

Scottish Borders Council

Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	Title of Proposal:	Road Safety Plan 2010 – 2020 Interim Review
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(Please enter the title or reference for your proposal)

2.	Service Area: Department:	PLACE - Roads
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(Please enter the department/service area submitting the proposal)

3.	Description:	An update to the original Road Safety Plan highlighting progress towards Scottish Government targets
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(Please enter a full description of your proposal including its aims and objectives)

4.	Relevance to the Equality Duty.	
	Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010? (If you believe that your proposal may have some relevance – however small please indicate yes)	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	Promotion of equality of opportunity? <i>(Could your proposal help or hinder the Council with this)</i>	No
	Foster good relations? <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	No

5. Which groups of people may be impacted (both positively and negatively) if the proposal is advanced? (Please x all that apply).				
Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	No Impact	Possible Positive Impact	Possible Negative Impact	
Age (Older or younger people or a specific age grouping)		X		Targeted action to reduce the number of younger and older drivers involved in road accidents
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			
Gender (Males, Females, Transgender or Transsexual people)	X			
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers,	X			

refugees, migrants and asylum seekers)				
People with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)	x			
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth),	x			
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
Carers (those who have caring responsibilities for someone with an equality Characteristic)	x			
Poverty (people who are on	x			

a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)				
Employees (those employed by the Council including full time, part time and temporary)	x			

6.	Mitigation	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. If you are unsure of the answer please state this and recommend further investigation.	
	Characteristic	Mitigation
	Age	Young Driver Days, Skills for life advanced driving course

7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I have populated the evidence base to support my answers.	x
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	Not Certain – further assessment is recommended if proposal is progressed.	

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Completed By			
Name	Gary Haldane	Service Area.	PLACE - Roads
Post	Assistant Engineer	Date	04/08/17

This assessment should be presented to those making a decision about the progression of your proposal.

If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.

For your records, please keep a copy of this Equality Impact Assessment form.