

# Uttlesford District Council

## Fast-track equality impact assessment (EqIA) tool

### What is this tool for?


This tool will help you to assess the impact of existing or new strategies, policies, projects, contracts or decisions on residents and staff. It will help you to deliver excellent services, by making sure that they reflect the needs of all members of the community and workforce.

### What should be equality impact assessed?

You only need to equality impact assess strategies, policies, projects, contracts or decisions that are **relevant** to equality. If you are not sure whether your activity is relevant to equality take the 'relevance test' on Page 9.

### How do I use the tool?

This tool is easy to use and you do not need expert knowledge to complete it. It asks you to make judgments based on evidence.

The tool uses a system of red flags  to give you an indication of whether or not your responses are identifying potential issues. Getting a red flag does not necessarily indicate a problem, but it does mean that your assessment is highlighting issues or gaps in data that may require further investigation or action.

*If there is insufficient space to answer a question, please use a separate sheet.*

General information		
1	Name of strategy, policy, project, contract or decision.	Travel Plan
2	What is the overall purpose of the strategy, policy, project, contract or decision?	The aim is to reduce demand for car parking and promote and facilitate cycling, walking and public transport.
3	<p>Who may be affected by the strategy, policy, project, contract or decision?</p> <p><b>Residents</b> will enjoy some of the benefits of the scheme from low CO emissions. This will hopefully set a good example for local business and other public bodies as well.</p> <p><b>Staff;</b> the various proposals available to staff will be optional, although it is in the authority's interest to ensure that the take up is there to achieve the outcome of the Green Travel Plan. The options available will be encouraged through various means of support and will be reviewed annually. The authority will also benefit from CO reductions.</p> <p>Staff that increase their level of walking/cycling under the scheme will have health benefits from increased exercise</p> <p>An initial consultation exercise was carried out with Staff earlier in the year .The findings of this have been translated into the plan and actions attached.</p> <p>For all staff, regardless of the protected characteristics, the shared</p>	<p><input checked="" type="checkbox"/> Residents</p> <p><input checked="" type="checkbox"/> Staff/Councillors/office users</p> <p><input type="checkbox"/> A specific client group/s e.g. linked by geographical location, social economic factors, age, disabilities, gender, transgender, race, religion or sexual orientation (please state)</p>

	car scheme, travel on public transports during darker winter months, lone travel and cycling have all been recognised as potential issues. However a safe environment will be created to support those members of staff who are interested. There might be a possibility to engage with Uttlesford Community Travel to provide a minibus service for some members living in the same area where the costs could be shared and would support any concerns.	
4	Responsible department and Head of Division.	Department: Planning Management Head of Division: Andrew Taylor
5	Are other departments or partners involved in delivery of the strategy, policy, project, contract or decision? Essex County Council in facilitating reduced costs on public transport, awarding accreditation and providing funding for cycle shelter.	<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (please state):
<b>Gathering performance data</b>		
6	Do you (or do you intend to) collect this monitoring data in relation to any of the following <u>diverse groups</u> ?  There are 328 members of staff who would be eligible for this scheme. The workforce is as follows; P/Time male 18 P/Time female 66 Full time male 142 Full time female 102  We have information within our HR records from which we can extract the relevant information around the protected characteristics which enables us to identify any potential impacts.  <b>Age:</b> There are no implications. <b>Sex (Gender):</b> Public transport and	<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Religion & Belief <input checked="" type="checkbox"/> Marriage and Civil Partnerships <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Pregnancy and Maternity <input checked="" type="checkbox"/> Rural Isolation

lone travel, particularly at night may not be suitable for some groups, or car sharing.

**Sexual orientation:** there are no implications

**Marriage and Civil Partnerships:** there are no implications

**Race:** Public transport and lone travel, particularly at night may not be suitable for some groups, or car sharing.


**Religion and Belief:** Using public transport and cycling may not be suitable for some groups or car sharing.



**Disability:** The authority has adopted the Social Model of Disability. Accessible parking spaces are to be retained and new ones will be created as required. There is recognition that public transport may not be suitable for all disabled users, along with the cycle option.







**Pregnancy and Maternity:** There are no implications. If a member chose the cycle scheme, the maternity leave period may result in a small cost to the authority. This would be minimal and should not act as a barrier.

