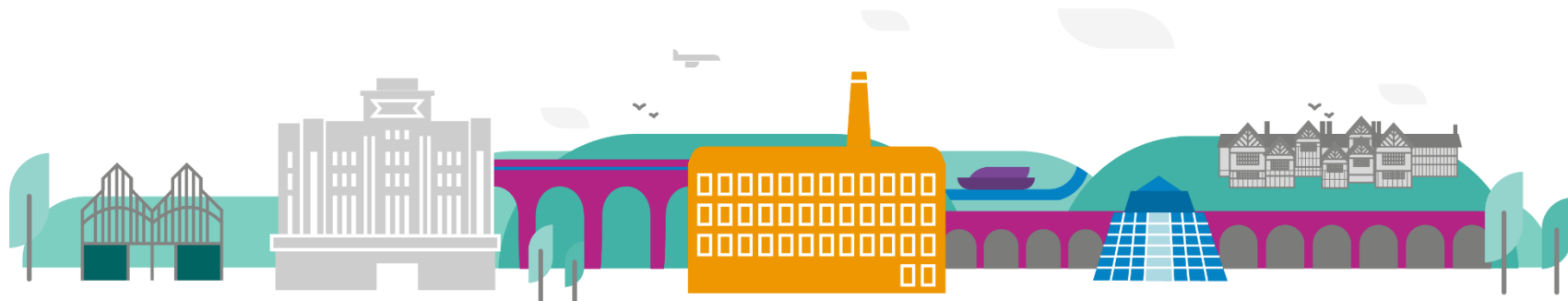# Equality Impact Assessment

This document contains a template for an Equality Impact Assessment (EqIA). An EqIA is a working document that will inform decision-makers and those who come up with solutions about the impacts of your proposal on equality groups. They provide evidence of how we as a council have reached a decision and how we have factored in equalities the decision about a proposal.

An EqIA should be done when:
- **introducing a new service, policy or scheme (whether or not the service is statutory);**
- **proposing to remove all or part of a service, policy or scheme;**
- **making a change to a the way a service is provided;**
- **making any decision that will affect people's life or the quality of it.**

If you need any help to complete an EqIA, please email equalities@stockport.gov.uk

Equality Impact Assessment

Title of report or proposal	Policy Report on Slower Speeds Initiatives		
Lead officer(s)	Emily Brough	Date	16.2.22

Aims and desired outcomes of the proposal
Are you trying to solve an existing problem?

The purpose of the report is to set out the types of speed-reducing initiatives that could be used in Stockport and the aspirations for delivery. This policy approach can then be utilised by councillors to help identify appropriate locations for such initiatives in their wards when bidding opportunities or funding becomes available.

Scope of the proposal
Include the teams or service areas from the Council and outward-facing services or initiatives

Place Management; Local Councillors; All-Party Working Group; Communities & Housing Scrutiny Committee, Legal Services.

What are the possible solutions you have been / will be exploring?
You should refer to any business cases, issues papers or options appraisals

The report considers:

1. 20mph limits and zones;

2. Average speed cameras;

3. Community speed watch;

4. Ward level speed indicator devices and Vehicle Activated Signs;

5. School crossing patrols;

6. Play streets;

7. School streets;

8. Education initiatives

9. Active neighbourhoods; and

10. Quiet lanes.

Who has been involved in the solution exploration?
Please list any internal and external stakeholders

Place Management; Local Councillors; All-Party Working Group; Communities & Housing Scrutiny Committee

What evidence have you gathered as a part of this EqIA? Which groups have you consulted or engaged with as part of this EqIA?
Sources can include but are not limited to: Statistics, JSNAs, stakeholder feedback, equality monitoring data, existing briefings, comparative data from local, regional or national sources.
Groups could include but are not limited to: equality / disadvantaged groups, VCSFE organisations, user groups, GM Equality panels, employee networks, focus groups, consultations.

Data has been sourced from: http://www.stockportjsna.org.uk/, https://www.gov.uk/, https://www.nomisweb.co.uk/, https://www.stockport.gov.uk/, https://covenantfund.org.uk/, https://roadsafetygb.org.uk/, https://www.gmmoving.co.uk/, https://urbanhealth.org.uk/, https://www.unicef.org.uk/, https://bmjopen.bmj.com/ & https://discovery.ucl.ac.uk/.

Are there any evidence gaps that make it difficult or impossible to form an opinion on how the proposed activity might affect different groups of people?

