


## EQUALITY IMPACT ASSESSMENT TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

### SUMMARY (to be completed once you have undertaken the assessment)

Please summarise the findings of the assessment. This should be included in any Committee report to provide information to the relevant decision-maker.	The findings of this assessment indicates that no specific groups are likely to be negatively impacted by the Slough Air Quality Action Plan (2024-2028), and positive impacts are expected in groups including children, the elderly and pregnant women, who are more susceptible to poor air quality.
Please indicate a colour code based on your assessment ( see appendix A)	

### SECTION 1: Details of the proposal

<b>Title</b>	Air Quality Action Plan (2024-2028)
<p>Briefly summarise:</p> <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>Review and assessment of air quality is a legal requirement for all local authorities within the UK, under Part IV of the Environment Act 1995. Slough currently has five Air Quality Management Areas (AQMAs) declared due to exceedances of the nitrogen dioxide (NO<sub>2</sub>) air quality objective (40µg/m<sup>3</sup>), prescribed by the Air Quality Directive 2008/50/EC. Where an AQMA is designated, local authorities are required to coordinate the production of an Air Quality Action Plan (AQAP) describing the pollution reduction measures to be put in place and by when measures will be taken. The development of the Slough Air Quality Action Plan (2024-2028) fulfils this statutory requirement.</p> <p>Air pollution has a significant effect on public health, and poor air quality is the largest environmental risk to public health in the UK. The annual mortality of human-made air pollution in the UK is roughly equivalent to between 28,000 and 36,000 deaths every year. It is estimated that between 2017 and 2025 the total cost to the NHS and social care system of air pollutants (fine particulate matter and nitrogen dioxide), for which there is more robust evidence for an association, will be £1.6 billion<sup>1</sup>.</p> <p>Certain groups are more susceptible to the impacts of poor air quality, including children, the elderly, individuals with existing cardiovascular or respiratory diseases, pregnant women, communities in areas of higher pollution, such as close to busy roads, and low-income communities. Although air quality improvements will have benefits to all, it is expected that these groups will benefit the most.</p>

<sup>1</sup> [Air pollution: applying All Our Health - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/air-pollution-applying-all-our-health)

	<p>The AQAP (2024-2028) has been developed in collaboration with council officers to identify actions which will address exceedances of the NO<sub>2</sub> air quality objective. The AQAP has two specific aims:</p> <ul style="list-style-type: none"> <li>• To achieve a boroughwide NO<sub>2</sub> target concentration of &lt;35µg/m<sup>3</sup> by 2028</li> <li>• To revoke all of Slough Borough Council's AQMAs by 2030</li> </ul> <p>It is expected that the implementation of the AQAP measures will achieve these aims, and therefore lead to health improvements of those who live and work in the borough.</p>
Details of the lead person completing the screening/EIA	<p>(i) Full Name: Sophia Norfolk</p> <p>(ii) Position: Principal Environment Officer</p> <p>(iii) Service Area: Regeneration, Housing &amp; Environment</p> <p>(iv) Email Contact Details: sophia.norfolk@slough.gov.uk</p> <p>(v) Date: 3<sup>rd</sup> October 2024</p>
Date sent to Finance (if budget savings)	N/A
Version number and date of update	Version 2 – 3 <sup>rd</sup> October 2024

**SECTION 2: Initial screening:**

Not all proposals will require a full EIA, the assessment of impacts should be **proportionate** to the nature of the proposal/project/policy in question and the extent of **its likely impact**. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who currently uses/will use your service or facility so you can identify who is likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group, then use the results of wider census data/national trends/anecdotal information where available.</i></li> <li>• <i>Depending on the nature of the proposal, you may need to consult stakeholders and the public, including members of protected groups, to gather information on potential impacts of the proposal</i></li> </ul>
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**Who is likely to be impacted by this proposal?**

As the AQAP is a consolidation of measures across council departments, each measure that may result in disproportionate affects will go through its on EqIA process (for example Destination Farnham Road and the A4 Cycle Lane schemes).

The AQAP addresses air quality across the whole borough, therefore there is potential for everyone in Slough to be affected. The below EqIA therefore considers the impact on Slough’s population as a whole.

