
Equality Impact Assessment

Template Form



SHETLAND
ISLANDS COUNCIL

INTRODUCTION

An Equality Impact Assessment (EQIA) is an evidence-based approach designed to help the Council ensure that its policies, strategies and proposals for change meet the needs of everyone.

This Equality Impact Assessment (EQIA) enables you to assess what you're proposing against the Public Sector Equality Duty and the Fairer Scotland Duty. The EQIA process involves:

- Step 1: Develop a Clear Understanding of your Objectives: outlining details of your proposal and background information.
- Step 2: Data & Consultation: evidence sources for assessment.
- Step 3: Screening Assessment of Impact: completing the screening process to determine if the proposal requires completion of a full impact assessment. The screening process can stand alone as a final summary if no significant impacts are identified.
- Step 4: Full Impact Assessment: to enable a more detailed analysis of the proposal, the impacts and any mitigations or actions to be put in place. This Step may not be required depending on the outcome at Step 3.
- Step 5: Monitor & Review: setting out how impacts will be monitored.
- Step 6: Decision & Authorisation: setting out decision from impact assessment and authorisation.
- Step 7: Publication of Result

STEP 1: Develop a clear understanding of your objectives		
Title of your proposal* Name of piece of work, for example policy, strategy or proposal (including budget proposals)	Bellsbrae School, Lerwick: Traffic Calming, 20 MPH Speed Limit and Active Travel Improvements	
Do you have authority for your proposal?	Yes <input checked="" type="checkbox"/>	From Executive Manager – Transport Planning and Executive Manager - Roads to progress the development of the project using Transport Scotland’s Tier 1 Active Travel funding.
	No <input type="checkbox"/>	please explain how and when you intend to get approval:
Do you have budget for your proposal?	Yes <input type="checkbox"/>	please explain:
	No <input checked="" type="checkbox"/>	A submission has been made to Transport Scotland’s Tier 2 Active Travel Fund. Currently awaiting their response.
Lead officer (name and job title)	Neil Hutcheson – Executive Manager, Roads	
Is this a new or existing policy/proposal? (include any information on previous relevant work)	The improvement of existing infrastructure and the making of a traffic regulation order for a 20 mph speed limit.	
Brief description of policy / proposal (including purpose, intended outcomes, aims, objectives and/or legislation)	The introduction of a 20 mph speed limit in Lerwick’s North Crescents housing area with traffic calming in the form of speed cushions. Also a footpath build-out at the school gate to prevent inconsiderate parking and an improved link to earlier active travel improvements at the Gilbertson Park. The intended outcome is to encourage active travel on the way to and from the school through improvement of road safety and of the existing route between the school and Gilbertson Park.	

STEP 2: Data & Consultation	
What evidence sources are you using in making the assessments?	
Internal or existing data Please detail your sources	Shetland Active Travel Strategy 2021-26 Shetland Active Travel Audits 2021/22 Shetland Transport Strategy 2018-2028 Shetland Road Safety Framework & Action Plan 2023/28

<p>Consultations with officers or partner organisations</p> <p>Please list your sources</p>	<p>No but this improvement was identified through an active travel settlement audit undertaken in Lerwick during which a number of organisations, including the school and community council, were consulted. Consultation will also be undertaken during the promotion of traffic order for the 20 mph speed limit.</p>
<p>Other:</p> <p>Please list your sources</p>	

STEP 3: Screening Assessment of Impact			
<p>Please identify the type of impact your proposal will have on those with a protected characteristic. A positive impact is likely to contribute to promoting equality or improving relations within an equality group. A negative impact could disadvantage that particular equality group. A brief explanation should be provided, based on the evidence or information gathered and outlined above.</p>			
<p>Equalities – Protected Characteristics</p>		<p>Please identify the type of impact your proposal will have on those who fall into the following categories:</p>	
<p>Age</p> <p>Will your proposal have an impact on those within an age group? For example, those over 60.</p> <p>Will your proposal have a negative impact on those within a particular age range? For example (18 to 30 year olds)</p> <p>Note: Age discrimination only applies to those over 18.</p>	<p>Positive <input checked="" type="checkbox"/></p> <p>please explain: Would benefit road users without access to motor vehicles including young people by improving road safety and encouraging active travel.</p>	<p>Neutral <input type="checkbox"/></p> <p>please explain:</p>	<p>Negative <input type="checkbox"/></p> <p>please explain:</p>
<p>Disability</p> <p>Will your proposal have an impact on those who have a disability? For example, will those who have a disability be discriminated compared to those who do not? For example, someone with a hearing impairment.</p>	<p>Positive <input checked="" type="checkbox"/></p> <p>Provision of at grade road crossings on Gilbertson Road and Bell's Road</p>	<p>Neutral <input checked="" type="checkbox"/></p> <p>please explain:</p>	<p>Negative <input type="checkbox"/></p> <p>please explain:</p>

