

Greater Manchester's Outline Business Case to tackle Nitrogen Dioxide Exceedances at the Roadside

E3 Equality Impact Assessment (EQIA)



Salford City Council



Oldham
Council

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Authorised by: Date:	Simon Warburton 28 th February 2019		

Equality Impact Analysis

Section one: Initial Screening

Analysis Reference	260219
Department	Logistics & Environment
Team or Service Area	Clean Air Project
Officer completing the analysis	Interim Head of Environment & Logistics
Phone	-
Email	-
Type of activity	Project
Title of activity	Outline Business Case to tackle Nitrogen Dioxide Exceedances at the Roadside

Under current equality legislation, TfGM is required in the exercise of our functions to have due regard for the need to:

eliminate unlawful discrimination, harassment and victimisation;

advance equality of opportunity between persons who share a relevant characteristic, and persons who do not share it; and foster good relations between those who have a protected characteristic and those who don't.

Equality Analysis (formally referred to as Equality Impact Analysis (EQIA)) is a tool that will help you to consider equalities issues when drawing up or reviewing a strategy, project, policy, process or procedure which affects the delivery of services and the employment practice of Transport for Greater Manchester (TfGM). Equality Analysis will improve the work of TfGM by making sure it does not unlawfully discriminate against people and that it fulfils its duties under current equality legislation and where possible, it promotes equality.

You will need to demonstrate where appropriate that there has been engagement with beneficiary groups and at the end of this analysis you will need to provide documentary evidence of all the information you have taken into account during this process.

Question 1

Is this a new or existing activity?

New

Question 2

What is the main aim and purpose of the activity?

The main aim of this activity is to undertake a feasibility study and produce a region wide plan to address exceedances of nitrogen dioxide. Greater Manchester is taking a collaborative and collective approach to meet the Government requirement to produce a feasibility study in accordance with the HM Treasury's Green Book, identifying the measures that will deliver compliance within the shortest possible time.

This is an overarching high level impact assessment and the local authorities will carry out their own impact assessments at full business case stage.

Question 3

List the main elements of the activity. (for strategies list the main policy areas):

The feasibility study which will include:

- Strategic outline case;
- Initial evidence and target determination;
- Outline business case; and
- Full business case

Question 4

If this is a new/proposed activity or a change to an existing activity please explain why the proposal being made for what reason?

The feasibility study is at the Outline Business Case stage and there is a proposed package of measures to tackle nitrogen dioxide exceedances. These include:

- A chargeable Class C Clean Air Zone across GM
 - o Phase 1: (assumed from 2021) daily penalty for non-compliant buses, taxis/PHV and HGVs
 - o Phase 2: (assumed from 2023) expanding to non-compliant LGVs
- Vehicle Renewal Schemes (financial incentives to upgrade non-compliant vehicles) for Freight, Taxis and Private Hire Vehicles and Buses.
- Loan Finance – provision of FSA regulated loans for those taking advantage of the Vehicle Renewal Schemes (Gap funding)
- Electric Vehicle Infrastructure and Promotion
- Sustainable Journeys (behaviour change activity)

The proposal DOES NOT IMPACT THE USE OF PRIVATE CARS.

The proposal is being made now to comply with a government requirement. It is being coordinated centrally to ensure consistency across the region and compliance with government guidance.

Question 5

What outcomes does the activity aim to achieve?

A feasibility study that sets out the measures proposed to address nitrogen dioxide exceedances in Greater Manchester which has been developed collectively by all Greater Manchester local authorities, and co-ordinated by TfGM, in line with Government direction and guidance.

Question 6

Who are, or will be, the main beneficiaries of the activity?

Please tick one or more of the following

Travelling public	No
TfGM staff	No
Partners including Operators	No
Suppliers	No
Others - please specify	Yes
	People living, working and travelling in Greater Manchester

Question 7

Do you need to consult with people who might be affected by it directly or indirectly? Please justify your response

Plan to consult <i>- Who do you plan to consult and when?</i>

A public 'conversation' is proposed to run between early May and mid-June (for six weeks) to help further inform the work, and this will supplement the more targeted stakeholder engagement that is ongoing with affected businesses. In addition, further deliberative research is proposed to take place during March and April 2019.

The key audience groups for the public conversation are those who will be most affected by the proposed measures.

This engagement will all inform the further development and detailed design of the measures and will help to refine the

proposals that will comprise the Full Business Case.

As required by Transport Act 2000, a statutory consultation relating to the proposed introduction of a charging Clean Air Zone is proposed to run between August and October 2019. In the statutory consultation the obligation is to consult local persons, and such representatives of local persons, as Greater Manchester consider appropriate about the proposed charging scheme.

