Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities. The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	Safer Routes to School – Highfield C of E Primary School – TRO and Notices
Brief Service Profile (including number of customers)	Strategic Transport is responsible for the policy and strategy relating to all transport activities in the City. It is also responsible for strategic direction of the maintenance and management of the highway network including maintenance and enforcement of the Strategic Cycle Network and any related functions. Customers include all transport users in the city including residents, visitors, and businesses.
Summary of Impact and Issues	• Additional limitations on parking. • Amendment and introduction of traffic calming.
Potential Positive Impacts	• Improved road safety, in particular for younger children and older residents. • Reduction in unsafe or obstructive parking. • Improved crossing facilities • Improved traffic calming

Approved by Senior Manager	Pete Boustred
Signature	
Date	02/11/2026

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Some reduction in the on-street parking available which could impact older people.	The reduction in parking is being kept to the minimum considered necessary to support highway safety and to prevent obstructive parking. The raised table and road humps will allow easier crossing and encourage lower speeds. Monitor and review if any issues are raised or further information provided.
Disability	Some reduction in the on-street parking available which could impact those with a disability who may rely on being dropped off or parking close to their destination. User / Driver comfort when passing over speed cushions, table, humps, whether active travel, in a private vehicle, or public transport.	The reduction in parking is being kept to the minimum considered necessary to support highway safety and to prevent obstructive parking. Blue Badge Holders can park up to three hours on no waiting at any time restrictions, provided this is not in an obstructive manner. Proposals have been designed to guidance including Department for Transport's LTN 1/07. Monitor and review if any issues are raised or further information provided.
Gender Reassignment	No particular impact identified.	Monitor and review if any issues are raised or further information provided.
Marriage and Civil Partnership	No particular impact identified.	Monitor and review if any issues are raised or further information provided.
Pregnancy and Maternity	Some reduction in the on-street parking available which could impact those who may rely on being dropped off or parking close to their destination.	The reduction in parking is being kept to the minimum considered necessary to support highway safety and to prevent obstructive parking. Monitor and review if any issues are raised or further information provided.
Race	No particular impact identified.	Monitor and review if any issues are raised or further information provided.

Religion or Belief	Reduction of on-street parking available in vicinity of places of worship. Improved environment for access by walking and cycling.	Monitor and review if any issues are raised or further information provided.
Sex	No particular impact identified.	Monitor and review if any issues are raised or further information provided.
Sexual Orientation	No particular impact identified.	Monitor and review if any issues are raised or further information provided.
Community Safety	Improvements to road safety.	Monitor and review if any issues are raised or further information provided.
Poverty	Reduction of on-street parking available in vicinity of employment and services. Improved environment for access by walking and cycling.	Monitor and review if any issues are raised or further information provided.
Other Significant Impacts	Noise and vibration from additional breaking and acceleration. Air pollution from drivers slowing and accelerating. Bus services journey times and emergency response times.	Proposals have been designed to guidance including Department for Transport's LTN 1/07. There is a baseline for air pollution from monitors used in the area. Monitor and review if any issues are raised or further information provided.