

# **Equality impact assessment form**

**Communities & Place**

**Traffic & Transportation**

**Air Quality – Reducing Roadside Nitrogen Dioxide  
Emissions – Option 2**

**10/10/2018**

**Head of Traffic & Transportation**

**Decision of Cabinet**

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**Derby City Council**



## **Equality impact assessment – please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have ‘**due regard**’ to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘**relevant protected characteristic**’ and people who don’t.

Having ‘due regard’ means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity

- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have

found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

### **Equality groups and protected characteristics**

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls

- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

## **Contact for help**

Ann Webster – Lead on Equality and Diversity

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## **The form**

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

## **What’s the name of the policy you are assessing?**

Air Quality – Preferred Option for Reducing Roadside Nitrogen Dioxide Emissions

## The assessment team

Team leader's job title Head of Traffic & Transportation

Other team members

	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
	Acting Director of Planning and Transportation	Derby City Council	Service
	Group Manager	Derby City Council	Service

## Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

- 1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

In 2015 Derby was identified by DEFRA, along with four other cities, as needing to take early action to improve roadside nitrogen dioxide (NO<sub>2</sub>). Initially, the Government direction required local authorities to implement chargeable access restrictions by 2020.

In July 2017 the Government launched a revised National Air Quality Plan for NO<sub>2</sub> emissions. This plan set out that Local Authorities should develop local measures to achieve compliance. The locally developed scheme had to be submitted to the Secretary of State for approval. If approval was given, then the Council would be legally obliged to implement the scheme.

The local measures that are proposed in relation to these identified area(s) of exceedance must:

- a) deliver compliance with the legal limit for NO<sub>2</sub>
- b) in the quickest possible time
- c) be at least as effective as the predicted modelled benefits of a chargeable access restriction

The process of building Derby's local measures included developing scheme options for submission to the Secretary of State which gave rise to three options. These were set out in a public consultation which closed on 24 September 2018.

The decision for Cabinet is for a preferred option. The recommendation being put forwards is for Option 1. This is to implement traffic management measures, focused on reducing roadside NO<sub>2</sub> on Stafford Street. This addresses the specific exceedance without any charges for road users.

The aim of the recommendation is to achieve compliance with the legal limits for NO<sub>2</sub> at the roadside, in the area in Derby where the Government model shows there is exceedance. This must be done in the quickest possible time.

The project is a significant priority for the Communities and Place Directorate and thus in corresponding Business and Service Plans. It aligns to the "Strong" vision in the Council and Derby Plan as the city a place where people work together, can enjoy good health and wellbeing throughout their life and feel that they belong to a thriving community. However, this is a statutory requirement and fits in with environmental and public health concerns across services areas of the Council.

**2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?**

The development of the measures necessary in Derby is largely dependent on a set of minimum modelling criteria set out by Government. This shows the area(s) of exceedance and is used to test the possible interventions to demonstrate beneficial impacts and any impact on other areas.

Public consultation is integral to process both to inform the recommendation of the preferred option and the further development of plans and activity to deliver the change required.

Much of the highly specialised modelling is being carried out by external experts. This is being supported by Council Officers to produce locally appropriate measures.

The public consultation and targeted work with key stakeholders has been led by council officers including both technical experts and specialists in engagement and consultation.

**3 Who are the main customers, users, partners, employees or groups affected by this proposal?**

All options	<p>Groups</p> <p>Public Health evidence suggests that older people, the very young and anyone with a health condition will be disproportionately negatively impacted by poor air quality. NO<sub>2</sub> is not the only element contributing to air quality, but there is growing evidence of the negative health impact of NO<sub>2</sub></p>
Option 1	<p>Geographic</p> <ul style="list-style-type: none"> <li>Targeted - The impact will be on residents and road users of Stafford Street. These will benefit from the reduction in roadside NO<sub>2</sub>.</li> <li>City-wide - There will be some impacts across the city, as a result of additional proposed measures to encourage more active and sustainable travel, improvements in vehicles and consequently the emissions.</li> </ul>



Option 2 and Option 3	<p>Geographic</p> <ul style="list-style-type: none"> <li>• Targeted - will be less targeted on the area of exceedance and the improvement depends on modelling of charges either restricting traffic or promoting vehicle change to compliant vehicle types. It is reasonable to expect improvement in air quality.</li> <li>• City-wide: There will be some negative impacts across the city, as a result of charges being implemented for drivers of non-compliant vehicles, which may include disabled drivers. The charges will impact on the private and business vehicles and may increase the cost of the delivery of goods and services.</li> </ul>
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## **Step 2 – collecting information and assessing impact**

- 4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.**

An eight week public consultation was undertaken from 30 July to 24 September 2017 over 2,500 responses were received. The consultation was primarily conducted through an online survey with paper versions and translations available on request. Stakeholders and individuals were also given the opportunity to write in with any other comments they had and these have all been incorporated in this report.