No

Step 1: Establishing and developing the baseline

To assess the impacts of your proposal, you first need to understand how things are now. This will vary depending on your proposal, but consider who will be affected by the proposed changes: for example, who currently accesses a service or lives in an area? What works well for them? Are you aware of any issues? Are there any groups that are underrepresented?
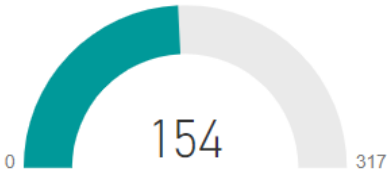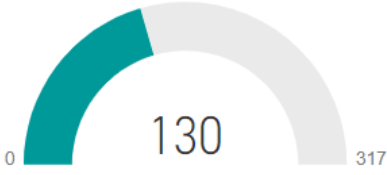
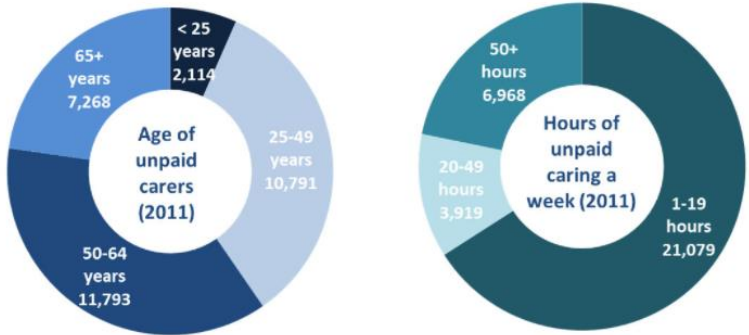| Characteristic	Demographic of residents / service users	**What works well** How does the current provision or service meet the needs of people in different protected characteristics?	**Current problems / issues** This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Age	In 2015 there were 61,900 under 18s (21%), 170,400 18 to 64 year olds (59%) and 56,500 over 65s (20%). Stockport has an older age profile than the national average. (Demographics | Stockport JSNA)	Existing speed-reducing initiatives contribute towards improving both actual and perceived safety by reducing collisions and accident severity. Reducing the speed of traffic decreases noise levels and can encourage active travel.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data). Research has suggested that children may not be able to detect vehicles approaching at speeds exceeding 20mph (https://roadsafetygb.org.uk/news/speeds-greater-than-20mph-pose-crossing-risk-for-children/). 45.7% of children are not achieving 30 active minutes outside of school and 32.8% of children finish primary school overweight or obese. The inactivity age gap in Stockport is 28.2%. Since November 15/16 the age gap has decreased by 0.8%. This is a result of inactivity amongst over 75's increasing (+2.3%) at a slower rate than for 16 to 34 year olds (+3.2%). (https://www.gmmoving.co.uk/). Older and younger people are disproportionately affected by air pollution (https://urbanhealth.org.uk/insights/reports/air-pollution-and-older-people & https://downloads.unicef.org.uk/wp-content/uploads/2018/09/UUK-research-briefing-The-toxic-school-run-September-2018.pdf?_ga=2.234006365.298981577.1537257494-289689197.1536231694)

Characteristic	Demographic of residents / service users	**What works well** How does the current provision or service meet the needs of people in different protected characteristics?	**Current problems / issues** This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	2011 census data showed that 18.4% of people identified as having impediments to their day to day activities and 5.6% identified as having poor health in Stockport. Benefits data suggests that in Stockport there are 6,500 people with mental health problems, 11,600 people with a physical or sensory impairment. Other estimates suggest that there are over 5,000 adults with a learning disability and around 2,500 people with autism. (Vulnerable and at risk groups | Stockport JSNA) 41% of people registered with a Stockport GP (124,000) have one or more long term conditions. By age 55 this increases to half of the registered population and by age 85+, 9 in 10 people have at least one long term condition. In the young the main conditions are asthma, affecting more than 2,000 5-14 year olds, and anxiety which affects more than 3,000 15-24 year olds. 9% (26,250) of the population have two or more of 8 key long term conditions. By age 65, 20% of the population have two or more of the key conditions, rising to 54% in the oldest age group. (Long term conditions | Stockport JSNA) There are 26,000 people registered with a Stockport GP with a history of depression and 40,000 with a history of anxiety. 2,400 people registered with a Stockport GP with a severe mental health disorder. (Mental health and wellbeing | Stockport JSNA)	As above.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data). The inactivity disability gap in Stockport is 17.8%. Since November 16/17 the disability gap has decreased by 3.3%. This is a result of an increase in inactivity amongst those without a long term limiting disability (+3.2%) whereas those with a long term limiting disability have seen inactivity decline (-0.1%). (https://www.gmmoving.co.uk/data-and-learning/stockport-adult-activity-levels-may-2020-21).
Gender reassignment A person whose individu	There's a lack of demographic data associated with this group.	As above.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-

