

# Midlothian Council Equality Impact Assessment Form



Information published by Midlothian Council can be provided on request in many of the community languages e.g. Cantonese, Punjabi, Urdu and also in large print, Braille, or audio tape. For more information please contact Midlothian Council on 0131 270 7500.

**Lead contact:**

Bogdan Handrea

## Section A: Introduction

### 1. Title of policy, procedure or function being assessed

Midlothian Active Travel Strategy 2018-21

### 2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Midlothian Council Roads Team

### 3. Date started:

11/05/2018

### Date completed:

15/05/2018

## Section B: Information

### 4. Please describe the Policy, Procedure or Function you are impact assessing

Midlothian Council is promoting and encouraging walking and cycling, however, there was not a strategy available to coordinate these initiatives. The purpose of the strategy is to provide a framework for delivery of active travel projects, including soft and hard measures. The strategy highlights the benefits of active travel, a summary of the initiatives undertaken to promote active travel, an infrastructure plan showing proposed and aspirational paths, prioritised accordingly, as well as an action plan which relates to the objectives to increase walking and cycling in the long-term.

### 5. What information and consultation data do you have to inform your assessment? What does it tell you?

Midlothian data profile, census data.

Census data from 2011 shows that in Midlothian there were approximately 40,000 males and 43,000 females.

- Evidence shows that fewer women cycle than men.
- There are approximately 1,500 minority ethnic residents in Midlothian.
- There are approximately 7,500 residents whose day-to-day activities are limited a lot by a disability or long-term condition

## 6. Do you need more information or more consultation/engagement data?

- Do you need anything more:
  - i. to do this Equality Impact Assessment (EQIA)
  - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

Throughout the development of the strategy, we have taken into account the impact the strategy would have on equality groups. We will monitor and assess the impact this policy could have on people with different equalities characteristics in the future.

## Section C: Assessment

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

**Race** (this includes ethnic or national origins, colour and nationality)

**Disability** (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

**Sex**(male/female)

**Age** (all ages)

**Sexual Orientation** (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

**Religion or belief** (including having no religion or belief)

**Pregnancy and maternity** (having just had a baby or being pregnant)

**Gender reassignment** or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

**Marriage and Civil Partnership**

**People experiencing poverty or at risk of poverty:** (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

**As you answer questions 7i. to 7iv. over the page:**

**a) Think about the policy, practice or function you are assessing and**

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.

Continued.../

**b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.**

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

**c) Consider the General Equality Duty requirements to pay due regard to the need to:**

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

**7i. Note any positive impacts on the above equalities groups**

Improved, continuous, joined up or direct walking or cycling designated routes could support the abovementioned groups, including older and disabled residents reliant on mobility scooters to access local services, amenities or friends/family. Creating a safer environment in which to walk or cycle will benefit both school aged children and older residents.

**7ii. Note any negative impacts on equalities groups**

There have been no negative impacts identified.

**7iii. How significant would this negative impact be, and what kind of numbers would be affected?**

**7iv. Note any opportunities for making a positive impact on equalities groups.**

We will ensure images, training or signposting introduced to support this strategy have relevance and appeal to the local community, including different age groups, race groups, women and adults generally.

### **Section D: Actions and Outcomes**

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

**8. Note any actions you will be taking as a result of this EQIA:**

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

We will ensure images, training or signposting introduced to support this strategy have relevance and appeal to the local community, including different age groups, race groups, women and adults generally.

**9. Please note any actions you have already taken as a result of this EQIA here.**

**10. How will you track/monitor that the actions you mentioned in 8. have been achieved?**

e.g. by adding them to a work plan, service plan etc.

Tracking through an annual monitoring report for the strategy.

**11. If you have decided not to take any action please note why this is, and any justification, here.**

A significant negative impact, even if it affects only a small number of people, should be addressed.

There have been no significant negative impacts identified.

**12. Is a more detailed assessment recommended?**

No.