Question 8

Having due regard for equality duty involves:

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; Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. Please complete the table below and give reasons, evidence and comment, where appropriate, to support your judgement(s).

Use the table below to record where you think that the activity could have a positive impact on any of the target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups. Use the table below to record where you think that the activity could have an adverse impact on any of the equality target groups i.e. it could disadvantage them and impact is high. Use the last column in the table below to give reason/comments/evidence where appropriate to support your judgement

Age			
Target Group	Positive	Adverse	Comment/Evidence

Equality Impact Analysis

<p>Children and Young People (aged 19 and under)</p>	<p>High</p>	<p>Medium</p>	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group.</p> <p>The positive health impact of reducing nitrogen dioxide exceedances is outlined in the strategic case. Breathing in polluted air contributes to the equivalent of 1,200 deaths a year in Greater Manchester. It affects people's lungs in the short and long term, worsening respiratory issues such as asthma or bronchitis, as well as cardiovascular problems and reduces life expectancy. Health damage caused by air pollution can begin as early as a baby's first few weeks in the womb and exposure over a long time can lead to heart and lung disease. The most vulnerable in society are hit hardest – children, older people and those already in poor health.</p> <p>There could be a negative impact on this target group as they are more likely to be dependent on public transport services including school and community transport [as concessionary card holders] if action to clean up the bus fleet has the unintended consequence of reducing the number or frequency of bus services in the region. Buses are an essential component of the public transport offer, and in many parts of the region are the only public transport available.</p> <p>It is assumed that the Clean Bus Fund (as part of the Vehicle Renewal Scheme) will support the operators to upgrade their fleets and mitigate unintended consequences.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Equality Impact Analysis

<p>Older People (aged 60 and over)</p>	<p>High</p>	<p>Medium</p>	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group.</p> <p>The positive health impact of reducing nitrogen dioxide exceedances is outlined in the strategic case. Breathing in polluted air contributes to the equivalent of 1,200 deaths a year in Greater Manchester. It affects people's lungs in the short and long term, worsening respiratory issues such as asthma or bronchitis, as well as cardiovascular problems and reduces life expectancy. Health damage caused by air pollution can begin as early as a baby's first few weeks in the womb and exposure over a long time can lead to heart and lung disease. The most vulnerable in society are hit hardest – children, older people and those already in poor health.</p> <p>There could be a negative impact on this target group as they are more likely to be dependent on public transport (including taxis and PHVs, community transport). Buses are an essential component of the public transport offer, and in many parts of the region are the only public transport available.</p> <p>Action to clean up the bus / taxi / PHV fleet could have unintended consequence of reducing the number or frequency of bus and /or the number of accessible taxi/PHV services in the region.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Disability			
Target Group	Positive	Adverse	Comment/Evidence
<p>People with physical impairments (Includes mobility, co-ordination, lifting and carrying, manual dexterity, wheelchair user)</p>	<p>Medium</p>	<p>Medium</p>	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group.</p> <p>There could be a negative impact on this target group as they are more likely to be dependent on public transport (including taxis and PHVs, community transport) if they have not already accessed the national Mobility Scheme. Buses are an essential component of the public transport offer, and in many parts of the region are the only public transport available.</p> <p>Action to clean up the bus / taxi / PHV fleet could have unintended consequence of reducing the number or frequency of bus and /or the number of accessible taxi/PHV services in the region.</p> <p>It is assumed that the Clean Bus/ Tax Funds (as part of the Vehicle Renewal Scheme) will support the operators to upgrade their fleets and mitigate unintended consequences.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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<p>People with communication or sensory impairments (Includes blind/partially sighted, deaf/hard or hearing, difficulty speaking)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group.</p> <p>There could be a negative impact on this target group as they are more likely to be dependent on public transport (including taxis and PHVs, community transport). Buses are an essential component of the public transport offer, and in many parts of the region are the only public transport available.</p> <p>Action to clean up the bus / taxi / PHV fleet could have unintended consequence of reducing the number or frequency of bus and /or the number of accessible taxi/PHV services in the region.</p> <p>It is assumed that the Clean Bus/ Tax Funds (as part of the Vehicle Renewal Scheme) will support the operators to upgrade their fleets and mitigate unintended consequences.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Equality Impact Analysis

