

Appendix 1

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA) Part One Screening Record 2021

A. Summary Sheet on Accountability and Actions

Name of proposed service change
Covid-19 strategic response activity: Temporary Traffic Regulation Order relating to prohibition of vehicles, waiting and loading on Wyle Cop, Shrewsbury FOR PUBLIC CONSULTATION until October 31t 2020 for public consultation.

Name of lead officer carrying out the screening
Kevin Aitken – Transport Commissioner

Decision, review and monitoring
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Decision	Yes	No
Part One ESIIA Only?	✓	
Proceed to Part Two Full Report?		✓

If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations.
<p>A range of temporary highway measures were developed by Shropshire Council to facilitate social distancing in areas with high levels of pedestrian footfall or cycling activity and to promote active travel during the Covid 19 pandemic.</p> <p>The aim of this proposal for a consultation on pedestrianisation measures in Shrewsbury Town Centre is to gain feedback that will build upon evidence arising from the introduction of and extension of a Temporary Traffic Regulation Order for the provision of interventions to support social distancing on Wyle Cop, High Street and Shoplatch, Shrewsbury in response to the Covid-19 pandemic. This was to prohibit vehicular access daily between 11am and 4pm, including the suspension of all necessary waiting and loading provision on Wyle Cop necessary to facilitate the vehicular prohibition.</p> <p>The council now wishes to formally consult with all users and stakeholders on the proposed measures and consider the responses before reaching a final decision for formal adoption and implementation or not.</p> <p>The current temporary arrangement affects all pedestrians in the given area, whether residents or visitors, and thus may have an impact across a range of Protected</p>

Characteristic groupings, particularly those with physical or learning disabilities and their careers, and families with young children. In addition, the lack of vehicular access to disabled parking bays affects blue badge holders wishing to park on High Street and Shoplatch and therefore has a direct impact on those with disabilities and their careers.

It is envisaged that the potential impact in equality terms will continue to be medium positive for the groupings of Age, Pregnancy and Maternity, and Social Inclusion, as there will be safety gains for pedestrians. It is envisaged that the potential impact for the Disability grouping will be low positive as despite potential safety gains, there are direct impacts on potential users within this group.

The temporary arrangements were anticipated to present the following positive impacts:

- Potential for extra space for pedestrians, including Shropshire residents and visitors, to support social distancing requirements in response to Government requirements in relation to the Covid-19 pandemic.
- Support for active travel choices that may be made in response to the Covid-19 pandemic, specifically in relation to accessing work and retail on foot.
- Support for local businesses and town centre regeneration by facilitating safe access to establishments and stalls, and the provision of additional pavement permits.
- Increased safety for users
- Access to the town centre for busses, taxis, and cycles (Mon – Fri only)

Specific actions proposed to enhance these positive impacts focussed upon communication of the measures across a range of potential audiences and the monitoring of any associated impacts.

The temporary arrangements were anticipated to present the following neutral or negative impacts:

- No actual improvement to pedestrian footway widths despite enhanced pedestrian space. Pedestrians will still be required to step off the kerb if using existing footways on Wyle Cop if wishing to allow extra space to facilitate social distancing. On this basis, there will be limited improvements to the existing provision for some disability groups, people with mobility impairments or vulnerable users. This also includes people with temporary mobility difficulties, such people who are pregnant or families with young children.
- Loss of disabled parking facilities on High Street and Shoplatch which will lengthen the distance that blue-badge holders are required to walk in order to access services during the closure period.
- Loss of bus stop and taxi pick up drop off facilities on Wyle cop, High Street and Shoplatch which will lengthen the distance that passengers are required to walk in order to access services during the closure period. (Saturday and Sunday only)
- Loss and reduction of pay and display, service and loading provision on Wyle Cop, impacting on visitors, residents and businesses.
- Increases in traffic flows on Town Walls but also on the outer diversion route. An increase in traffic may have a detrimental impact on neighbouring residential properties on these streets in terms of noise and visual intrusion.