In addition to the online survey, information on the consultation was sent directly to around 50 key businesses and stakeholder groups to encourage both them and their employees to respond. Along with the consultation information, links to various supporting and technical documents with further information on the air quality project were also provided. This information was sent to key stakeholders including but not limited to bus operators, taxi associations, emergency services, businesses, the Freight Transport Association and active travel groups. Council officers have also attended individual businesses with information stands to engage and inform employees on current proposals.

As part of the consultation Council officers have also met with the following key stakeholders:

- The Federation of Small Businesses
- The Health and Well-being Board
- Derby Renaissance Board
- Derby Voices in Action Youth Council
- The Active Travel Forum
- Adults and Health Scrutiny Board

The Council's Equality Hubs and 50 + Forum as well as the Learning Differences Partnership Board will also be consulted on the recommended outcome.

#### Feedback from the consultation

Three main options were set out for consideration. Of the three options set out in the consultation document the overwhelming support was for Option 1, the traffic management solution and the Council's preferred option. Just under three quarters of respondents (73.6%) agreed with the main measures set out in Option 1, compared to just 27.5% for Option 2 (charging zone for the inner ring road) and 17.1% for Option 3 (extended charging zone). Key comments about the options related to:

Option 1: Statements of support or opposition to the proposal; traffic management including signalling and traffic flow; concerns about displacement; and the economic impact on particular businesses, individuals or groups.

Option 2: Impact on business/economy in the city as a whole; the financial impact on people; the need for investment and improvements in infrastructure/public transport; displacement outside the zone; and suggestions for different charging/timing in the proposed zone and support.

Option 3: Financial impact to people, businesses and the city as a whole; the potential impact on people living within the proposed zone; statements of opposition to the proposal; the suitability of the zone area proposed and the improvements needed to public transport.

- 5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.**

## Age

What do you already know?	Option	Positive impact	Negative impact	Mitigation
NO2 has a negative impact on the very young and older age groups. Directly targets an improvement in NO2 levels in the exceedance area only. Clean Air Fund will aim to address city-wide issue	1	X		Clean Air Fund will aim to address city-wide issue
	2		X	May have wider benefits it stimulates vehicle change and removes non-compliant vehicles. It may have health wider health benefits beyond the boundary of the scheme.
	3		X	May have wider benefits it stimulates vehicle change and removes non-compliant vehicles. It may have health wider health benefits beyond the boundary of the scheme.
Older age groups may be negatively impacted by proposals in terms of cost of vehicle change, paying charges under the alternative options and potentially increased social exclusion.	1	X		Provides a solution to target area without the need to charge road users and the household and business impacts. It avoids the issues of social exclusion and the impact of charging which could be regressive.
	2		X	Would impose charges for private car drivers and business vehicles. This could increase the cost of delivery of service, specifically care. It may also increase social exclusion and isolation which could be regressive.
	3		X	Would impose charges for private car drivers and business vehicles. This

What do you already know?	Option	Positive impact	Negative impact	Mitigation
				<p>could increase the cost of delivery of service, specifically care. It may also increase social exclusion and isolation which could be regressive.</p> <p>The area of the city covered by the zone would include many district shopping areas, health centre and other facilities</p>

## Disability

What do you already know?	Option	Positive impact	Negative impact	Mitigation
Anyone who relies on a vehicle as a necessity as a technical aid	1	X		No negative financial impact on disabled road users.
	2		X	Will have a financial impact on disabled road users if they have non-compliant vehicles.
	3		X	Will have a financial impact on disabled road users if they have non-compliant vehicles.
Disabled drivers who need to access parking in city centre	1	X		Supports access to these areas without any potential financial impact.
	2		X	Will have a negative financial impact on disabled road users in accessing city centre areas if they drive a non-compliant vehicle.
	3		X	Will have a negative financial impact on disabled road users in accessing city centre areas if they drive a non-compliant vehicle.

