



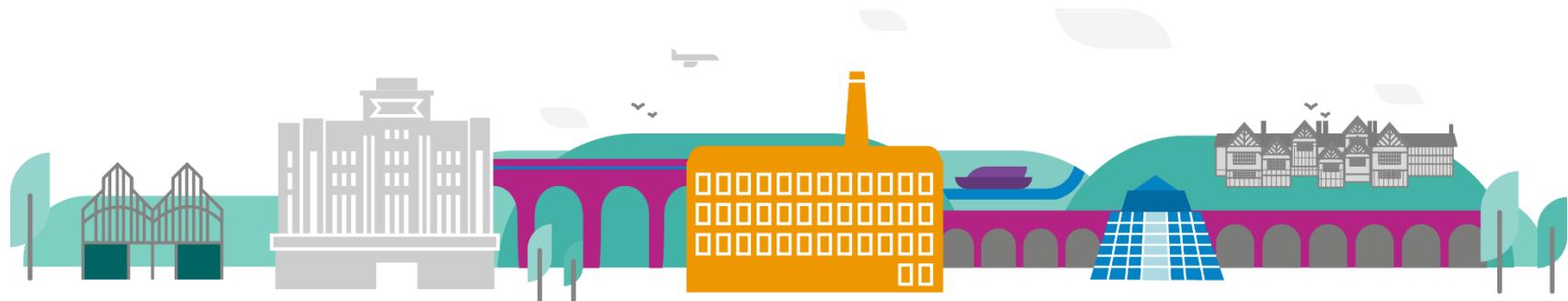
Equality Impact Assessment

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 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	Moving Traffic Offences Report		
Lead officer(s)	Jon Brown, Emily Brough, Jamie Morris	Date	12/06/2023
Aims and desired outcomes of the proposal Are you trying to solve an existing problem? The Council obtains the powers to enforce where traffic regulation orders on the highway are contravened by road users.			
Scope of the proposal Include the teams or service areas from the Council and outward-facing services or initiatives Transport Highways Services. Civil Traffic Enforcement.			
What are the possible solutions you have been / will be exploring? You should refer to any business cases, issues papers or options appraisals Adoption of civil enforcement of moving traffic contraventions.			
Who has been involved in the solution exploration? Please list any internal and external stakeholders Public Consultation, Councillors, Police, Council Officers			

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.

Consultation with public. Already held data regarding protected groups.

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?

N/A

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	<ul style="list-style-type: none">• 15-19 – 5.0%• 20-24 – 4.5%• 25-29 – 5.7%• 30-34 – 6.8%• 35-39 – 6.9%• 40-44 – 6.6%	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Older residents are more at risk and suffer greater anxiety regarding traffic accidents. Younger/Less experienced drivers are more likely to commit traffic regulation infringements. Resource issues reducing

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
	<ul style="list-style-type: none"> • 45-49 – 6.5% • 50-54 – 7.0% • 55-59 – 6.9% • 60-64 – 5.8% • 65-69 – 4.9% • 70-74 – 5.0% • 75-79 – 3.6% • 80-84 – 2.5% • 85+ - 2.4% <p>[Stockport 2021 ONS Data]</p>		enforcement may lead to greater risks for all ages.
Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	<ul style="list-style-type: none"> • Disabled under the Equality Act. 18.1% • Not disabled under the Equality Act 81.9% <p>[Stockport 2021 ONS Data]</p>	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Those with disabilities are more likely to suffer significant injuries as a result of traffic accidents. Resource issues reducing enforcement may lead to greater risks for this group.
Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.	<ul style="list-style-type: none"> • Gender identity the same as their sex registered at birth 95.06% • Gender identity not the same as their sex registered at birth 4.94% <p>[Stockport ONS 2021 Census]</p>	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	N/A – No specific advantages or disadvantages related to this characteristic.
Maternity and pregnancy	Stockport has seen a trend of population growth being more rapid in the deprived areas over the last decade, birth rates have grown most rapidly in deprived areas, where there are potentially more children at risk (2020 JSNA Demographics and Population).	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Pregnant people and those with children are more likely to suffer significant injuries as a result of traffic accidents. Resource issues reducing enforcement may lead to greater risks for this group.

