

Appendix I - Equality Impact Assessments

Equality Impact Assessment: **Initial assessment**

Deletion of Housing Strategy and Enabling Officer

What are the proposed outcomes of the policy?

The Council is proposing to delete the currently vacant 0.5 fte post of Housing Strategy and Enabling Officer. This post became vacant from the end of October 2017. Measures have been put in place to cover the essential elements of this role within the same service area.

Which individuals or groups are most likely to be affected?

No groups or individuals are specifically likely to be affected, particularly because of the cover arrangements that have been put in place.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	None
Disabled people	None
Married couples or those entered into a civil partnership	None
Pregnant women or women on maternity leave	None
Particular ethnic groups	None
Those of a particular religion or who hold a particular belief	None
Male/Female	None
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	None
Sexual orientation	None

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The continued cover arrangements for key tasks associated with this post will ensure that

the wider community in Peterborough and Fenland still will benefit from the support that this role provides to maximising the provision of affordable housing in Peterborough and Fenland.

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

The covering officer's performance is regularly monitored by the Housing Strategy and Enabling Manager who manages the Housing Strategy and Enabling service provided both to Peterborough and Fenland (the latter through an SLA arrangement).

Policy review date	
Assessment completed by	Anne Keogh
Date Initial EqIA completed	19/01/2018
Signed by Head of Service	Richard Kay

Equality Impact Assessment: Initial assessment

Closure of the WEEE Reuse facility.

Which individuals or groups are most likely to be affected?

This will not affect any of the particular groups below, however the facility does help individuals on low incomes access white goods.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

N/A

Who will be the beneficiaries of the policy?

The policy will enable the council to make savings.

Has the policy been explained to those it might affect directly or indirectly?

No

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

We will try to either get a Charity to operate the facility or look to enable residents on low incomes to access affordable white good from other sites such as the Hotpoint shop or the British Heart Foundation.

Policy review date	24/01/19
Assessment completed by	James Collingridge
Date Initial EqIA completed	24/01/18
Signed by Head of Service	

Equality Impact Assessment: Initial assessment

Floral Displays

What are the proposed outcomes of the policy?

Remove all summer and winter floral displays from Town Hall and the troughs at the pedestrian crossing in Bridge Street.

Which individuals or groups are most likely to be affected?

There are no groups or individuals who will be affected more than any other by removing these floral displays (the city centre is open to all).

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

N/A

Who will be the beneficiaries of the policy?

The policy will enable the council to make savings.

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	24/01/19
Assessment completed by	Paul Robertson
Date Initial EqIA completed	24/01/18
Signed by Head of Service	James Collingridge

Equality Impact Assessment: Initial assessment

Healthy School Service

What are the proposed outcomes of the policy?

Reprocurement of Healthy Schools Service. This will provide a structured support service to schools in to create a healthy environment, working towards different levels of achievement - as well as providing specific programmes on smoking and healthy eating. It will build on and replace the Food for life programme provided through the Soil Association contract. A saving will be made through joint procurement with Cambridgeshire.

Which individuals or groups are most likely to be affected?

Children of school age.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	School age children. Overall effect should be positive as it will broaden current service and impact on health, while also making a saving through joint commissioning with CCC.
Disabled people	No
Married couples or those entered into a civil partnership	No
Pregnant women or women on maternity leave	No
Particular ethnic groups	No
Those of a particular religion or who hold a particular belief	No
Male/Female	No
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No
Sexual orientation	No

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

School children

Has the policy been explained to those it might affect directly or indirectly?

It has been discussed with school staff representatives

Can any differences be justified as appropriate or necessary?


Yes – the service is targetted at one age group

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Monitoring of the contract and evaluation of new service

Policy review date	
Assessment completed by	Liz Robin
Date Initial EqIA completed	26/1/18
Signed by Head of Service	

Equality Impact Assessment: Initial assessment

Close Northminster Public Conveniences

Which individuals or groups are most likely to be affected?

The closure would impact on all groups the same. There are alternative toilets available in the city centre.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No - As there are alternative public toilets located in the city centre.
Disabled people	No - Alternative disabled toilets are available in the city centre.
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

We are aware that there are other public toilet provisions within the City Centre.

Who will be the beneficiaries of the policy?

Financial savings.

Has the policy been explained to those it might affect directly or indirectly?

No

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No as there are alternative toilets in the City Centre

Once implemented, how will you monitor the actual impact?