- An increase in route and journey times for vehicular traffic. Where increases in traffic flow result, this will have an adverse impact on air quality.
- Increases in traffic flow may lead to increased journey times for some motorists.
- Increases in vehicle flow may pose challenges for all pedestrians in terms of opportunities to cross the road where there are no formal pedestrian crossing facilities.
- The diversion of approximately bus services an hour off the High Street and on to Town Walls on Saturday only

The following actions were proposed to mitigate anticipated negative impacts:

- The negative impacts will need to be mitigated through public consultation, communication and engagement with residents, businesses with close working partnership organisations and key stakeholders whenever possible. Communication will be supported by press releases.
- Disabled parking provision will continue to be provided in nearby town centre car parks.
- Three subsidised bus services and the Meole Brace Park and Ride Service have been diverted along Old Roman Road with access and egress into the town via the Welsh rather than the English Bridge to reduce traffic congestion on Town Walls. This will continue to be the case. This proposal has evolved during the length of the Covid 19 Pandemic period which has already enabled the refinement of traffic management measures in relation to maintaining reasonable access to properties.
- Agreed mitigation measures are in place at town walls, and this area will be included in the consultation for either making those measures permanent, considering an LTZ or withdrawing, subject to wider and Meaningful consultation.
- Ongoing monitoring of the diversion in respect of impacts, volume and air quality.

Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations.

Communication continues to take account of potential negative response from residents, properties and town centre visitors that may experience deferred impacts from the interventions put in place to date.

In the screening assessment for the initial TTRO scheme, introduced in April 2021, it was noted that there would be limited improvements to the existing provision for some disability groups, people with mobility impairments or vulnerable users. This also includes people with temporary mobility difficulties, such people who are pregnant or families with young children.

Feedback to date has been as follows:

- Public transport is prevented from driving along the Wyle Cop from the English Bridge. People with walking disabilities are very much disadvantaged.
- Shrewsbury Dial a Ride have requested access to all parts of the town centre be retained for drop off and pick up.
- Requests for the park and ride service to be reinstated on High Street to assist access to the town centre for those with disabilities)

The Temporary Traffic Regulation Order prohibited vehicular access daily between 11am and 5pm, including the suspension of all necessary waiting and loading provision on Wyle Cop necessary to facilitate the vehicular prohibition. The hours of operation of the temporary order were subsequently relaxed on 17th May and has since operated on a daily basis between the hours of 11am and 4pm, this relaxation eased traffic congestion on Town walls improving safety for school children and college students as well as easing action restrictions within the town centre.

The Temporary Traffic Regulation Order has been well received overall, providing support to the town centre regeneration as lock down measures are eased. The creation of a daily pedestrianised zone is considered to have much improved the town centre environment for visitors and there is a desire for these arrangements to continue. However, whilst recognising the positive impact the creation of a traffic free environment in the town centre is having there is no longer a requirement to promote social distancing and the need to reinstate direct access to the town for public transport is now recognised.

It is therefore proposed to introduce a new Experimental Traffic Regulation Order (ETRO) that will prohibit weekday traffic on Wyle Cop, High Street and Shoplatch except for buses, taxis and cyclists between 11am and 4pm. But on Saturdays and Sundays all vehicles will be prohibited, and the pedestrian zone will remain. In addition, all motor vehicles will also be prohibited from using Milk Street and the southeast section of the square designated as highway.

The Council is also keeping abreast of other approaches across the country, particularly those undertaken because of the Covid-19 pandemic, and as we emerge collectively from it, in order to maximise shared learning for all such approaches.

The town centre regeneration group meets on a regular basis with external representation from key stakeholders including town centre residents, schools and colleges.

A public consultation in the autumn will enable further feedback to be accounted for, and further evidence to be collated about both positive and negative impacts in equality and health and well-being terms.

Associated ESIIAs

Generic ESIIA covering 15 Covid-19 response temporary highway schemes across the county.

ESIIAs in relation to measures implemented for Shrewsbury under temporary Traffic regulation Order April 2021.

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations. This includes climate change and health and well-being considerations.

Making the proposed trial permanent

There are many advantages to undertaking the trials using a temporary traffic regulation order, in having the ability to cease or modify the interventions if required. Public consultation to determine all stakeholders' views is intended to be undertaken.

Energy and fuel consumption (buildings and / or travel)

Where an intervention results in an increase or stationary traffic, there will be an adverse impact on air quality and fuel consumption. The extent to which queuing or stationary traffic is generated as a result of these interventions will need to be monitored and its impact assessed.

Renewable energy generation

The decision arising from this report is not considered to create opportunities to generate renewable energy.