Equality Protected Characteristic	Please insert details of current or expected make up of service users
Sex	<p>In Slough, the population is made up of 50.4% females and 49.6% males. The public consultation responses were 41% females, 43% males, and 16% preferred not to say. It is expected that people will be impacted by the AQAP equally, irrespective of sex.</p>
Ethnicity and Race	<p>The population in Slough is predominantly made up of Asian ethnic groups (46.7%), followed by white ethnic groups (36%). For the public consultation, 21% were Asian or Asian British, 50% were white British/Irish/other, and 1% were black African. 28% selected ‘other’ or did not specify. It is expected that people will be impacted by the AQAP equally, irrespective of ethnicity and race.</p>
Disability	<p>In Slough, 11.3% of the population are disabled. In the public consultation, 36% of respondents indicated that they had a disability (1% deaf/BSL user, 1% hearing impairment, 1% learning difficulties, 7% long term health condition/hidden impairment, 4% mental health/mental distress, 6% physical impairment, 2% visual impairment, 2% other, 15% prefer not to say). Some of the measures within the action plan refer to active travel, however the definition of active travel is inclusive of people with disabilities. The Department for Transport defines active travel as modes of travel that involve a level of activity. The term is often used interchangeably with walking and cycling, but active travel can also include trips made by wheelchair,</p>

		mobility scooters, adapted cycles, e-cycles, scooters, as well as cycle sharing schemes.
	Sexual orientation	88.2% of Sloughs residents are straight or heterosexual. This question was not asked in the public consultation. It is expected that people will be impacted by the AQAP equally, irrespective of sexual orientation.
	Age	The age of Slough's population is 25% 0-15, 65.1% 16-64, and 9.9% 65+. The public consultation received responses from 1% 16-24, 14% 25-39, 23% 40-49, 23% 50-59, 16% 60-69, and 11% 70+. 12% preferred not to say. Children and the elderly are more susceptible to poor air quality and therefore may disproportionately benefit from the AQAP more so than other age groups.
	Religion or belief	The religion/beliefs amongst Slough's population are 32% Christian, 29.4% Muslim, 13.1% no religion, 11.3% Sikh and 7.8% Hindu. The religions/beliefs of people who completed the public consultation were 35% Christian, 15% no religion, 8% Muslim, 7% Sikh, 5% Hindu. 26% preferred not to say, and 4% did not answer. It is expected that people will be impacted by the AQAP equally, irrespective of religion or belief.
	Gender Reassignment	In Slough, 90.4% of the population have a gender identify that is the same as their sex registered at birth. 82% of people who responded to the public consultation confirmed that they are the same gender that they were assigned to at birth (15% preferred not to say, 3% not answered). It is expected that people will be impacted by the AQAP equally, irrespective of gender reassignment.
	Pregnancy/Maternity	There is no Slough specific data on pregnancy or maternity, either from the census or public consultation. People who are pregnant are more susceptible to poor air quality and therefore may be disproportionately positively impacted by the AQAP than others who are not pregnant.

<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information above relative to their size of in the wider Slough population?</b></p>	<p>There are a greater number of disabled people who responded to the public consultation than the proportion of those with disabilities in the borough (see census data), however this is likely to have a positive effect as it ensures that people with a range of disabilities have had their views heard and ensures the action plan is more inclusive.</p>
<p><b>2.3 If you have undertaken any specific consultation, please give summary of findings here. Has the consultation identified any specific equality impacts?</b></p>	<p>The public consultation on the draft AQAP was launched via Citizen Space on 15th March 2024 and closed on 27th April 2024 (open for six weeks in total). This consultation was shared directly with key stakeholder groups including statutory consultees, and received 100 responses to the online questionnaire and three responses via email. A detailed consultation report is appended at Appendix B.</p> <p>The key conclusions from the consultation are as follows:</p> <ul style="list-style-type: none"> <li>• The majority of respondents (68%) agreed that air quality is important to them, however fewer (44%) agreed that air quality was a problem in Slough, and fewer agreed that air quality significantly affects them (37%). In contrast however, 87% agreed that they have a good understanding of air pollution and its health impacts.</li> <li>• Respondents put value on their health, with 77% of respondents voting that they live a healthy lifestyle, 68% considering themselves physically active, and 69% interested in improving their health.</li> <li>• Almost all (99%) of respondents own a vehicle, 88% of which is either a diesel or petrol vehicle, and most (58%) have more than one vehicle per household. When asked what vehicle they would change to if given the opportunity, 52% would opt for a petrol or diesel vehicle, however 36% would opt for a hybrid or electric vehicle.</li> <li>• Despite 33% of respondents owning a bicycle (6% electric, 27% manual), only one respondent selected bicycle as their first ranked mode choice. This suggests that a focus should be on encouraging people to choose to use their bicycle over private vehicle use for short journeys, and therefore highlights the importance of this measure in the action plan.</li> <li>• When looking specifically at respondents who chose petrol or diesel vehicle as their top ranked mode choice, the top selected reasons for their choice included convenience (44%), reliability (42%), accessibility (41%) and ease of use (41%). Of the 73 respondents, 35 (48%) use their car between 0-5 hours per week, suggesting that their vehicle is mainly used for short journeys. Their geographic distribution suggests that alternative modes such as public transport and active travel are available to many of the respondents, but may need support in accessing them. In regards to reasons for travel, the most selected option was 'travelling to and from shops', followed by 'visiting friends</li> </ul>

and family' and 'commuting to and from work'. When asked if there were any other mode options they would like to start using or use more often, 39 (54%) respondents had selected alternative travel modes (i.e. excluding 'petrol / diesel' car and 'none of the above'). Almost half of these were short journeys, and the most popular alternative was public bus, therefore indicating that there is appetite amongst respondents to reduce use of their private car if an alternative was available.