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
Marriage and Civil Partnership	<ul style="list-style-type: none"> • Never married and never registered a civil partnership 36.0% • Married or in a registered civil partnership 46.4% • Separated, but still legally married or still legally in a civil partnership 2.0% • Divorced or civil partnership dissolved 8.8% • Widowed or surviving civil partnership partner 6.8% [Stockport 2021 ONS Data] 	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	N/A – No specific advantages or disadvantages related to this characteristic
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	<ul style="list-style-type: none"> • White 87.4% • Asian, Asian British, Asian Welsh 7.3% • Black, Black British, Black Welsh, Caribbean or African 1.2% • Mixed/Multiple Ethnic Group 2.6% • Other Ethnic Group 1.6% <p>[Stockport 2021 ONS Census Data]</p>	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Certain ethnic groups may have unfavourable experiences with police enforcement.
Religion or Belief	<ul style="list-style-type: none"> • No religion 39.6% • Christian 47.5% • Buddhist 0.3% • Hindu 0.8% • Jewish 0.4% 	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Certain religious groups may have unfavourable experiences with police enforcement.

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
	<ul style="list-style-type: none"> • Muslim 5.5% • Sikh 0.2% • Other religion 0.4% • Not answered 5.2% <p>[Stockport 2021 ONS Data]</p>		
Sex	51.4% Female/48.6% Male <p>[Stockport 2021 ONS Census Data]</p>	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Currently there is still a greater percentage of male vehicle license holders, and they are more likely to work in roles that require the use of a vehicle. Lack of enforcement could increase their risks for vehicle accidents.
Sexual orientation People who are lesbian, gay or bisexual	<ul style="list-style-type: none"> • 91.02% - Straight/Heterosexual • 6.00% - Not Answered • 1.67% - Gay or Lesbian • 1.05% - Bisexual • 0.16% - Pansexual • 0.08% - Asexual • 0.02% - Queer • 0.01% - Another Sexual Orientation <p>[Stockport 2021 ONS Census Data]</p>	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	N/A – No specific advantages or disadvantages related to this characteristic
Socioeconomic status	<ul style="list-style-type: none"> • L1, L2 and L3: Higher managerial, administrative and professional occupations 16.0% • L4, L5 and L6: Lower managerial, administrative and professional occupations 23.0% • L7: Intermediate occupations 13.6% 	Current provision of enforcement is provided through the police. Long standing involvement in traffic enforcement leads to a clear understanding of the process by drivers.	Those of lower socioeconomic status are more likely to make use of forms of travel such as walking and cycling, and therefore are more at risk of serious injury in the event of a traffic accident. Lack of enforcement could increase their risk of vehicular accidents.

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
	<ul style="list-style-type: none"> L8 and L9: Small employers and own account workers 9.8% L10 and L11: Lower supervisory and technical occupations 4.8% L12: Semi-routine occupations 10.4% L13: Routine occupations 9.6% L14.1 and L14.2: Never worked and long-term unemployed 7.6% L15: Full-time students 5.2% <p>[Stockport 2021 ONS Data]</p>		
Other Please add in here any additional relevant comments or feedback 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			
Those experiencing homelessness			See section on socioeconomic status
Veterans			
Asylum seekers and refugees			See section on race/ethnicity

