding whether to change a speed limit. The policy also provides advice and guidance on the factors and additional supporting measures that may be needed to ensure successful management of vehicle speeds.</p>
What proposals are you assessing?	The new speed limit policy.
Who is affected by the proposals outlined above?	Anyone who travels along, or lives alongside Surrey's highways.

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6. Sources of information

Engagement carried out
Consultation on the policy has been undertaken internally with Highways, Road Safety Team, Sustainability Group, the Cabinet Member Cllr John Furey and the Directorate Management team. The policy has also been presented to the Environment and Transport Select Committee. Surrey police have also been consulted. Consultation with Local Committees and a public consultation will be undertaken in the coming months.
Data used
This policy has been developed with reference to national policy issued by central government "Setting Local Speed Limits, Department for Transport Circular 01/2013" and national policy issued by the Association of Chief Police Officers, "Speed Enforcement Policy Guidelines 2011 to 2015: Joining Forces for Safer Roads".

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7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
Age	Successful management of vehicle speeds improves the safety of all road users, but particularly vulnerable road users such as children and older people who are less adept at judging and avoiding higher speed vehicles. They also suffer greater injuries due to their frailty.	None	There is overwhelming national and international research that shows that higher speeds can increase the risk of collision and the extent of the consequences. Research has shown that children and older people are less adept at judging the speed of oncoming traffic, and less agile in taking evasive action. If they are struck, then they can suffer greater injuries due to their frailty.
Disability	Successful management of vehicle speeds improves the safety of all road users, but particularly those with mobility impairment. It can improve the accessibility of those with mobility impairment if lower vehicle speed allows them to cross the road more safely and with less fear of the danger of traffic.	None	Research has shown that lower speeds can improve safety and accessibility for pedestrians and cyclists, and especially pedestrians with mobility impairment.
Gender reassignment	None	None	N/a
Pregnancy and maternity	None	None	N/a
Race	None	None	N/a
Religion and belief	None	None	N/a

² More information on the definitions of these groups can be found [here](#).

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Sex	None	None	N/a
Sexual orientation	None	None	N/a
Marriage and civil partnerships	None	None	N/a
Carers³	None	None	N/a

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Page 194 Age	Successful management of vehicle speeds improves the safety of all road users, but particularly vulnerable road users such as children and older people who are less adept at judging and avoiding higher speed vehicles. They also suffer greater injuries due to their frailty.	None	There is overwhelming national and international research that shows that higher speeds can increase the risk of collision and the extent of the consequences. Research has shown that children and older people are less adept at judging the speed of oncoming traffic, and less agile in taking evasive action. If they are struck, then they can suffer greater injuries due to their frailty.
Disability	Successful management of vehicle speeds improves the safety of all road users, but particularly those with mobility impairment. It can improve the accessibility of those with mobility	None	Research has shown that lower speeds can improve safety and accessibility for pedestrians and cyclists, and especially pedestrians with mobility impairment.

³ Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that 'carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.'

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	impairment if lower vehicle speed allows them to cross the road more safely and with less fear of the danger of traffic.		
Gender reassignment	None	None	N/a
Pregnancy and maternity	None	None	N/a
Race	None	None	N/a
Religion and belief	None	None	N/a
Sex	None	None	N/a
Sexual orientation	None	None	N/a
Marriage and civil partnerships	None	None	N/a
Carers	None	None	N/a

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8. Amendments to the proposals

Change	Reason for change
The policy has been amended to include specific mention of vulnerable road users such as children, older people and those with mobility impairment within road casualty analysis which is completed in order to inform upon the need for speed management measures. The policy has also been amended to include the fact that speed reducing features could also form part of improved facilities for vulnerable road users such as pedestrians, cyclists, children and older people.	The positive impacts for these road user groups were identified, and so the policy was amended to ensure specific consideration of these road user groups so that these can be taken into account by the local committee when deciding upon new speed limits and supporting speed management measures.

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9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
No actions identified.			

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
Not applicable.	

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11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<p>There is overwhelming national and international research that shows that higher speeds can increase the risk of collision and the extent of the consequences. Research has shown that children and older people are less adept at judging the speed of oncoming traffic, and less agile in taking evasive action. If they are struck, then they can suffer greater injuries due to their frailty.</p>
Key impacts (positive and/or negative) on people with protected characteristics	<p>Lower speeds and successful speed management can improve safety and accessibility for pedestrians, especially pedestrians with mobility impairment, and younger and older road users.</p>
Changes you have made to the proposal as a result of the EIA	<p>The policy has been amended to include specific mention of vulnerable road users such as children, older people and those with mobility impairment within road casualty analysis which is completed in order to inform upon the need for speed management measures. The policy has also been amended to include the fact that speed reducing features could also form part of improved facilities for vulnerable road users such as pedestrians, cyclists, children and older people.</p>
Key mitigating actions planned to address any outstanding negative impacts	<p>None identified.</p>
Potential negative impacts that cannot be mitigated	<p>None identified.</p>

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1. Topic of assessment

EIA title:	School Crossing Patrol Policy
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EIA author:	Rebecca Harrison – Sustainability Community Engagement Manager
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2. Approval

	Name	Date approved
Approved by⁴		

3. Quality control

Version number	1.0	EIA completed	
Date saved	17.01.14	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Rebecca Harrison	Sustainability Community Engagement Manager	Surrey County Council	Responsibility for School Crossing Patrols County-wide
Lesley Harding	Sustainability Group Manager	Surrey County Council	Project director for the Surrey Cycling Strategy
Duncan Knox	Road Safety Team Leader	Surrey County Council	Road Safety Team Leader

⁴ Refer to earlier guidance for details on getting approval for your EIA.