- Overall, respondents support the objectives of the AQAP, with every objective under environment, transport and health education & awareness having greater support than opposition (on average across all measures, 50% support, 26% oppose, and 24% neither support nor oppose).
- In regards to specific measures, on average environment measures are supported (47% support, 27% oppose) whereas transport measures are generally opposed (35% support, 43% oppose). Specific schemes that lack support include the cycle and scooter hire scheme, the A4 cycle lane scheme and Destination Farnham Road. These schemes have been through their own consultation process and as such, are discussed separately in respective reports. Other measures that are not supported include emissions based parking charges and traffic calming measures in AQMAs. Measures associated with Health Education & Awareness are generally supported (50% support, 21% oppose), with the greatest support being for the road safety education and training programme (62%) and the greatest opposition being towards the delivery of a roadside emissions campaign (27%).
- Comments from respondents indicate that cost to residents is the most significant factor in their response, therefore measures that impose further costs to residents are unlikely to be publicly supported. This will be taken into consideration when assessing the viability of measures however measures will be implemented where the benefits are evident.

The above summary indicates that those that are most likely to be impacted by the AQAP are those who are dependent on private car use. General objections were raised in the consultation about costs to residents, however it is expected that negative AQAP impacts affect all groups equally. Positive impacts as a result of air quality improvements will be most significant for those that are more susceptible to poor air quality.

**2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, what is the likely impact?**

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with disabilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider children, and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

have undergone a process or part of a process of gender reassignment				
People who are pregnant	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.</b>				

<b>2.5</b>	<b>Based on your responses, should a more detailed EIA be carried out on the project, policy or proposal?</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	At this stage of policy development, no disproportionate negative impacts are identified for equality groups with positive or neutral impacts identified for all groups. Positive impacts are most likely for people who are pregnant, children and younger people and those with certain health conditions (especially cardiovascular and respiratory). However, depending on the details of future specific actions, it is possible negative equality implications may arise as a result of the AQAP approval, for example if measures which increase costs for residents are introduced, particularly those that increase costs for private vehicle users. Those who have lower income are more likely to be disproportionately impacted by these measures, and as such, financial implications to residents and a further EIA, will be taken into consideration before any such measure is introduced.

**If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed**

### SECTION 3: Detailed Assessment of Impact and Mitigations

To be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified.

Protected Characteristic		Positive Impacts	Negative Impacts	Neutral or no Impact	Can any negative impacts be mitigated? If so, please describe below.
<b>Sex</b>	Men				
	Women				
<b>Race or Ethnicity</b>	White				
	Mixed/Multiple ethnic groups				
	Asian/Asian British				
	Black/African/Caribbean / Black British				
	Gypsies / travellers				
	nother ethnic group				
<b>Disability</b>	Physical				
	Sensory				
	Learning Difficulties				
	Learning Disabilities				
	Mental Health				
<b>Sexual Orientation</b>	Lesbian, Gay, Bisexual				






<b>Age</b>					
<b>Pregnancy or maternity</b>	Those pregnant or in maternity period.				
<b>Gender Reassignment</b>	Trans People				
<b>Faith/Belief</b>	People of particular faiths				

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p>	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>						
	<p><b>Action Required</b></p>	<p><b>Equality Groups Targeted</b></p>	<p><b>Intended outcome</b></p>	<p><b>Resources Needed</b></p>	<p><b>Name of Lead, Unit &amp; Contact Details</b></p>	<p><b>Completion Date (DD/MM/YY)</b></p>	<p><b>RAG</b></p>
	<p><i>Enter additional rows if required</i></p>						

**Appendix A**

**Equality Impact Assessment Decision Rating Guide**  
**PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL**

Decision	Action	Risk
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.</p>	<p><b>Further advice should be taken</b></p>	<p><b>Red</b>  </p>
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.</p>	<p><b>Proceed pending agreement of mitigating action</b></p>	<p><b>Amber</b>  </p>
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.</p>	<p><b>Proceed</b></p>	<p><b>Green:</b>  </p>