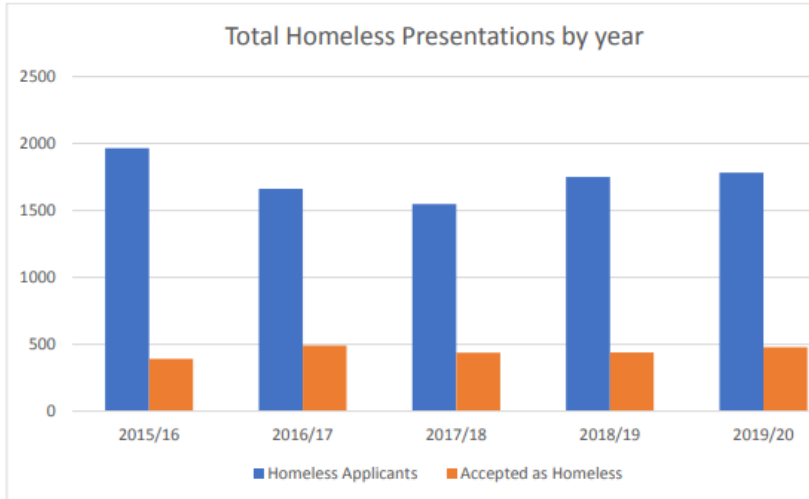| Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
al experience of gender may not correspond to the sex assigned to them at birth.			tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data).
Maternity and pregnancy	Fertility rates for all women have been stable over the last five years, with 3,302 live births in 2018, a rate of 64.3 per 1,000 women. Infant mortality rates fell to 4.6 per 1,000 live births in 2004-06 and continued at a lower rate through to 2013-15. However, in recent years [2013-2017] rates have been higher, though not as high as in 2003-05 and not a statically significant change.	As above.	As above plus pregnant women are disproportionately affected by air pollution (https://bmjopen.bmj.com/content/3/2/e001955).
Marriage and Civil Partnership	At the time of the 2011 Census, 48.3% (110,934) of Stockport's population (aged 16+) were married and 0.2% (385) were in a registered same-sex civil partnership.	As above.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data).
Race Not all ethnic groups will have the same experiences so if possible specify whether	Stockport's Black & Minority Ethnic (BME) population has risen from just 4.3% in 2001 to around 8% at the 2011 census. If white ethnic minorities are included, such as Irish, Polish and traveller populations, this percentage rises to 11%. Areas to the west of the borough have the highest proportion of ethnic diversity – particularly among younger populations.	As above.	As above.

Characteristic	Demographic of residents / service users	**What works well** How does the current provision or service meet the needs of people in different protected characteristics?	**Current problems / issues** This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
the impact is likely to be different for different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and Traveller populations	**Ethnicity in Stockport** White British 89%, Other White 3.10%, Black 0.70%, Asian 4.90%, Mixed Race 1.80%, Oth Ethr 0.6%		
Religion or Belief	The majority of Stockport residents are Christian (63.2% - down from 75% at the last census), which is 4% greater than the national average. 25.1% of Stockport residents have no stated religion (up from 14.2% at the last census), which is in line with the national average. Stockport's second largest religion is Islam, which makes up 3.3% of the population - this is well below the national average of 5%, but the local figure has almost doubled since the last census.	As above.	As above.
Sex	Stockport's population is split almost equally by gender (51.1% female, 48.9% male), which mirrors the national trend.	As above.	As above plus the inactivity gender gap in Stockport is 4.8% (https://www.gmmoving.co.uk/data-and-learning/stockport-adult-activity-levels-may-2020-21). Since November 15/16

Characteristic	Demographic of residents / service users	**What works well** How does the current provision or service meet the needs of people in different protected characteristics?	**Current problems / issues** This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
	Life expectancy in Stockport is higher for women at 83 years and 79.7 years for men.		the gender gap has increased by 3.9%. This change is due to a larger increase in inactivity amongst women (+4.4%) than amongst men (+0.5%).
Sexual orientation People who are lesbian, gay or bisexual	There is a lack of reliable data available regarding the profile of the LGBT community in Stockport. The government estimates that between 5% and 7% of the UK population is LGB, which would equate to 14-20,000 people in the borough.	As above.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data).