Carbon offsetting or mitigation

These measures are being introduced on a temporary basis for an absolute minimum limited period, no carbon off setting or mitigation has therefore been identified.

Climate Change adaptation

These mitigation measures could contribute towards improving the health and well-being of Shropshire's residents by facilitating pedestrianisation, in response to the improving perceived safety, and by facilitating the increased use of more sustainable and active modes of transport that can help people to become fitter and healthier.

Health Impacts

Cabinet has given approval to the use of health impact assessments, presenting an opportunity for utilising the template that has been developed for use in this regard, and for seeking to optimise linkages with the equality impact assessment approach.

In this instance, the positive health impacts that are likely to accrue for all pedestrians are around decreased exposure to vehicle emissions. The improvements to perceived safety are likely to lead to positive mental health and wellbeing by encouraging certain groupings to venture out. These are particularly those with caring responsibilities such as parents with babies and small children, those who have physical and/or learning disabilities and their careers, and those who consider themselves to be vulnerable. There are also potential health and well-being impacts in terms of road safety for schoolchildren and college students, building on feedback to date.

Scrutiny at Part One screening stage.

People involved.	Signatures	Date
<i>Lead officer carrying out the screening.</i>		13.7.21
<i>Any internal support*</i>		
<i>Any external support**</i> Mrs Lois Dale Rurality and Equalities Specialist		30 th June 2021

**This refers to other officers within the service area*

*****This refers either to support external to the service but within the Council, e.g., from the Rurality and Equalities Specialist, or support external to the Council, e.g., from a peer authority***

Sign off at Part One screening stage.

Name	Signatures	Date
<i>Lead officer's name</i>	Kevin Atkin	13.7.21
<i>Accountable officer's name</i> Steve Brown	Steve Brown	13.7.21

****This may either be the Head of Service or the lead officer***

B. Detailed Screening Assessment

Aims of the service change and description
<p>The initial aim was to introduce a Temporary Traffic Regulation Order for the provision of interventions to support social distancing on Wyle Cop, High Street and Shoplatch, Shrewsbury in response to the Covid-19 pandemic. The proposal prohibited vehicular access daily between 11am and 5pm, including the suspension of all necessary waiting and loading provision on Wyle Cop necessary to facilitate the vehicular prohibition.</p> <p>It was anticipated that the implementation of these measures would also assist in the determination of the associated impacts to residents, businesses and visitors on the street in question and on nearby streets in relation to development of measures associated with the Shrewsbury Big Town Plan in relation to similar permanent measures that could provide more space for pedestrians both in terms of moving around and in accessing shops and premises on Wyle cop, High Street and Shoplatch.</p> <p>Any long-term scheme could support long term healthier travel choices for Shropshire residents by encouraging more journeys by foot and provide an improved public realm through a less car dominated environment.</p> <p>The associated ESIIA was updated following the carrying out of the original screening assessment in March 2021.</p> <p>The service change may affect the overall likely impact in equality terms, as the proposal is now to extend these measures into the longer term, including the possibility that they may become permanent subject to feedback from the proposed autumn consultation.</p> <p><u>Other practical details are as follows:</u></p> <p>Following the first national lock down over the summer period a closure of Wyle Cop, High Street and Shoplatch to vehicular traffic by means of emergency and temporary traffic regulation orders was implemented daily between 11am and 6pm. Following the second national lockdown a closure on Wyle Cop was implemented daily between 11am and 4pm. Vehicular access to the pedestrian zone on Pride Hill is only possible off Shoplatch hence the time of operation of the Wyle cop closure was reduced to 4pm during the second period of operation. The measures applied assisted with the</p>

mitigation of social distancing issues, facilitated the issue of several pavements permit and assisted with the return of outdoor hospitality.

There are challenges on Wyle Cop, High Street and Shoplatch, Shrewsbury in terms of facilitating social distancing, in some areas there is limited footway width to accommodate pedestrian through traffic and queuing outside shops. The footpaths on Wyle Cop serve as a pedestrian route into the town and the daily road closure assists with the provision of additional road space to enable pedestrians to pass whilst adhering to social distancing, the road closure also assists with promoting cycle provision into the town.