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5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>The Surrey County Council School Crossing Patrol (SCP) Policy (to be introduced April 2014) forms part of the newly proposed Road Safety Outside Schools (RSOS). The purpose of the RSOS policy is to set out the process that will be used by Surrey County Council for investigating and responding to concerns about road safety outside schools. The aim is to reduce the risk of collisions by considering all appropriate measures for improving the safety of the environment and in turn encourage increased walking and cycling to and from schools. School Crossing Patrols are one of the many tools used to mitigate safety concerns outside schools. The policy mainly outlines the new processes and introduction of charging for this service at certain schools</p>
<p>What proposals are you assessing?</p>	<p>This assessment looks at the equalities issues in relation to the overall process of prioritisation and implementing new patrols at new sites. This enables SCC to ensure that our limited resources are targeted at those sites that show the highest risk. We are also testing the proposal to charge independent, Free Schools and Academies for this service.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The proposals could potentially affect the following people:</p> <ul style="list-style-type: none"> • Schools • Children/Parents Families • Residents • Councillors • General Public • Highways colleagues

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6. Sources of information

<p>Engagement carried out</p>
<p>To date the following engagement activities have been carried out:</p> <p>Detailed discussion with: Cllr Linda Kemeny – Children Schools and Families portfolio holder Cllr John Furey – Environment and Infrastructure portfolio holder Highways Colleagues Members of the Environment and Transport Select Committee Surrey Police Safety Management Officers and Casualty Reduction officers Full consultation to be carried out with 11 Local Committees, School Phase Council, and general public via the internet.</p>

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Data used
N/A

7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ⁵	Potential positive impacts	Potential negative impacts	Evidence
Age	The school Crossing patrol service enables people to cross at specific locations that otherwise would be considered difficult. School Crossing Patrols are allowed to cross all pedestrians regardless of age at the specific times of operation. In the case of elderly pedestrians a school crossing patrol only stands to benefit the elderly as they remain in the road until the person has finished crossing.		
Disability	The School Crossing Patrol can remain in the road until the person with the disability has finished crossing, The Patrol can also indicate to a blind person that it is safe to cross by calling them over the road.	If the disability means that someone is blind the School Crossing Patrol cannot leave the centre of the road to assist, the person would rely on other pedestrians to help. If the person uses a wheelchair in many cases at SCP sites there are no dropped kerbs	
Gender reassignment	No impacts anticipated	No impacts anticipated	
Pregnancy and maternity	No impacts anticipated	No impacts anticipated	
Race	No impacts anticipated	No impacts anticipated	
Religion and belief	No impacts anticipated	No impacts anticipated	
Sex	No impacts anticipated	No impacts anticipated	

⁵ More information on the definitions of these groups can be found [here](#).

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Sexual orientation	No impacts anticipated	No impacts anticipated	
Marriage and civil partnerships	No impacts anticipated	No impacts anticipated	
Carers⁶	No impacts anticipated	No impacts anticipated	

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	As above	As above	
Disability	As above	As above	
Gender reassignment	As above	As above	
Pregnancy and maternity	As above	As above	
Race	As above	As above	
Religion and belief	As above	As above	
Sex	As above	As above	

⁶ Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that 'carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.'

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Sexual orientation	As above	As above	
Marriage and civil partnerships	As above	As above	
Carers	As above	As above	

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8. Amendments to the proposals

Change	Reason for change
No changes anticipated	N/A

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Negative: If the disability means that someone is blind the School Crossing Patrol cannot leave the centre of the road to assist, the person would rely on other pedestrians to help.			
Negative: In the case of the elderly person crossing the road the drivers may be held for a longer period of time.			
Negative: If the person uses a wheelchair in many cases at SCP sites there are no dropped kerbs	During Site visits record those sites without dropped kerbs, and communicate this to Highways	On going	Sustainability /Highways

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10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
There are no potential impacts that cannot be mitigated	Not applicable

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<p>Our analysis is underpinned by engagement and information including:</p> <p>Detailed discussion with:</p> <ul style="list-style-type: none"> • Cllr Linda Kemeny – Children Schools and Families portfolio holder • Cllr John Furey – Environment and Infrastructure portfolio holder • Highways Colleagues • Members of the Environment and Transport Select Committee • Surrey Police Safety Management Officers and Casualty Reduction officers • Full consultation to be carried out with 11 Local Committees, School Phase Council, and general public via the internet. • Benchmarking research and experience from previous projects
Key impacts (positive and/or negative) on people with protected characteristics	<p>In general, the impact of the School Crossing Patrol policy is expected to be positive for all Surrey residents including those protected groups</p> <p>The key positive impacts are:</p> <p>Age: there is no discrimination about the age of the people crossing</p> <p>Disability: there is a positive impact as the CP function allows more time for a person with a disability to cross the road.</p>
Changes you have made to the proposal as a result of the EIA	None
Key mitigating actions planned to address any outstanding negative impacts	People with disability i.e. wheelchair users may have trouble in crossing the road without a dropped kerb – site visits will audit this and highlight to Surrey Highways sites that require attention.

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Potential negative impacts that cannot be mitigated	None
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