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Socioeconomic status	2019 IMD: Local Authority Rank 154 (0 - 317) Local Authority Score 130 (0 - 317) LSOA proportion in first decile (rank) 90 (0 - 317) Deprivation Domains 155 Income Rank 127 Employment Rank 224 Education, Skills & Training 86 Health & Disability Rank 65 Crime Rank 143 Living Environment Rank 292 Barriers to Housing & Servic[e] 180 IDACI Rank 148 IDAOPI Rank	As above.	As above plus the inactivity socio-economic gap in Stockport is 18.6% (https://www.gmmoving.co.uk/data-and-learning/stockport-adult-activity-levels-may-2020-21). Since November 15/16 the socio-economic gap has increased by 11.8%. This change is due to a large decrease in inactivity amongst lower social groups (-11.6%), NS-SEC 6-8, and a minor decrease in inactivity amongst higher social groups (-0.2%) NS-SEC 1-2. Lower social groups are disproportionately affected by air pollution (https://jech.bmj.com/content/59/11/948).
Other Please add in here any additional relevant comments or feedback			

Characteristic	Demographic of residents / service users	**What works well** How does the current provision or service meet the needs of people in different protected characteristics?	**Current problems / issues** This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
where the protected characteristic is not known			
You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.			
Carers	The 2011 Census showed there are 31,982 unpaid carers in Stockport. 6,970 (22% of all carers) provide 50+ hours of care per week. (Carers | Stockport JSNA)	As above.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data).
Those experiencing homelessness	476 people were registered as homeless in Stockport during 2019/20. (https://democracy.stockport.gov.uk/mgConvert2PDF.aspx?I	As above.	As above plus homeless people are disproportionately affected by air pollution (https://www.sciencedaily.com/releases/2020/11/201113154626.htm).

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
	D=183822) **Total Homeless Presentations by year** 		
Veterans	In 2011 there were 2,959 working age veterans in Stockport. In 2017, 870 people were in receipt of a military pension / compensation (https://covenantfund.org.uk/wp-content/uploads/2020/09/Regional_Report_2019_North-West.pdf)	As above.	In 2020, exceeding the speed limit was reported as a factor in 7% of all accidents nationally (https://www.gov.uk/government/statistical-data-sets/reported-road-accidents-vehicles-and-casualties-tables-for-great-britain). There were 1287 accidents recorded in Stockport between 2016-2020 (https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data).
Asylum seekers and refugees	By the end of September 2021, there were 130 asylum seekers in receipt of Section 95 support within Stockport. Since the start of 2019, 8 refugees have been resettled in Stockport (5 via the Vulnerable Persons Resettlement	As above.	As above.

Characteristic	Demographic of residents / service users	**What works well** How does the current provision or service meet the needs of people in different protected characteristics?	**Current problems / issues** This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
	Scheme and 3 via the Community Sponsorship Scheme). (https://www.gov.uk/government/statistical-data-sets/asylum-and-resettlement-datasets)		

Step 2: Identifying impacts the proposal will have compared with the baseline

To explore the impacts of your proposal, you should use your baseline as a comparison with how things would be after your proposal. Think about how this would differ from the baseline for people with each protected characteristic. Include any sources of data you have used (including desktop research and engagement activity).

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
Add more rows where needed		*Is the impact positive or negative?*	*How have you become aware of an impact or inequality? Is it from research, have you been advised by another party, has a member of the public or a stakeholder made you aware, did someone from this or another characteristic make the claim?*	*What is the impact or inequality that has been identified? What is the frequency of claim for it? What is the rationale behind the issue, inequality or impact claimed?*	*Is there any evidence to support or deny the claim? Provide full details. Has the inequality or impact claimed been tested with people from the relevant characteristic? Have you researched the claimed issue? If yes, what has been learned and from what source(s)?*

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Age – older people	Positive	https://assets.publishing. service.gov.uk/governme nt/uploads/system/uploa ds/attachment_data/file/8 17695/road-safety- statement-2019.pdf	The implementation of speed-reducing initiatives is likely to have a greater positive effect on this group because they are disproportionately represented in road casualty statistics. Slowing Speeds is therefore likely to lower the levels of injury's received	
	Age – younger people	Positive	As above.	The implementation of speed-reducing initiatives is likely to have a greater positive effect on this group because they are disproportionately represented in road casualty statistics. Slowing Speeds is therefore likely to lower the levels of injury's received	
	Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	Positive	https://roadsafetygb.org. uk/news/disabled-and- low-income-pedestrians- at-higher-risk-of-road- injury/	The implementation of speed-reducing initiatives is likely to have a greater positive effect on this group because disabled pedestrians are more likely to be injured by a motor vehicle than those without disability.