**Transgender:** No implications.




Shower and changing facilities will need to be accessible for all users as required.

7	<p>How do you (or how do you intend to) monitor the impact of the strategy, policy, project, contract or decision?</p> <p>A review will be undertaken and further consultation with staff will continue to see if any adjustments are required.</p>	<p><input checked="" type="checkbox"/> Performance indicators or targets</p> <p><input checked="" type="checkbox"/> User satisfaction</p> <p><input checked="" type="checkbox"/> Uptake</p> <p><input checked="" type="checkbox"/> Consultation or involvement</p> <p><input checked="" type="checkbox"/> Workforce monitoring data</p> <p><input checked="" type="checkbox"/> Complaints</p> <p><input type="checkbox"/> External verification</p> <p><input type="checkbox"/> Eligibility criteria</p> <p><input type="checkbox"/> Other (please state):</p> <p><input type="checkbox"/> None </p>
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<b>Analysing performance data</b>		
8	<p>Consider the impact the strategy, policy, project, contract or decision has already achieved, measured by the monitoring data you collect. Is the same impact being achieved for diverse groups as is being achieved across the population or workforce as a whole?</p> <p>We have identified some of the potential issues and these can be resolved in-house. The Access and Equalities Officer will support the Energy Officer.</p>	<p><input checked="" type="checkbox"/> Yes *</p> <p><input type="checkbox"/> No*</p> <p><input type="checkbox"/> Insufficient </p> <p><input type="checkbox"/> Not applicable </p> <p><i>*Please state your evidence for this, including full document titles and dates of publication for audit purposes. Where applicable please also state the nature of any issues identified:</i></p>

9	<p>Is uptake of any services, benefits or opportunities associated with the strategy, policy, project, contract or decision generally representative of <u>diverse groups</u>?</p>	<table border="0"> <tr> <td><input checked="" type="checkbox"/></td> <td>Yes *</td> </tr> <tr> <td><input type="checkbox"/></td> <td>No*</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Insufficient </td> </tr> <tr> <td><input type="checkbox"/></td> <td>Not applicable </td> </tr> </table> <p><i>*Please state your evidence for this, including full document titles and dates of publication for audit purposes. Where applicable please also state the nature of any issues identified:</i></p>	<input checked="" type="checkbox"/>	Yes *	<input type="checkbox"/>	No*	<input type="checkbox"/>	Insufficient 	<input type="checkbox"/>	Not applicable 
<input checked="" type="checkbox"/>	Yes *									
<input type="checkbox"/>	No*									
<input type="checkbox"/>	Insufficient 									
<input type="checkbox"/>	Not applicable 									


**Checking delivery arrangements**

10	<p>You now need to check the accessibility of your delivery arrangements against the requirements below. Click on the hyperlinks for more detailed guidance about the minimum criteria you should meet.</p> <p><i>If assessing a proposed strategy, policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.</i></p> <table border="0" style="width: 100%;"> <thead> <tr> <th></th> <th style="text-align: center;">Yes</th> <th style="text-align: center;">No </th> <th style="text-align: center;">N/A</th> </tr> </thead> <tbody> <tr> <td>The <a href="#">premises</a> for delivery are accessible to all.</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td><a href="#">Consultation</a> mechanisms are inclusive of all.</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td><a href="#">Participation</a> mechanisms are inclusive of all.</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </tbody> </table> <p>If you answered 'No' to any of the questions above please explain why giving details of any legal justification.</p>		Yes	No 	N/A	The <a href="#">premises</a> for delivery are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<a href="#">Consultation</a> mechanisms are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<a href="#">Participation</a> mechanisms are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No 	N/A														
The <a href="#">premises</a> for delivery are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>														
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<a href="#">Participation</a> mechanisms are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>														

## Checking information and communication arrangements

11 You now need to check the accessibility of your information and communication arrangements against the requirements below. Click on the hyperlink for more detailed guidance about the minimum criteria you should meet.

*If assessing a proposed strategy policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.*



	Yes	No 	N/A
<a href="#">Customer contact</a> mechanisms are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic, web-based and paper information is accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Publicity campaigns are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Images and text in documentation are representative and inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you answered 'No' to any of the questions above please explain why, giving details of any legal justification.

