

Equality Impact Assessment (EQIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Don't be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy	New policy development
	Substantial revision of an existing policy or process
	Any change which may have a disproportionate impact on a particular group
Decision	Key decision
	Decision for management board/cabinet
	Budget change decision
Service	New service
	Service review, including the decommissioning of services
	Any service change which may have a disproportionate impact on a particular group
Projects & Programmes	All, at planning stage

Further information: [Equality Impact Assessments - a users guide](#)

Section One

Question		Response
1.1	Name of policy/decision/service/project/programme being assessed	Introduction of 20mph speed limits in selected areas of Swindon
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	Traffic speeds are a long standing concern in some parts of Swindon for their adverse impact on the local environment and for causing safety risks for vulnerable road users. Following consideration by Cabinet, Ward Councillors have been invited to submit applications to introduce 20mph speed limits in residential areas of their Wards where there is support from local residents. Following assessment against agreed criteria 20mph speed limits are now being introduced in a number of residential areas and villages. This involves a Traffic Regulation Order being introduced through a statutory process which includes a right to object. Those objections are

		considered and dealt with through the Cabinet Member Decision Note process as required in the Council Constitution.
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	All users of the highway in the areas to be selected for inclusion in the new speed limits – pedestrians of all types, cyclists and car users/drivers who travel along the roads in the area.
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	The original policy on introducing 20mph speed limits was approved by Cabinet following a public consultation on the new Swindon Road Safety Strategy in 2022. Prior to the original application for each area Ward Councillors have carried out local consultation to judge the level of local support. The applications are stated to be reflecting the views/concerns expressed to them by the local community. The Traffic Regulation process has included informal consultation with local stakeholders followed by a statutory consultation on the proposed Traffic Regulation Order as required by the regulations.

Section Two

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.
Gender Reassignment	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.
Marriage or Civil Partnership	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.
Pregnancy and Maternity	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.
Race	Impact will be neutral.	This project will not affect road users	No negative impact expected.

		within this Protected Characteristic Group.	
Religion or Belief	Impact will be neutral.	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.
Sexual Orientation	Impact will be neutral.	This project will not affect road users within this Protected Characteristic Group	No negative impact expected.
Sex (gender)	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.
Age	Impact will be positive	Children and frail older pedestrians will benefit from lower traffic speeds as they are vulnerable road users – more likely to be the victims of road traffic collisions. Slower speeds reduce the severity of collision impacts.	No negative impact expected.
Children in Care and Care Leavers	Impact will be neutral	This project will not affect road users within this Protected Characteristic Group.	No negative impact expected.

Section Three

3.1	Potential Barriers to success and mitigating Actions – summary	High levels of non compliance will require enforcement activity by the Police – which will be a resource challenge and would indicate a lack of support in the local community. Site selection will be key to ensuring high levels of support by residents and high levels of compliance. Additional engineering and education measures may be required if there are high levels of non compliance.
3.2	How will success be measured?	Measures of success include: • Vehicle speed data show compliance • Positive public feedback • Lack of collisions and reduced severity of any injuries

3.3	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The new speed limits will be monitored through traffic surveys 6 months after implementation to assess levels of compliance with the new speed limits – and consider any additional measures required.
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Section Four

For the Record			
Name of person leading this EQIA	Philip Martlew	Date Completed	June 2024
Names and roles of people involved in the consideration of impact	Ben Staite, Transport Planner		
Name of Director signing EQIA	Steve Iles	Date Signed	June 2024