<p>People with a learning disability or cognitive impairment (Includes conditions which affect ability to learn, understand, read, remember, and concentrate eg. Downs Syndrome, autism, ADA)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group.</p> <p>There could be a negative impact on this target group as they are more likely to be dependent on public transport (including taxis and PHVs, community transport). Buses are an essential component of the public transport offer, and in many parts of the region are the only public transport available.</p> <p>Action to clean up the bus / taxi / PHV fleet could have unintended consequence of reducing the number or frequency of bus and /or the number of accessible taxi/PHV services in the region.</p> <p>It is assumed that the Clean Bus/ Tax Funds (as part of the Vehicle Renewal Scheme) will support the operators to upgrade their fleets and mitigate unintended consequences.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Equality Impact Analysis

<p>People with mental health problems (Includes depression, schizophrenia)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group. However, there could be a negative impact on this target group as frequent users of bus services [concessionary card holders] if action to clean up the bus fleet has the unintended consequence of reducing the number or frequency of bus services in the region. Buses are an essential component of the public transport offer, and in many parts of the region are the only public transport available. It is assumed that the Clean Bus Fund will support the operators to upgrade their fleets and mitigate unintended consequences.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
<p>People with long standing illness/health condition (Includes cancer, HIV, MS, diabetes, heart disease, epilepsy, continence)</p>	<p>High</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group. The positive health impact of reducing nitrogen dioxide exceedances is outlined in the strategic case. Breathing in polluted air contributes to the equivalent of 1,200 deaths a year in Greater Manchester. It affects people's lungs in the short and long term, worsening respiratory issues such as asthma or bronchitis, as well as cardiovascular problems and reduces life expectancy. Health damage caused by air pollution can begin as early as a baby's first few weeks in the womb and exposure over a long time can lead to heart and lung disease. The most vulnerable in society are hit hardest – children, older people and those already in poor health.</p>

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Other disability/impairment not covered by any of the above	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest any equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Gender			
Target Group	Positive	Adverse	Comment/Evidence
Men	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest any equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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Women	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest any equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
Transgender People	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest any equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

Race			
Target Group	Positive	Adverse	Comment/Evidence

Equality Impact Analysis

<p>Asian or Asian British Backgrounds (This includes Pakistani, Indians and Bangladeshi, Chinese or any other Asian background)</p>	<p>Medium</p>	<p>Medium</p>	<p>At this stage of the feasibility study (Outline Business Case) there is some evidence to suggest equalities issues impacting this target group. In some Greater Manchester Local Authority areas there is a higher percentage of drivers of taxis and private hire vehicles from black and minority ethnic communities.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p> <p>The positive health impact of reducing nitrogen dioxide exceedances is outlined in the strategic case. Around 7% of the Greater Manchester population, nearly 200,000 people, live in areas containing roads close to or in exceedance of the EU Limit Value for NO₂ and many more people will regularly spend time visiting areas or travelling on roads in exceedance of EU Limit Value. People living in areas impacted by poor air quality are more likely to be unemployed, not own a car/van, and live in rented or overcrowded housing. People from black and minority ethnic backgrounds are also over-represented in areas of poor air quality.</p>
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Equality Impact Analysis

<p>Black or Black British Backgrounds (This includes Caribbean, African or any other black background)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is some evidence to suggest equalities issues impacting this target group. In some Greater Manchester Local Authority areas there is a higher percentage of drivers of taxis and private hire vehicles from black and minority ethnic communities.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p> <p>The positive health impact of reducing nitrogen dioxide exceedances is outlined in the strategic case. Around 7% of the Greater Manchester population, nearly 200,000 people, live in areas containing roads close to or in exceedance of the EU Limit Value for NO₂ and many more people will regularly spend time visiting areas or travelling on roads in exceedance of EU Limit Value. People living in areas impacted by poor air quality are more likely to be unemployed, not own a car/van, and live in rented or overcrowded housing. Ethnic minority groups are also over-represented in areas of poor air quality.</p>
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Equality Impact Analysis