## Future Impact


12 Think about what your strategy, policy, project, contract or decision is aiming to achieve over the long term and the ways in which it will seek to do this. This is your opportunity to take a step back and consider the practical implementation of your strategy, policy, project, contract or decision in the future. As well as checking that people from diverse groups will not be inadvertently excluded from or disadvantaged by any proposed activities, it is also an opportunity to think about how you can maximize your impact, reach as many people as possible and really make a difference to the lives of everyone in Uttlesford regardless of their background or circumstances.

Is it likely to inadvertently exclude or disadvantage any diverse groups?

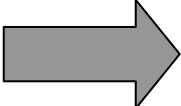


- No
- Yes \* 
- Insufficient evidence 

\*Please state any potential issues Identified.

**OVERVIEW**  
**70,000 residents**  
**Demographic make up according to diverse groups.**

Improvement actions	
13	<p>If your assessment has highlighted any potential issues or red flags, can these be easily addressed?</p> <p> <input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No*   <input type="checkbox"/> Not applicable         </p> <p><i>*If Yes, please describe your proposed action/s, intended impact, monitoring arrangements implementation date and lead officer:</i></p>

**Making a judgement – conclusions and next steps**

14	<p>Following this fast-track assessment, please confirm the following:</p> <p> <input checked="" type="checkbox"/> There are no inequalities identified that cannot be easily addressed or legally justified                      No further action required. Complete this form and implement any actions you identified in Q13 above         </p> <p> <input type="checkbox"/> There is insufficient evidence to make a robust judgement.                      Additional evidence gathering required (go to Q17 on Page 7 below).         </p> <p> <input type="checkbox"/> Inequalities have been identified which cannot be easily addressed.                      Action planning required (go to Q18 on Page 8 below).         </p>
15	<p>If you have any additional comments to make, please include here.</p> <p> <input type="checkbox"/> None         </p>

**Completion**

16	Name and job title (Assessment lead officer)	Mark Wilson, Energy Officer
	Name/s of any assisting officers and people consulted during assessment:	Sue Locke
	Date:	16 <sup>th</sup> August 2012
	Date of next review:	16 <sup>th</sup> August 2013
	<i>For new strategies, policies, projects, contracts or decisions this should be one year from implementation.</i>	



**When completed, a copy of this form should be saved with the strategy, policy, project, contract or decision's file for audit purposes and in case it is requested under the Freedom of Information Act.**

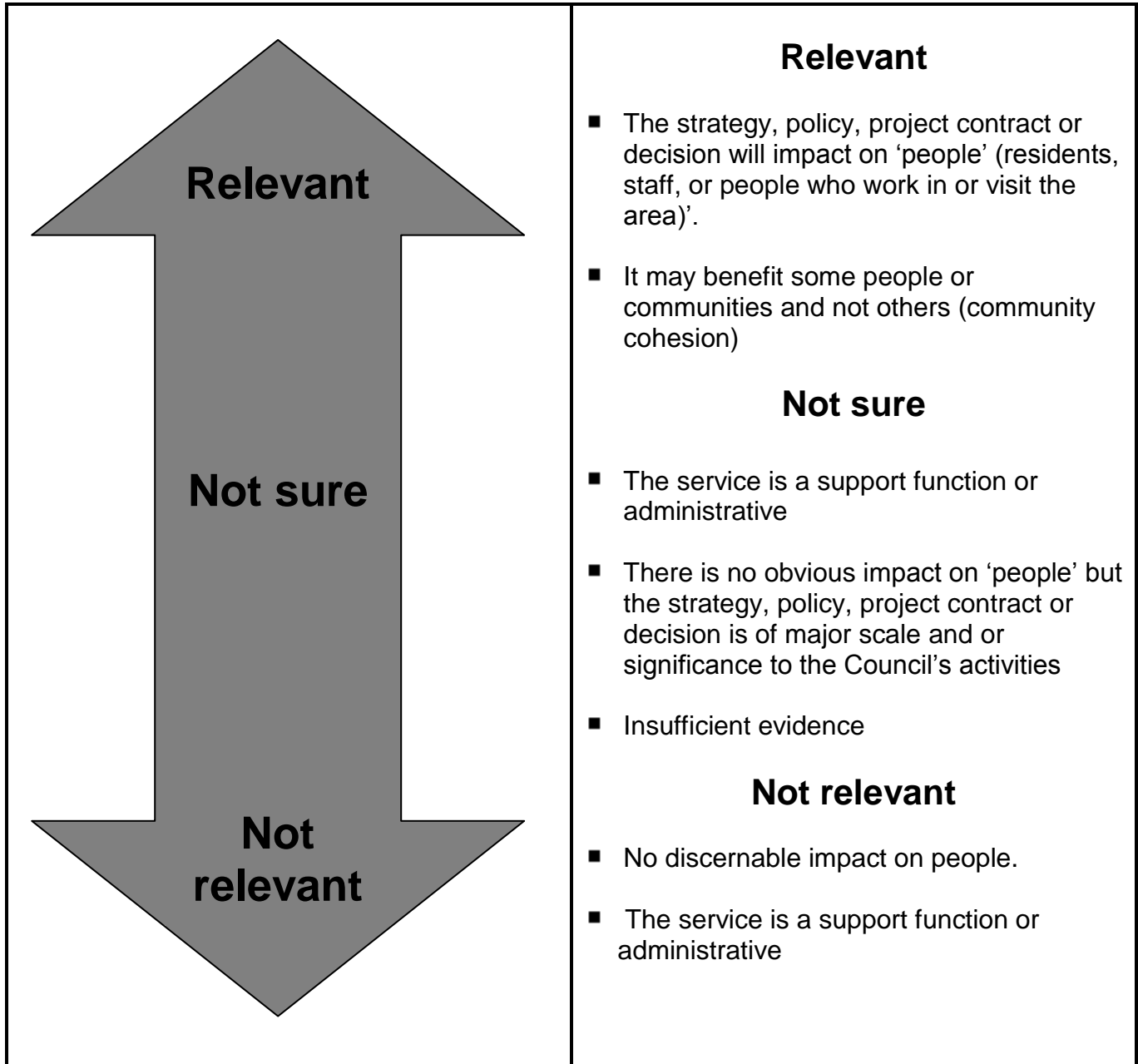
### **Additional evidence gathering and action planning**