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		<i>Is the impact positive or negative?</i>	<i>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?</i>	<i>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?</i>	<i>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)?</i>
	Age – older people	+	Ability to enforce	Police resource is limited leading to lower enforcement and reduced risk for violation. This will reduce with camera enforcement improving road safety. Older people suffer increased risk of injury in road traffic incidents. Fear of road safety risks can reduce confidence to travel. Police resource is limited leading to lower enforcement and reduced risk for violation. This will reduce with camera enforcement improving road safety.	
	Age – younger people	+	Ability to Enforce	Police resource is limited leading to lower enforcement and reduced risk for violation. This will reduce with camera enforcement improving road safety. People under 17 who can't drive, being more likely to walk and cycle and are therefore vulnerable road users and more at risk of injury in a road traffic	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
				accident. Younger people over 17 who can drive being aware of potential enforcement will encourage compliance with traffic regulations in place for the purpose of road safety.	
	Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	+	Ability to Enforce	Police resource is limited leading to lower enforcement and reduced risk for violation. This will reduce with camera enforcement improving road safety. Those with disabilities are more at risk of injury in road traffic incidents. With enforcement the intent is to increase compliance to traffic regulation orders in place to keep pedestrians and motorists safe, which is of particular benefit to those who belong to the demographic.	
	Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.	N/A	N/A	N/A	
	Maternity and pregnancy	+	Ability to Enforce	Police resource is limited leading to lower enforcement and reduced risk for violation. This will reduce with camera enforcement improving road safety. Pregnant people and those with young children are more at risk of injury in road traffic incidents.	
	Marriage and Civil Partnership	N/A	N/A	N/A	
	Race	+	Non-police enforcement	As enforcement is carried out through automated cameras, this should reduce the risk of individuals	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	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			<p>being discriminated against due to race/ethnic prejudice of officers.</p> <p>Members of this group are more likely to feel comfortable questioning decisions and authority of Local Council.</p>	
	Religion or Belief	+	Non-police enforcement	<p>As enforcement is carried out through automated cameras, this should reduce the risk of individuals being discriminated against due to religious prejudice of officers.</p> <p>Members of this group are more likely to feel comfortable questioning decisions and authority of Local Council.</p>	
	Sex	+	Ability to Enforce	<p>As males are statistically more likely to be working in roles that require the use of a vehicle eg. HGV drivers, increased road safety from compliance brought about by enforcement will reduce the risk of road safety accidents that would impact this group.</p>	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
				Increased enforcement will reduce the likelihood of non-compliance to road traffic orders.	
	Sexual orientation Consider how the proposed policy may differently impact people who are lesbian, gay or bisexual	N/A	N/A	N/A	
	Socioeconomic status	Neutral	More likely to receive enforcement if contravene traffic regulation. More likely to be utilising none-car modes of transport and so benefit from improved road safety.	Increase enforcement would mean increased likelihood of issuing of fines to those who contravene. Those of less financial stability due to socioeconomic status would be more adversely impacted if fined. However, those of lower socioeconomic status are also more likely to use transport methods such as walking, cyclists or public transport, walking and cycling in particular would benefit from increased safety from the reduction in contraventions caused by the ability to enforce restrictions.	

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				
	Those experiencing homelessness	+			See Socioeconomic Status
	Veterans				

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Asylum seekers and refugees	+			See Race/Religion

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
	<i>Give a brief summary of the issue/inequality /impact</i>	<i>What is being suggested to mitigate for this. What is the rationale behind the suggestion?</i>	<i>Where does this suggestion come from? Have you consulted the characteristic(s) affected for solutions?</i>	<i>What evidence is there that the suggestion would solve the problem? How have you learned this? Has this been done elsewhere?</i>	<i>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?</i>
1	Enforcement increasing likelihood of PCN	Ensure that scheme is well publicised and that locations where enforcement is in place meet all traffic regulation needs i.e. signs and lines appropriate for road users. Initial period of warning for first offences.	Good practice established in industry	This has been used at bus gates in the borough	N/A
2	Ensuring public understand process.	Clear communication Contact point in Council Social media campaign	Good practice established in industry. Requirement as part of application	Common practice for schemes to undertake public information campaigns.	N/A
3	Road safety training for young drivers	Where young drivers training take place the subject of civil enforcement of moving traffic offences will be covered to increase knowledge in this group.	Younger driver training is already intended to increase compliance with traffic laws.	Positive effect of road safety training.	N/A

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.

Consultation was undertaken as part of development of our request to obtain civil moving traffic enforcement powers.

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?

While the proposed powers will potentially lead to more fines being issued, which may impact some residents of Stockport – these fines have a legal basis and exist to encourage compliance to traffic orders in place for road safety purposes.

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.

N/A

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.	<input checked="" type="checkbox"/>
B.	Adjustments to remove barriers, promote equality and / or mitigate impact have been identified and are required – proceed.	<input type="checkbox"/>
C.	Positive impact for one or more of the groups justified on the grounds of equality – proceed.	<input checked="" type="checkbox"/>

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.	<input type="checkbox"/>
E.	This policy identifies actual or potential unlawful discrimination – stop and rethink.	<input type="checkbox"/>

Please describe briefly how this EqIA will be monitored.

When will this be reviewed? What mitigating actions need to be implemented and when?

Monitor number of enforcement charges issued, and the comments and complaints received by the Council in regard to these types of charging notices.