

## Chapter 4: Equality Impact Assessment (EQIA)

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## Introduction

- 4.1 In the Mayor's Transport Strategy (MTS), the Mayor makes a commitment to developing an inclusive transport system that takes account of the needs of all Londoners. The MTS also recognises the key role that transport plays in addressing social exclusion by providing access to jobs, education, services and facilities.
- 4.2 The London Borough of Barking and Dagenham supports these aspirations and is also fully committed to the promotion of equality of opportunity. Like the Mayor, the Council is also under a statutory duty in this respect. An overarching policy of the Council as set out in its Community Strategy is 'Promoting Equal Opportunities and Celebrating Diversity'.
- 4.3 The Mayor will have to take account of his statutory duties when assessing LIPs. To help the Mayor this Equality Impact Assessment (EQIA) has been prepared to demonstrate that the LIP does not have a negative impact on a particular equality target group, or that any adverse impacts identified have been appropriately mitigated.
- 4.4 The EQIA also shows the Council is indeed meeting its statutory duties under relevant legislation e.g. obligations arising from the Race Relations Amendment Act (2000) and the Disability Discrimination Act (DDA) (1995) - to name just two examples.
- 4.5 Other Chapters of this LIP also demonstrate how the Council meets the equality and inclusion objectives set out in the MTS, and include proposals responding to the requirements in the Transport Strategy LIP Matrix (Appendix C of Local Implementation Plan Guidance, TfL, July 2004).

## The TfL EQIA Model

- 4.6 In June 2004, TfL published 'Equality Impact Assessments – How To Do Them'. The LIP EQIA has been based on that.
- 4.7 In that document it is recommended to carry out an EQIA 'Initial Screening' during the initial stage of development of a policy or strategy. A standard form is proposed to be used for this purpose.
- 4.8 An assessment is designed to look at two possible impacts, in this case arising from a strategy, policy or proposal:
  - Positive impacts – where an impact will benefit equality target group(s), or improve equal opportunities/or relationships between groups;
  - Negative/adverse impacts – where the impact could disadvantage one equality target group, or some equality target groups.





