The intention was that the proposed temporary traffic regulation order would better facilitate social distancing, pedestrian flows and cyclist access to the town from the English Bridge with more robust traffic regulation orders and traffic management to further deter conflict with vehicles.

The part time closure of Wyle Cop to vehicular traffic west bound facilitates the provision of additional space for cyclist and pedestrians on the southwest side of Wyle Cop and currently promotes social distancing measures. High Street and Shoplatch will be free of vehicular traffic during the hours of the closure.

The measures proposed have been designed to best retain servicing on Wyle Cop both during and outside the closure period.

The prohibition of vehicles on Wyle Cop requires all bus services entering the town from English Bridge to be diverted along Town Walls. Arrangements have been made for 3 subsidised bus services and the Meole Brace Park and Ride Service to be diverted along Old Roman Road with access and egress into the town via the Welsh rather than the English Bridge to reduce traffic congestion on Town Walls. However, the loss of direct access to High Street and Shoplatch for vehicular traffic does significantly impact public transport and taxi services.

A wider diversion route diverting traffic from English Bridge around old Roman road is also in place, however traffic flows along Town Walls was anticipated to increase, impacting on Town Walls properties and residents.

The national background to this is as follows:

On February 22nd, 2021, the government announced its Covid 19 Spring 2021 road map out of lock down. Step 2 of the road map, which will be no earlier than 12 April, will see the opening of non-essential retail; personal care premises such as hairdressers and nail salons; and public buildings, including libraries and community centres. Indoor leisure facilities such as gyms will also reopen (but only for use by people on their own or in household groups); as will most outdoor attractions and settings including outdoor hospitality venues. Hospitality venues will be allowed to serve people outdoors at Step 2 and there will be no need for customers to order a substantial meal with alcoholic drinks and no curfew, although customers must order, eat and drink while seated ('table service'). Wider social contact rules will apply in all these settings to prevent indoor mixing different households.

As part of Step 3, no earlier than 17 May, the Government stated that it would look to continue easing limits on seeing friends and family wherever possible, allowing people to decide on the appropriate level of risk for their circumstances.

This means that most legal restrictions on meeting others outdoors are now lifted - although gatherings of over 30 people will remain illegal. Indoors, the Rule of 6 or 2 households will apply. Most businesses in all but the highest risk sectors will be able to reopen. In all sectors, COVID-Secure guidance will remain in place and businesses may not cater for groups bigger than the legal limits. Indoor hospitality will reopen - and as in Step 2, venues will not have to serve a substantial meal with alcoholic drinks; nor will there be a curfew. Customers will, however, must order, eat and drink while seated.

The Government had hoped to be able to remove all legal limits on social contact, reopen remaining premises, including nightclubs.

The last step out of lock down was scheduled for June 21st, however the government has since extended this deadline until 19th July 2021 due to the Delta variant of the pandemic continuing to escalate. If all legal restrictions on the Covid pandemic are lifted the proposed ETRO trial will be a trial based on measures moving forward relating to town centre regeneration and the BTP.

Intended audiences and target groups for the service change.

The intended target groups for the service change are pedestrians, cyclists and businesses in Shrewsbury town centre, those visiting shops or other premises, or those making active travel choices for journeys that use Wyle Cop, High Street and Shoplatch and Milk Street.

These measures affect residents, businesses and visitors to the town centre but may also have associated impacts to these groups on neighbouring or nearby streets as a result of any displacement of traffic.

These measures affect any motorists and public transport operators using the town centre.

These measures affect all pedestrians in the given area, whether residents or visitors, and thus may have an impact across a range of Protected Characteristic groupings, particularly those with physical or learning disabilities and their careers, and families with young children, older people, and those who consider themselves to be vulnerable in a crowd situation.

These measures affect people with disabilities through the suspension of disabled parking bays on High Street and Shoplatch.

The town council, local businesses, taxi drivers and the local MP are also intended audiences for the service change.

Evidence used for screening of the service change.

The Covid-19 pandemic has strongly influenced the need for these measures by providing the national policy imperative for people to maintain recommended social

distance guidelines in public spaces and to consider alternative travel options at the local level that may remain embedded once restrictions are lifted.