<p>Gender Reassignment Will your proposal have an impact on those who are considering, undergoing or have undergone gender reassignment? For example, would the proposal lead to discrimination for those who have undergone gender reassignment (a process to reassign your sex)</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically target those who are undergoing or have undergone gender reassignment.</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Marriage and Civil partnership Will your proposal have an impact on those who are married or in a civil partnership? For example, would the introduction of your proposal lead to discrimination for anyone who is married or in a civil partnership?</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically target those who are married or in a civil partnership.</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Pregnancy and Maternity Will your proposal have an impact on those who are pregnant or on maternity (up to 26 weeks) compared to those who are not?</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically target those who are pregnant or on maternity.</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Race Will your proposal have an impact on anyone because of their race, ethnicity or nationality?</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically focus on race.</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Religion or Belief Will your proposal affect those who have a religion, belief or lack of religion or belief? For example, will those who have a religion be affected negatively?</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically focus</p>	<p>Negative <input type="checkbox"/> please explain:</p>

		on religion or belief.	
Sex Could your proposal have an impact on those of a specific sex, for example males would be impacted differently to those who are female?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically focus on sex.	Negative <input type="checkbox"/> please explain:
Sexual Orientation Could your proposal have an impact on those who are heterosexual, gay, lesbian or bisexual?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically focus on sexual orientation.	Negative <input type="checkbox"/> please explain:
Fairer Scotland Duty - Socio-economic Inequalities		Please identify the type of impact your proposal will have on low income households.	
Low income / income poverty Those who cannot afford to maintain regular payments such as bills, food, clothing payments	Positive <input checked="" type="checkbox"/> Low income families are more reliant on walking and cycling for travel.	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:
Low and/or no wealth Those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Positive <input checked="" type="checkbox"/> Low wealth families are more reliant on walking and cycling for travel.	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:
Material deprivation Those who cannot access basic goods and services, such as repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	Positive <input checked="" type="checkbox"/> Will be of greater benefit to those who can't access private cars.	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:
Area deprivation Consider where people live (such as rural areas) and where they work (accessibility and cost of transport)	Positive <input checked="" type="checkbox"/> Studies have shown that there is a higher incidence of pedestrian	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:

	road accidents in deprived areas.		
Socio-economic background Social class, such as parents' education, employment, income	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: The active travel improvements aim to enhance access for all users, it does not specifically focus on socio-economic background.	Negative <input type="checkbox"/> please explain:

Outcome of Screening Process		
If any negative impacts have been identified above, a Full Impact Assessment will be required (Step 4).		
Will a Full Impact Assessment (FIA) be required for:		
Equalities	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Fairer Scotland Duty	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

If a Full Impact Assessment (FIA) is not required, do not complete Step 4 or 5 and proceed to Steps 6 & 7.

STEP 4: Full Impact Assessment			
The full impact assessment must be completed where negative impacts have been identified at Step 3 above. Each of the negative impacts identified at Step 3 above will be explored in more detail to identify whether the proposal has a low, medium or high impact and whether there are any appropriate mitigating actions or changes that can be put in place to lessen that impact.			
Protected Characteristic	Identified Negative Impact from Step 3	Low /Medium / High Negative Impact	Mitigating Actions/Changes Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3.

Type of Socio-Economic Disadvantage	Identified Negative Impact from Step 3	Low/ Medium / High Negative Impact	Mitigating Actions/Changes Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3.

STEP 5: Monitor & Review	
What will change as a result of this proposal?	
How will the implementation of the proposal and any impacts be monitored?	
When is the proposal due to be reviewed?	
Who is responsible for ensuring this happens?	

STEP 6: Decision

Implement proposal with no amendments	<input checked="" type="checkbox"/>
Implement proposal taking account of mitigating actions as outlined above.	<input type="checkbox"/>
Reject proposal due to disproportionate negative impact.	<input type="checkbox"/>
Reason for decision: Impacts are either positive or neutral, none are negative.	

Authorisation		
Title of Policy / Proposal:	Bellsbrae School, Lerwick: Traffic Calming, 20 MPH Speed Limit and Active Travel Improvements	
Directorate and Service:	Infrastructure, Roads	
Policy and assessment author (s)	Name: Neil Hutcheson Job title: Executive Manager Date: 26/03/2025	Name: Job title: Date:
	Name: Neil Hutcheson Job title: Executive Manager Date: 26/03/2025	
Authorised and approved by Director or Executive Manager	Name: Neil Hutcheson Job title: Executive Manager Date: 26/03/2025	

STEP 7: Publication
<p>Please include a detailed summary of the result of the assessment in any Council reports.</p> <p>This summary and the EQIA should now be published at Diversity and Inclusion – Shetland Islands Council</p>