This will not be needed as there are still toilet provisions in the City Centre available

Policy review date	24/01/19
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Assessment completed by	Paul Robertson
Date Initial EqIA completed	25/01/18
Signed by Head of Service	James Collingridge

Equality Impact Assessment: Initial assessment

Closure of Travelchoice Kiosk

Which individuals or groups are most likely to be affected?

Customers & staff

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	On a positive note the elderly will not need to stand outside at the bus station to collect their bus pass if this part of the service went to a more suitable area. On a negative this will affect transport information given out on a daily basis, although this will be available at another site.
Disabled people	On a positive note disabled customers will not need to stand outside to collect their bus pass if this part of the service went to a more suitable area, especially when disclosing personal information where people can overhear.
Married couples or those entered into a civil partnership	n/a
Pregnant women or women on maternity leave	n/a
Particular ethnic groups	n/a
Those of a particular religion or who hold a particular belief	n/a
Male/Female	n/a
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	n/a
Sexual orientation	n/a

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

General public, as this can all be put under one roof and be more efficiently run in a better controlled area. It will also give staff a better environment and job satisfaction to use their skills in a suitable and better place to work, whilst saving money and improving the service to the council.

Has the policy been explained to those it might affect directly or indirectly?

Some areas have been spoken to with a view to continue part of the service still with little disruption.

Can any differences be justified as appropriate or necessary?

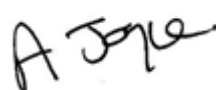
The current building is of very poor quality to work in for all staff; little heating, leaking ceilings and no toilet facilities. The cost would be too great to get the building to a standard fit to work in. The service can run from a better area owned by the council and not Queensgate, this would save us money and again improve the service .

Are any remedial actions required?

To move part of the service to a suitable area already available.

Once implemented, how will you monitor the actual impact?

I will be part of the management team to speak to all areas involved, and work with the team to produce the best service and outcome for the staff concerned and customers.

Policy review date	
Assessment completed by	Tracy Snooks - Peterborough Information Manager
Date Initial EqIA completed	23/01/18
Signed by Head of Service	

Equality Impact Assessment: Initial assessment

Health Workplace

What are the proposed outcomes of the policy?

Reprocurement of Healthy Workplace Service. This engages with local workplaces to provide training and ongoing support for healthy workplace champions, plus some specific programmes for mental health first aid training, staff health MOTs, smoking cessation groups etc. A saving is being made through joint procurement of the contract with Cambridgeshire County Council.

Which individuals or groups are most likely to be affected?

Adults of working age

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Adults of working age. There will be some reduction in the programmes made available free to workplaces, due to the saving. However the main focus of the contract on training and supporting workplace health champions to deliver their won organisations workplace health strategy will continue. Interventions can also be made available to workplaces through other contracts e.g. Solutions for Health .
Disabled people	No
Married couples or those entered into a civil partnership	No
Pregnant women or women on maternity leave	No
Particular ethnic groups	No
Those of a particular religion or who hold a particular belief	No
Male/Female	No
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No
Sexual orientation	No

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Working age adults

Has the policy been explained to those it might affect directly or indirectly?

It has been discussed with the current provider. However there is a small tender.

Can any differences be justified as appropriate or necessary?


Yes – the service is targeted at one age group of working age adults.

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Monitoring of the contract and evaluation of new service

Policy review date	
Assessment completed by	Liz Robin
Date Initial EqIA completed	26/1/18
Signed by Head of Service	

Equality Impact Assessment: Initial assessment

Water Park at Bretton

What are the proposed outcomes of the policy?

Closure of the interactive water park at Bretton

Which individuals or groups are most likely to be affected?

This facility is used by young children

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	under 10's
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

We are aware that there is also a free to use paddling pool in Central Park which helps to mitigate against the potential loss of this facility.

Who will be the beneficiaries of the policy?

The policy will enable the council to make savings.

Has the policy been explained to those it might affect directly or indirectly?

No

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Through user feedback

Policy review date	24/01/19
Assessment completed by	Paul Robertson
Date Initial EqIA completed	24/01/18
Signed by Head of Service	James Collingridge

Equality Impact Assessment: Sustainable Travel Promotion

Name/title of the policy area/strand or programme with which this assessment is concerned

This assessment relates to the proposal as part of the 2018/19 budget setting process to remove the annual £61k revenue budget allocated to the Travelchoice programme.

Description/summary of the policy area/strand or programme

As part of the 2018/19 budget setting process the Council propose to remove the annual £61k revenue budget allocated to the Travelchoice programme. This budget has historically been used as match funding to secure further grant funding from the Department of Transport (DfT). However, in 2016 the council were unsuccessful in securing further funding from the DfT and as such there is no foreseeable significant match funding requirement until 2020/2021. As a result of this unsuccessful bid, during 2016/17, the Travelchoice programme has focussed on, delivering smaller scale interventions including adult cycle training, non-targeted promotional campaigns and doctor bike sessions (cycle maintenance).