Government guidance around active modes of travel in the light of the pandemic may be found at: https://www.gov.uk/government/publications/reallocating-road-space-in-response-to-covid-19-statutory-guidance-for-local-authorities?utm_source=a2ab7a37-2310-4d8d-966b-2237212fd79f&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily

There is currently no highways and transport data available to indicate demand for this proposal, however where possible any 'before' traffic data will be identified and post-monitoring activities to determine any change in behaviour will be carried out.

A pre-scheme principal stakeholder consultation has been undertaken; the responses received to date are summarised in associated reporting to Cabinet (appendix 2 to the Experimental Traffic Regulation decision report 10 June 2021.)

Specific consultation and engagement with intended audiences and target groups for the service change

Specific prior engagement was not carried out with the groupings directly identified, i.e., residents, cyclists, pedestrians, public transport users and motorists, as these decisions are being made in the light of national public health policy imperatives.

There have been regular direct officer communications with the residents of Town Walls and with town centre businesses through the medium of the Shrewsbury BID.

Communications on these measures will need to be available to all members of the public, through press releases and use of local media, ideally including involvement of local elected members and portfolio holder, and the relevant town council. Consultation will remain open throughout the duration of the trial through the Shropshire Council consultation portal at: shropshire.gov.uk/get-involved/.

Drivers and proprietors of taxis and private hire vehicles, together with private hire operators, may usefully be advised of the changes through communication channels utilised by the Council's Licensing Service.

Consultation with public transport operators, and facilitation of any necessary alterations to public transport routes and services will continue to be co-ordinated through communication channels utilised by the Council's Passenger Transport Team.

Ongoing consultation will be maintained with local mobility and disability groups.

There will be formal noticing on site to activate the traffic regulation order. The Local Member will be encouraged to seek feedback from residents and users and act as a first point of contact post activation for any unforeseen issues arising.

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire.	High negative impact <i>Part Two ESIIA required.</i>	High positive impact <i>Part One ESIIA required.</i>	Medium positive or negative impact <i>Part One ESIIA required.</i>	Low positive or negative impact <i>Part One ESIIA required.</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group e.g., child for whom there are safeguarding concerns e.g., older person with disability)			✓ Potential perceived safety is improved for all users.	
Disability (please include mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)				✓ The scheme includes the loss of all disabled parking bays on High Street and Shoplatch which will mean that may have further to travel to access the town centre. Whilst the temporary scheme will offer increased space for pedestrians, there is no proposal to offer actual widened footways at this stage, so users are still required to negotiate the kerb.
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				✓

Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			✓ Whilst the temporary scheme will offer increased space for pedestrians, there is no proposal to offer additional footway provision, so users are still required to negotiate the kerb.	
Race (please include ethnicity, nationality, culture, language, gypsy, traveller)				✓
Religion and belief (please include Buddhism, Christianity, Hinduism, Islam, Judaism, Nonconformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				✓
Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓
Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				✓
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)			✓ Rebalance of space in favour of non-motorised modes of transport may make it more attractive for people to use Shrewsbury town centre facilities or to consider walking and	

			cycling as an active mode of travel.	
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Identification of likely impact of the service change in terms of other considerations including climate change and health and well being

This section is intended to link to the commentary on the actions to mitigate and enhance the impacts of the proposals.

Renewable energy generation
The decision arising from this report is not considered to create opportunities to generate renewable energy.

Carbon offsetting or mitigation
These measures could be latterly formalised in conjunction with wider Big Town plan initiatives to promote carbon reduction such as campaigns to promote active travel. Any such initiative would require dedicated resource and funding from Shropshire Council.

Health Impacts
This measure could contribute towards improving the health and well-being of Shropshire’s residents by facilitating social distancing requirements in response to the Covid-19 pandemic, improving actual safety by reducing the likelihood of road traffic accidents, improving perceived safety, and by encouraging the increased use of more sustainable and active modes of transport that can help people to become fitter and healthier.

Guidance Notes

Corporate and Service Area Policy and Practice on Equality and Social inclusion

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision-making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and

- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a standalone for a member of the public to read.

The approach helps to identify whether any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, e.g., Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behavior, for contractors to read and sign. It may well not be in the public domain like an ESIIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager must make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESIIA:

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximize positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave about equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behavior, we expect from people who work with vulnerable groupings, such as taxi drivers that we license;
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language regarding these groupings.

Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision-making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion. Please contact the equality policy lead within the Council for more advice and guidance in this regard, as per details below.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743