				The area of the city covered by the zone would include many district shopping areas, health centre and other facilities
Disabled people who are dependent on friends and relatives for travel support	1	X		Will not have a negative impact on accessibility or involve additional cost for road users.
	2		X	Will have a negative impact on accessibility or involve additional cost for road users if they drive a non-compliant vehicle
	3		x	Will have a negative impact on accessibility or involve additional cost for road users if they drive a non-compliant vehicle

### Gender identity- trans

What do you already know?	Option	Positive impact	Negative impact	Mitigation
Negative impact will apply to anyone with a non-compliant vehicle impact	1	X		No negative impact anticipated
	2		X	Clean Air Fund will aim to address city-wide issues
	3		X	Clean Air Fund will aim to address city-wide issues
Any health benefits will apply to this group – Derbyshire LGBT+ is nearby in Bramble Street	1	X		All beneficial impact should be equally applicable to this group.
	2	X		
	3	X		

### Marriage and Civil Partnership

What do you already know?	Option	Positive impact	Negative impact	Mitigation
Negative impact will apply to anyone with	1	X		No negative impact anticipated

<b>a non-compliant vehicle impact</b>				
	<b>2</b>		<b>X</b>	<b>Clean Air Fund will aim to address city-wide issues</b>
	<b>3</b>		<b>X</b>	<b>Clean Air Fund will aim to address city-wide issues</b>
<b>Any health benefits will apply to this group</b>	<b>1</b>	<b>X</b>		<b>All beneficial impact should be equally applicable to this group</b>
	<b>2</b>	<b>X</b>		
	<b>3</b>	<b>X</b>		

### **Pregnancy and maternity**

<b>What do you already know?</b>	<b>Option</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Negative impact will apply to anyone with a non-compliant vehicle impact	1	X		No negative impact anticipated
	2		X	Clean Air Fund will aim to address city-wide issues
	3		X	Clean Air Fund will aim to address city-wide issues
Any health benefits will apply to this group, including their unborn and also young babies	1	X		All beneficial impact should be equally applicable to this group.
	2	X		
	3	X		

### **Race**

<b>What do you already know?</b>	<b>Option</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Negative impact will apply to anyone with a non-compliant vehicle impact	1	X		No negative impact anticipated
	2		X	Clean Air Fund will aim to address city-wide issues
	3		X	Clean Air Fund will aim to address city-wide issues
Any health benefits will apply to this group	1	X		All beneficial impact should be equally applicable to this group.
	2	X		
	3	X		

### **Religion or belief or none**

<b>What do you already know?</b>	<b>Option</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Negative impact will apply to anyone with a non-compliant vehicle impact	1	X		No negative impact anticipated
	2		X	Clean Air Fund will aim to address city-wide issues
	3		X	Clean Air Fund will aim to address city-wide issue
Any health benefits will apply to this group	1	X		All beneficial impact should be equally applicable to this group.
	2	X		
	3	X		

## Sex

<b>What do you already know?</b>	<b>Option</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Negative impact will apply to anyone with a non-compliant vehicle impact	1	X		No negative impact anticipated
	2		X	Clean Air Fund will aim to address city-wide issues
	3		X	Clean Air Fund will aim to address city-wide issue
Any health benefits will apply to this group	1	X		All beneficial impact should be equally applicable to this group.
	2	X		
	3	X		

## Sexual orientation

<b>What do you already know?</b>	<b>Option</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Negative impact will apply to anyone with a non-compliant vehicle impact	1	X		No negative impact anticipated
	2		X	Clean Air Fund will aim to address city-wide issues
	3		X	Clean Air Fund will aim to address city-wide issue
Any health benefits will apply to this group – Derbyshire LGBT+ is based nearby on Bramble Street and	1	X		All beneficial impact should be equally applicable to this group.
	2	X		
	3	X		



Derby Pride takes place around this area too				
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**Important** - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

**6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

Option 1	<ul style="list-style-type: none"> <li>• directly addressed Stafford Street NO2 exceedance meeting the requirements of the national Air Quality Plan (July 2017)</li> <li>• Wider improvement in NO2 reduction are also proposed as a result of additional measures to improve vehicle emissions, by supporting people to change to more modern cars and vans, and by accelerating the availability of public charging points for electric vehicles</li> <li>• Other measures to support active and sustainable travel, may provide better options for some categories and support healthier lifestyles, better accessibility.</li> </ul>
Option 2	<ul style="list-style-type: none"> <li>• Indirectly addressed Stafford Street NO2 exceedance</li> <li>• It is likely to have a disproportionate economic and social impact to resolve one area of exceedance.</li> <li>• Wider improvement in NO2 reduction are also proposed as a result of additional measures to improve vehicle emissions, by supporting people to change to more modern cars and vans, and by accelerating the availability of public charging points for electric vehicles.</li> <li>• Other measures to support active and sustainable</li> </ul>