In October 2017 the Combined Authority awarded £50k to the Council to support this area of work which has been allocated to extend the Bike-It programme in key schools and develop an area wide business travel plan in Lynch Wood.

The Council intends to bid for annual funding of £150k from the Combined Authority going forward, although there is no confirmation at this stage that this funding would be received and this is not anticipated until approximately March 2018. The Council budget of £61k would not be needed to match fund the Combined Authority funding.

As a result of the funding uncertainty this EqIA is based on a scenario where the Council and/or the Combined Authority are not able to allocate any funding to deliver the Travelchoice programme.

The evidence base (list the principal sources of relevant evidence, both quantitative and qualitative).

- Bike-It Peterborough reports
- Work place travel plans
- Residential travel planning evaluations
- Local Sustainable Transport Fund Data Monitoring Report
- Peterborough Sustainable Travel Demonstration Town Travel Behaviour Research

What the evidence shows – keys facts

The above evidence shows that the various sustainable travel projects (under the umbrella of the Travelchoice initiative), have been successful in increasing the number of people who walk, cycle and use public transport.

A review of the MyPTP project (where employees from a range of local businesses are given bespoke travel information explaining the various travel options available), resulted in a 5.8% decrease in the number of single occupancy vehicle trips. All other travel modes increased or stayed the same. The bus, cycle and train modes all had significant increases in the number of trips with a change of between 20%-22%.

Residential travel planning projects involved making contact with 50% of all houses in an area of Peterborough and these were undertaken in different areas over a number of years. Households are offered various bespoke travel information with the goal being that individuals will travel more sustainably. There have been a number of these projects undertaken since 2004 and the evidence shows that the projects have delivered positive results.

The Council funds the Sustrans Bike-It programme in a number of schools in Peterborough. Between 2014 and 2015, the Bike-It staff in Peterborough delivered approximately 200 activities across schools in the city, resulting in them engaging with 14,907 attendees. From 2012-16 all schools surveyed saw an increase in cycling of 7.5% and walking increased by 2.3%.

Ethnic groups and disabled people – throughout the Travelchoice campaign there has been a number of targeted initiatives seeking to encourage the use of sustainable travel amongst ethnic and disabled groups. Whilst none of these activities are currently being delivered the lack of ability to deliver future schemes is likely to have a minor impact.

General residents and people that work in Peterborough – the Travelchoice campaign has been encouraging the use of sustainable travel across the city since 2004. Ceasing this work has the potential to have a small impact on these individuals because the communication activity that continually encourages sustainable travel behaviour will cease and as such they may choose to use alternative modes of travel.

Challenges and opportunities

The Travelchoice initiative works with all residents and certain groups to promote sustainable travel. The impact of more people walking and cycling is a healthier city with more active people, reduced congestion and air pollution, and improving peoples abilities to access services, jobs, education and training opportunities. This is done in a number of ways including:

- Supplying bespoke information to businesses and their employees.
- Working with the Job Centre to improve access to employment and training opportunities.
- Working in various residential areas to promote sustainable travel and its associated benefits.
- Working with disabled residents to promote sustainable travel and its associated benefits.
- Working in schools helps to engrain that behaviour in our youngsters in the hope that they will continue to walk and cycle whilst helping to make them healthier.
- Working with residents and visitors in general through various promotional activities to promote sustainable travel and its associated benefits.

Summary of Equality Impact Assessment

The majority of the work described above was undertaken because the Council was successful in securing grant funding from the Department for Transport. In 2016 the council were unsuccessful in securing further funding from the DfT and as such there is no foreseeable significant match funding requirement until 2020/2021. Also, it is anticipated that the Combined Authority will fund the Travelchoice programme in future years as the Council has received funding this financial year.

If there is no funding for the Travelchoice programme then the following impact is likely:

Adverse impact is probable or certain, since certain groups will be disadvantaged, either proportionately or absolutely, or both. Remedial action is therefore necessary.

The largest impact will be age because the Bike-It scheme is the main Travelchoice programme that is currently funded. This can be mitigated against through the Bikeability programme (Government funded cycle proficiency programme) as well as capital funding through the Council's integrated transport funding to improve walking and cycling infrastructure (such as new zebra crossings). In addition, Council Officers will continue to work with schools on travel planning initiatives.