There are considerations needed in terms of the impact of some options on distances travelled and the increase need to use motorised vehicles on the disabled for some journeys. | |
	Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.	Positive		There is no expectation that the implementation of speed-reducing initiatives will have a significant differential or disproportionate impact on this characteristic.	
	Maternity and pregnancy	Positive		As above.	
	Marriage and Civil Partnership	Positive		As above.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and Traveller populations	Positive		As above. Also there are indications that ethnic minorities are underrepresented in the use of walking and cycling as a mode of transport. There is the potential that this could be addressed by making these modes safer and more accessible to these groups	
	Religion or Belief	Positive		As above.	
	Sex	Positive		As above. Females are known to have lower levels of cycling than Males. The increase in safety that could be achieved by reducing speeds could be part of addressing this.	
	Sexual orientation Consider how the proposed policy may differently impact people who are lesbian, gay or bisexual	Positive		As above.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Socioeconomic status	Positive	https://discovery.ucl.ac.uk/id/eprint/3495/1/3495.pdf https://roadsafetygb.org.uk/news/disabled-and-low-income-pedestrians-at-higher-risk-of-road-injury/	The implementation of speed-reducing initiatives is likely to have a greater positive effect on this group because people from deprived areas are more likely to be injured or killed as road users (Ward et al., 2007). Low-income pedestrians are more likely to be injured by a motor vehicle than those who are wealthier. Cycling routes which are accessible for all socioeconomic groups could also increase access to employment and training.	
**You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.**				
	Carers	Positive		There is no expectation that the implementation of speed-reducing initiatives will have a significant differential or disproportionate impact on this characteristic.	
	Those experiencing homelessness	Positive		There is no expectation that the implementation of speed-reducing initiatives will have a significant differential or disproportionate impact on this characteristic.	
	Veterans	Positive		There is no expectation that the implementation of speed-reducing initiatives will have a significant differential or disproportionate impact on this characteristic.	
	Asylum seekers and refugees	Positive		There is no expectation that the implementation of speed-reducing initiatives will have a significant differential or disproportionate impact on this characteristic.	

Step 3: Identifying mitigating factors to minimise negative impacts

Step 2 identified potential impacts your proposal may have on people with different protected characteristics. If there are negative impacts, then you must consider how you could mitigate against (lessen) these negative impacts.

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
	Give a brief summary of the issue/inequality /impact	*What is being suggested to mitigate for this. What is the rationale behind the suggestion?*	*Where does this suggestion come from? Have you consulted the characteristic(s) affected for solutions?*	*What evidence is there that the suggestion would solve the problem? How have you learned this? Has this been done elsewhere?*	*Within the financial envelope, how feasible is this solution? What are the cost implications? Could it indirectly affect anyone else? Can any other body help with the solution? If yes, how?*

Please state if there are any additional comments or suggestions that could promote equalities in the future.

Step 4: Conclusions and outcome

It is strongly recommended to engage with people with protected characteristics to sense-check your conclusions before you indicate an outcome in this EqIA. Including feedback from this engagement activity will ensure your baseline assessment and your impacts are accurate, and that your mitigating actions are helpful and the best use of resources. It ensures that the proposal has been designed so that it is fair as possible to everybody.

If you have not undertaken any community engagement for this EqIA, please indicate this and explain why.

If there are impacts identified that cannot be mitigated against, are there any justifications for not taking any action to improve the negative impacts that have been identified?
N/A
Are there any adverse impacts that can be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why.
N/A
Are there any other proposals or policies that you are aware of that could create a cumulative impact? This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else.

Based on your equality impact analysis, please indicate the outcome of this EqIA.

Please indicate the outcome of the EqIA and provide justification and / or changes planned as required.		
A.	No major barriers identified, and there are no major changes required – proceed.	☒
B.	Adjustments to remove barriers, promote equality and / or mitigate impact have been identified and are required – proceed.	☐
C.	Positive impact for one or more of the groups justified on the grounds of equality – proceed.	☒
D.	Barriers and impact identified, however having considered available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice – proceed with caution, knowing that this policy or practice may favour some people less than others. Strong justification for this decision is required.	☐
E.	This policy identifies actual or potential unlawful discrimination – stop and rethink.	☐
Please describe briefly how this EqIA will be monitored. When will this be reviewed? What mitigating actions need to be implemented and when?		