	travel, may provide better options for some categories and support healthier lifestyles, better accessibility.
Option 3	<ul style="list-style-type: none"> <li>Indirectly addressed Stafford Street NO2 exceedance</li> <li>It is likely to have a disproportionate economic and social impact to resolve one area of exceedance.</li> <li>The zone would include approximately one third of the city's residents and within the zone.</li> <li>Wider improvement in NO2 reduction are also proposed as a result of additional measures to improve vehicle emissions, by supporting people to change to more modern cars and vans, and by accelerating the availability of public charging points for electric vehicles.</li> <li>Other measures to support active and sustainable travel, may provide better options for some categories and support healthier lifestyles, better accessibility.</li> </ul>

### Step 3 – deciding on the outcome

#### 7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

<b>Outcome 1</b>		<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>	<b>X</b>	<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>		<b>Continue the policy</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>sufficient plans to stop or minimise the negative impact</li> <li>mitigating actions for any remaining negative impacts</li> <li>plans to monitor the actual impact.</li> </ul>
<b>Outcome 4</b>		<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome 2 has been selected as it is acknowledged that the decision on the preferred option has not yet been made. The decision needs to consider the results of this EIA in taking the next steps. This process appears to suggest that Option 1 has the least negative impact overall specifically because it does not include a charging scheme. However there are wider issues, particularly related to public health and wider air quality issues which will have an impact and must be taken into account in the development of specific plans, specifically the Clean Air Fund.

Why did you come to this decision?

It is acknowledged that the Council has a legal obligation and that options 1 will deliver this in the fastest possible time, with a positive impact on people living, working and travelling in close proximity to the exceedance area.

The benefits of the scheme appear to benefit the community. However the negative impacts are likely to have a particular impact on specific users groups and impact on household budgets and businesses.

Option 1	<ul style="list-style-type: none"><li>• supports improvement in air quality as a result of NO2 reduction and is proportionate to the specific legal target.</li><li>• does not have the potential negative economic impact on user groups or increase social exclusion.</li></ul>
Option 2	<ul style="list-style-type: none"><li>• supports improvement in air quality as a result of NO2 reduction, but has a disproportionate impact on the city.</li><li>• has potential negative economic impact on user groups and may increase social exclusion.</li><li>• It will not deliver compliance in the quickest possible time. Option 1 will deliver compliance quicker.</li></ul>
Option 3	<ul style="list-style-type: none"><li>• supports improvement in air quality as a result of NO2 reduction, but has a disproportionate impact on the city.</li><li>• likely to have a negative economic impact on user groups and may increase social exclusion.</li><li>• It will not deliver compliance in the quickest possible time. Option 1 will deliver quicker.</li></ul>

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of

the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

#### **Step 4 – equality action plan – setting targets and monitoring**

**8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

#### **Equality Action Plan –setting targets and monitoring**

A detailed EIA will be completed alongside the development of the preferred option once this has been decided.

#### **Age**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups, including younger and older people	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

#### **Disability**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups, including disabled people so any initiatives do not create any further barriers for disabled people	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Gender identity - trans**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups, including the trans community	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Marriage and Civil Partnership**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Pregnancy and maternity**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups, including pregnant women and unborn babies as well as young babies	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Race**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups, including our minority ethnic community groups	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Religion or belief or none**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups, including those with religious beliefs and none	Improving or maintaining accessibility, with health benefits from cleaner air  Economic and social impact will not be immediately offset	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Sex**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups	<p>Improving or maintaining accessibility, with health benefits from cleaner air</p> <p>Economic and social impact will not be immediately offset</p>	Traffic & Transportation as part of the bid process	To be defined as the project develops

### **Sexual orientation**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The supporting measures in the Clean Air Fund need to be designed to support all user groups including the LGBTQ+ community	<p>Improving or maintaining accessibility, with health benefits from cleaner air</p> <p>Economic and social impact will not be immediately offset</p>	Traffic & Transportation as part of the bid process	To be defined as the project develops



We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 643722  
Minicom: 01332 640666

643722

### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt:

01332 643722

Tel. tekstowy: 01332 640666

### Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ 01332 643722 ਸੰਪਰਕ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

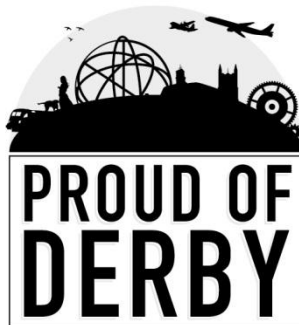
### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

### Urdu

01332 643722

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council