There could be a slight impact on disability groups because there has previously been some targeted work through the Travelchoice programme. However, there is currently no specific Travelchoice work with disability groups. In addition, the Peterborough Highways Services department will continue to work with the Disability Forum and a number of other groups. Examples of work to improve conditions for disabled people include the Council's integrated transport funding to improve highway infrastructure (such as new dropped kerbs with tactile paving and new bus shelters with raised kerbs) and a Government funded city centre wayfinding project with the RNIB.

No residential travel planning has been undertaken this year and none is currently planned due to the level of funding required. This might have a slight impact on some groups in areas of the city but Travelchoice would continue to work with other groups city wide to promote sustainable travel. However, it would be on a reduced scale.

Next steps

Responsibility for the Travelchoice programme sits with a few Council Officers who will continue to work on a range of initiatives without the funding. These would be tailored accordingly and monitoring would continue to be undertaken which would allow the Council to review the decision to cease the £61k funding at a later time. Areas of work that would continue include school and business travel planning as well as general promotional campaigns (primarily through social media). These tasks will be reviewed as part of the relevant Officers PDR process.

Discussions with specific groups on sustainable travel will continue and the Council will continue to invest in infrastructure to improve sustainable travel. The annual investment in infrastructure is over £500k and so requires a CMDN, these works have previously been presented at Scrutiny, and will also be published online.

Policy review date	November 2017
Assessment completed by	Lewis Banks
Date Full EqlA completed	12/12/2017
Signed by Head of Service	

Equality Impact Assessment: 0 - 25 Residential/Respite homes for children with disabilities - The Manor & Cherry Lodge

Name/title of the policy area/strand or programme with which this assessment is concerned

0 - 25 Residential/Respite homes for children with disabilities - The Manor & Cherry Lodge

Description/summary of the policy area/strand or programme:

Peterborough City Council has two residential/respite homes for children with disabilities; Cherry Lodge and The Manor, both are managed under one Home Manager based at Cherry Lodge. The Homes offer residential care, short breaks and outreach to children, young people and their families. Both Homes are situated within Peterborough and sits under the responsibility of People & Communities Department for Peterborough City Council. Both Homes have a capacity of 8 beds with Cherry Lodge being able to accommodate children with more complex and profound disabilities.

The Homes are no longer fully utilized due to an increase in families and children being supported more successfully in the community with outreach services and direct payments. With the funding now being directed more towards the outreach and direct payments this leaves the Homes under subscribed and therefore underfunded. This creates financial pressure for the Local Authority.

Furthermore, until two years ago Health and other local authorities purchased a high level of placements that brought in approximately £500k income per year and this was built into the homes budgets. Over the last two years this income has fallen as Health and other local authorities have moved to commissioning more support in family's homes. This has resulted in a loss of income of approximately £250k per annum.

The result is a pressure currently forecasted at £186k for this financial year 2017/18. To help reduce this pressure it is proposed to close The Manor and deliver all the services from Cherry Lodge as well as redirecting funding to community services.

The rationale for identifying The Manor as the Home to close is as follows:

- The data shows a diminished requirement for overnight accommodation which has impacted more on The Manor facility. The Manor only has a 30% uptake of the overnight accommodation available.
- The Manor does not have the capacity to accommodate children with more complex and profound disabilities, for which there is a need.
- The Manor is not financially viable to run.

With the respite services no longer being delivered from The Manor a review will be undertaken to explore the potential for this asset to support other community needs for example, temporary housing or young adults with disabilities. Whilst this is undertaken The Manor will be closed.

The evidence base (list the principal sources of relevant evidence, both quantitative and qualitative).

A range of reports have been undertaken for the 0 - 25 service these include:

- Options Appraisal 0 - 25 service for Children and Young People with disabilities and complex needs (Feb 2017)

- Cherry Lodge and The Manor Status report (Dec 2016), Short Breaks Needs Assessment: Children and Young People with Disabilities and their Families; June 2017
- Option Appraisal Short breaks for Children and Young People with Disabilities provided by Cherry Lodge and The Manor August 2017
- CMT Report 0-25 Provider Pressure (Dec 2017)
- Short Breaks Needs Assessment (June 2017)

The above reports demonstrate a reduced take-up of the services provided across both Homes. This has resulted in the Homes not achieving their financial commitments for the past two years and are forecasted not to achieve for this financial year 2017/18.