- 17 If your fast-track assessment indicated that **complex issues** or **inequalities** were identified which could not be easily addressed, or you had **insufficient evidence** to make a judgement, you need to undertake an additional evidence gathering and action planning process. This is described below:
- (a) Gather and analyse relevant additional evidence (which may include engagement with diverse groups), to address gaps in your knowledge, enhance understanding of the issues and inform options for addressing these. Additional evidence is likely to include any or all of the following:
- Data gathering**
- Demographic profiles of Uttlesford
  - Data about the physical environment, e.g. housing market, workforce, employment, education and learning provision, transport, spatial planning and public spaces
  - Results of local needs analysis
  - Results of staff surveys
  - Research reports on the needs/experience of diverse groups
  - National best practice/guidance
  - Benchmarking with other organisations
- Consultation and involvement**
- Existing consultation findings that may provide insight into the issues
  - New, specially commissioned engagement with diverse groups
  - Expert views of stakeholders/employers organisations representing diverse groups
  - Advice from experts or national organisations
  - Specialist staff/in-house expertise.
- (b) For advice on evidence gathering or engagement with diverse groups please contact your departmental equality lead officer. Discuss any proposed consultation with your departmental equality lead officer to ensure it is coordinated with related exercises across the Council as a whole.
- (c) Use your evidence gathering, analysis and engagement with diverse groups to develop options for addressing inequalities or unmet need, consulting with relevant management teams, Members, strategic groups/partners where necessary to confirm proposed actions and resource issues.
- (d) When options for addressing any issues are agreed, if these cannot be implemented immediately integrate them into the appropriate service plan/strategic plan/multi-agency strategy, so that it is clear how they will be delivered, when they will be delivered, by whom and how this will be monitored.

	<p>(e) Identify how the continuing implementation and impact of the strategy, policy, project, contract or decision on diverse groups in Uttlesford will be monitored.</p> <p>(f) Having gathered evidence re-evaluate this assessment.</p> <p>(g) Following completion of the above, please confirm the following:</p>	
18	<b>The conclusions and agreed proposals:</b>	
	<b>Summary of evidence gathered, including any internal and external consultation (please include full document titles and dates of publication and consultation for audit purposes):</b>	
	<b>Date proposals to be implemented and lead officer:</b>	
	<b>Where implementation is not immediate, please state in which service plan or strategy the proposed actions will be integrated:</b>	
	<b>Monitor arrangements (please include full details for audit purposes):</b>	
<b>Additional Comments</b>		
19	<b>If you have any additional comments to make, please include here:</b>	<input type="checkbox"/> None
<b>Completion</b>		
20	<b>Name and job title (Lead Officer):</b>  Name/s of other assisting officers:  Date:  Date of next review (if any):	
When completed, a copy of this form should be saved with the strategy, policy, project, contract or decision's file for audit purposes and in case it is requested under the Freedom of Information Act.		

