

EQUALITY IMPACT ASSESSMENT SCHOOL CROSSING POINTS.

19 Jan 2015

A. Summary Details		
1	Title of EIA:	School Crossing Patrol Review 2014 – SCP Employees
2	Person responsible for the assessment:	Colin Maycroft
3	Contact details:	0161 912 5057 colin.maycroft@trafford.gov.uk
4	Section & Directorate:	Operational Services for Education, Economic Growth, Environment and Infrastructure
5	Name and roles of other officers involved in the EIA, if applicable:	N/A
B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input checked="" type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	To provide School Crossing Patrols at appropriate locations throughout the borough in line with National Guidance. (Road Safety GB)
4	Is the policy/function associated with any other policies of the Authority?	Traffic, Transport and Road Safety
5	Do any written procedures exist to enable delivery of this policy/function?	Yes
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	School Crossing Patrol staff (inc Static Standby and Mobile) Additional EIA information will be collated in relation to stakeholders.
8	How will the policy/function (or change/improvement), be implemented?	Review of School Crossing Points in line with National Guidelines. Disestablishment of Crossings that do not meet the requirement of the Guidelines. The business case proposed refers particularly to the staff patrolling the impacted school crossing patrols.
9	What factors could contribute or detract from achieving these outcomes for service users?	Additional assessment of crossing points by TfGM survey and Traffic, Transport and Road Safety assessments To determine status of crossings.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Trafford Council - Traffic, Transport and Road Safety

C. Data Collection		
1	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Gender, Date of Birth for staff
2	Please specify monitoring information you have available and attach relevant information*	Staff List National Guidelines (survey details of use and traffic flow when completed)
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	N/A

D. Consultation & Involvement		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	No
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	Consultation with School Crossing Patrol Staff
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	None

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;			Neutral	Total workforce 57% Female, 43% Male. At Risk Female 66%, Male 34%. As more women are employed in this service, proportionality, more female staff will be affected than the male. The proposal is not anticipated to impact on people for reasons of gender.

Appendix E (vi)

Pregnant women & women on maternity leave			Neutral	None as a result of this proposal
Gender Reassignment			Neutral	None
Marriage & Civil Partnership			Neutral	
Race - include race, nationality & ethnicity (NB: the experiences may be different for different groups)			Neutral	
Disability – physical, sensory & mental impairments			Neutral	None
Age Group - specify eg; older, younger etc)			Neutral	Total workforce average age 64. At risk average age 61
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			Neutral	
Religious/Faith groups (specify)			Neutral	

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

F. Could you minimise or remove any negative potential impact? If yes, explain how.	
Race:	
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	
Disability:	
Age:	
Sexual Orientation:	
Religious/Faith groups:	

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan,	Progress milestones	Progress
Review Crossing points.	Determine Crossing points to disestablish	October 2014	Colin Maycroft	Review of School Crossing Points Business Plan	Completion of Review	
Consultation with at risk staff	Determine Staff at risk	November 2014	Colin Maycroft	Review of School Crossing Points Business Plan	Completion of consultation	
Management to follow HR policy and procedures re the redundancy, redeployment processes and offer voluntary redundancy and voluntary retirement where appropriate.	Hold meetings with staff at risk re HR processes.	February 2015	Colin Maycroft	Review of School Crossing Points Business Plan	Completion of VER/VR, Redeployment	
Complete Service Review	Disestablish selected Crossing points if no alternative funding secured	March 2015	Colin Maycroft	Review of School Crossing Points Business Plan	Selected Crossing points Disestablished	

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed
Lead Officer
Date

Signed
Service Head
Date