What the evidence shows – keys facts

Information gathered from a range of documents including Short Break Needs Assessments June 2017, The Manor and Cherry Lodge status report Dec 2016, Option paper 0 – 25 services Feb 2017

*Overnight Occupancy

Unit	Availability	Used	% usage
Cherry Lodge (7 nights)	2888	1505	52%
The Manor (4 nights)	1640	497	30%

*data from Oct 15 – Sept 16

The current cohort of young people is likely to see a further decrease 25% of the total nights used in the next 12 months as young people reach 18 and move on.

Challenges and opportunities

The intention of the proposal is to prevent the council from facing unnecessary financial pressures, whilst ensuring that children, young people, their parents and carers continue to receive a consistent quality of service.

To ensure a consistent offer in service, a number of service user will access Cherry Lodge, this will be dependent on needs to ensure the people are accessing the service which is right for them. Others service users will be able to access community services such as after school clubs, sports clubs, family support and sleep solutions.

There will be an increase in the level of investment into these services to ensure there is no gap in provision from the proposed closure of The Manor.

Direct payments are also available to service users and their families who wish to have more flexibility over how their care and support is arranged and provided.

All the parents and carers of the children and young people who access The Manor will be spoke to on an individual basis to ensure they are clear about the support and services that they will continue to receive.

Summary of Equality Impact Assessment

The intention for this proposal is clear. The council currently operates a children's home which offers short breaks to children, young people, their parents and carers. This home is running at a considerable financial deficit and it is no longer viable for the council to underwrite this pressure when there are alternative services where service users can receive the same quality of service.

It is therefore anticipated that the impact of this will be neutral for the services user, without any negative impacts for the council.

Next steps

The next steps are to undertake a public consultation to seek views on the proposal to close The Manor. Once views have been collected they will be taken to Cabinet for a decision on the proposal.

Policy review date	Nov/Dec 2017
Assessment completed by	Oliver Hayward
Date Full EqIA completed	02/01/2018
Signed by Head of Service	Wendi Ogle-Welbourne

Next steps

An EqIA should conclude by indicating clearly the ways in which it will be followed up and kept under review i.e. progress detailed in a project plan, objectives set in an employees PDR/appraisal etc.

So far as is appropriate, the statements about next steps should reflect SMART principles – the measures should be:

- specific
- measurable
- achievable
- realistic
- time-bound

The statement of next steps should also emphasise the equality impact assessment as a whole is a living document and that, accordingly, it will be revised and updated, as appropriate, in the light of further evidence, discussions and representations.

You are likely to mention some or all of the following:

- plans that are already under way or under active consideration to address challenges and priorities you have highlighted
- arrangements for monitoring, and for periodic reports to certain groups
- arrangements for ensuring that monitoring systems are in place to ensure regular checks are undertaken on the effects of the policy
- arrangements for ensuring that evaluations of any pilot projects take account of the concerns and discussions outlined in your assessment
- arrangements for discussing with other agencies and regulatory bodies the scope for taking account of the concerns and discussions in your assessment
- arrangements for ensuring that your assessment is brought to the attention of all relevant colleagues, and in this contributing to reviews of the Department's single equality scheme
- arrangements for disseminating information about your assessment to local authorities and other stakeholders
- arrangements for improving the information base
- intentions for drawing up a detailed action plan.

Equality Impact Assessment: Initial assessment

Reduction in Road Safety Funding

What are the proposed outcomes of the policy?

Reducing the funding for Road Safety Service by £20k

The reduction in funding will not impact on the number of preventative road safety programmes/initiatives being delivered in Peterborough.

Reductions will be achieved by working with Cambridgeshire County Council and the wider Cambridgeshire and Peterborough Road Safety Partnership.

Which individuals or groups are most likely to be affected?

Road safety programme delivery will not be reduced by the reduction in funding. Programmes will still be delivered to age groups/road users most likely to be involved in a road traffic collision.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	
Disabled people	
Married couples or those entered into a civil partnership	
Pregnant women or women on maternity leave	
Particular ethnic groups	
Those of a particular religion or who hold a particular belief	
Male/Female	
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	
Sexual orientation	

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All road users in Peterborough

Has the policy been explained to those it might affect directly or indirectly?

n/a

Can any differences be justified as appropriate or necessary?

n/a

Are any remedial actions required?

Closer working with Cambridgeshire County Council and the Road Safety Partnership

Once implemented, how will you monitor the actual impact?

**Number of people injured on Peterborough Roads.
Number of road safety activities delivered/people engaged with
Reduction in severity of road traffic casualties**

Policy review date	
Assessment completed by	Clair George
Date Initial EqIA completed	1/2/2018
Signed by Head of Service	

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