# The relevance test

Use the quick guide below to decide whether or not your strategy, policy, project, contract or decision is relevant to equality:



If you are not sure whether your strategy, project or decision is relevant to equality, ask \_\_\_\_\_, a member of the Council’s Equality Standard Working Group Officer for advice.  
Tel. \_\_\_\_\_

**Ensuring your premises for delivery are easily accessible**

**In order to ensure that your premises for delivery are accessible to disabled customers and staff, older people and people with small children you should comply with the principles of accessible design summarised below.**

In some cases, and for legitimate reasons, this may not be possible. Where this is the case you can still ensure your premises are accessible if you make appropriate reasonable adjustments. For guidance on reasonable adjustments see the 'Key contacts' section at the foot of this page.

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### **Level access**

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Is there level access into and inside your premises? This means no steps, steep slopes or lips on doorways.

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### **Ramp or lift**

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If there are steps, can you fit a ramp or install a lift so disabled customers and staff and parents with pushchairs can get in? To be safe ramps must:

- Have a gradient of 1:20 or less
- Have a handrail
- Be firmly fixed to the ground

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### **Bell or buzzer and alarms**

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Can you install a bell or buzzer outside and go out to disabled customers or staff when they ring? Do you have a visual as well as audible alarm?

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### **Door handles**

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Are door handles easy to grip and easy to reach for customers or staff who are wheelchair users?

- Use an easy grip handle in a contrasting colour
- Install a magnetic device to hold doors open
- Are door locks easy to handle (not fiddly)?

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### **Doormats**

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Are any doormats flush with the floor? Avoid bristle matting – it can be difficult for customers or staffs who are wheelchair users.

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### **Colour contrast**

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Is there a colour contrast between your floors, walls, ceilings and doors? Use matt paint in contrasting colours or different tones.

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### **Corridors and aisles**

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Are corridors and aisles clear enough for a wheelchair or pushchair to pass through?

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### **Seating**

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Is there somewhere to sit down if customers or staffs have to queue or wait?

- Have seating with and without armrests, if possible.
- Leave space for a wheelchair user to pull up alongside a seated companion.

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### **Height**

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Are all key facilities on the main floor? Are popular products on a mid-height shelf, and easy to reach from a wheelchair? Provide a lap tray or clipboard if a lower counter section is not available.

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### **Lighting**

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Is it easy for visually impaired customers or staff to see everything they need to?

- Make sure your premises are well lit.
- Mark corners, steps and counter edges with high visibility tape so they can be easily seen.
- Keep highly reflective surfaces away from signs to avoid glare.

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### **Guide dogs**

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If you normally ban animals, you should consider relaxing this for assistance dogs. Remember, it is not just visually impaired people who use assistance dogs.

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### **Signs and labels**

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Are signs and labels short and easy to read? Are Induction loops available?

- Use large clear text (for example, 24-point text for shelf bar labels)
- Use contrasting colours (for example, black text on a white or yellow background)
- Make sure signs are at a suitable height.

Use visual or picture symbols as well as words, if appropriate.

## **Key contacts**



## Ensuring customer contact mechanisms are easily accessible

**In order to ensure that customer contact mechanisms are accessible to disabled customers and staff, you should provide a range of alternatives – for example: phone, email, text phone, fax and face-to-face.**

In some cases and for legitimate reasons, this may not be possible. Where this is the case you can still ensure customer contact mechanisms are accessible if you make appropriate reasonable adjustments. For guidance on reasonable adjustments see the 'Key contacts' section below.

## Key contacts

For further advice or information please contact \_\_\_\_\_, a member of the Council's Equality Standard Working Group Officer.

Email:

Telephone:

Text phone:

Alternatively, contact your Divisional Equality Lead Officer:

Division/Services	Head of Division/Services	Tel. No.