<p>Mixed /Multiple Ethnic Groups (This includes White and Black Caribbean, White and Black African, White and Asian or any other mixed background)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is some evidence to suggest equalities issues impacting this target group. In some Greater Manchester Local Authority areas there is a higher percentage of drivers of taxis and private hire vehicles from black and minority ethnic communities.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p> <p>The positive health impact of reducing nitrogen dioxide exceedances is outlined in the strategic case. Around 7% of the Greater Manchester population, nearly 200,000 people, live in areas containing roads close to or in exceedance of the EU Limit Value for NO2 and many more people will regularly spend time visiting areas or travelling on roads in exceedance of EU Limit Value. People living in areas impacted by poor air quality are more likely to be unemployed, not own a car/van, and live in rented or overcrowded housing. People from black and minority ethnic backgrounds are also over-represented in areas of poor air quality.</p>
<p>White British Background (This includes English, Scottish & Welsh, Irish and Gypsy or Irish Travellers)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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<p>Non-British White Backgrounds (This includes Irish, Polish, Spanish, Romanians and other White backgrounds)</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
<p>Arabs</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
<p>Any other background not covered by any of the above</p>	<p>Medium</p>	<p>Low</p>	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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Religion/Belief			
Target Group	Positive	Adverse	Comment/Evidence
Buddhists	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
Christians	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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Hindus	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
Jews	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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Muslims	Medium	Medium	<p>At this stage of the feasibility study (Outline Business Case) there is evidence to suggest equalities issues impacting this target group. Any loan financing arrangements being proposed to support drivers/businesses/ operators to upgrade their fleets will need to be acceptable to potential applicants.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
Sikhs	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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Others	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Sexual orientation			
Target Group	Positive	Adverse	Comment/Evidence
Gay men	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

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Lesbians	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
Bisexual	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>

Other			
Target Group	Positive	Adverse	Comment/Evidence

Equality Impact Analysis

Gender Reassignment	Medium	Low	<p>At this stage of the feasibility study (Outline Business Case) there is no evidence to suggest equalities issues impacting this target group.</p> <p>A further and fuller assessment of economic and equalities impact will be required at Full Business Case stage.</p> <p>A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.</p>
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Question 9

If this activity involves new build or alteration to existing building, has any consideration been given to provision of a multi-faith room?

Not applicable

Question 10

Have you identified two or more high adverse impacts in the table above?

No

Question 11

If you have identified one high adverse impact or any medium/low adverse impacts, what improvements to the activity would/could you make to mitigate high/medium/ low adverse impact? Please give details of the improvements you plan to make.

Current mitigation measures are set out in the comment boxes. Engagement activity - described in Q7 - will all help to refine the proposals that will be set out in the Full Business Case.

Question 12

Have you set up equality monitoring systems to carry out regular checks on the effects your activity has on:

Equality Group	No	Details
Age	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.
Disability	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.
Gender	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.
Race	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.

Religion/Belief	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.
Sexual orientation	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.
Other	No	Not applicable at this stage - monitoring activity will be developed at the Full Business Case.

Question 13

How will you measure the success of this activity? (Including any corporate performance measures)

Measure of success of the effects of the proposed Greater Manchester Plan to tackle nitrogen dioxide exceedances are contained in the Monitoring & Evaluation Plan which is an appendix to the Management Case of the Outline Business Case.

Question 14

In question 10 above you may have outlined improvements to the activity which will mitigate a high, medium and/or low adverse impact/s. How will you ensure that everyone involved in the activity knows and understands what improvements you intend make and is able to put the activity into practice with those improvements?

Current mitigation measures are set out in the comment boxes. Engagement activity - described in Q7 - will all help to refine the proposals that will be set out in the Full Business Case.

Question 15

Are there any elements within this activity that require a separate Equality Impact Analysis?

Yes <i>- Please list the elements.</i>

Each measure will require an individual impact assessment as the Full Business Case is developed. This will allow the authority to carry out their own impact assessments at Full Business Case stage.

Question 16

Please confirm that during the implementation of this activity, where appropriate, TfGM's corporate strategies and procedures will be followed. If your answer to any of these questions is "no", explain why you will not be following the strategy or procedure.

Strategy/Policy		Details
Communication with members of the public - TfGM's Corporate Communications Strategy will be followed	Yes	During the development of the Full Business Case that TfGM's corporate strategies and procedures will be followed.
Procurement - TfGM's Procurement Strategy will be followed	Yes	During the development of the Full Business Case that TfGM's corporate strategies and procedures will be followed.
Consultation and Engagement - TfGM's Consultation and Engagement Strategy will be followed	Yes	During the development of the Full Business Case that TfGM's corporate strategies and procedures will be followed.

Projects - Project Management Procedures will be followed	Yes	During the development of the Full Business Case that TfGM's corporate strategies and procedures will be followed.
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Question 17

Is a Full Impact Analysis needed? If in question 8 you identified two or more adverse impacts then you should either abort the activity, or carry out a full analysis

No (not required)

Question 18

List all of the information that you have taken into account in carrying out this Equality Analysis

The Outline Business Case that sets out the measures proposed to address nitrogen dioxide exceedances in Greater Manchester the shortest possible time.

From 1st March 2019 this document can be found at www.CleanAirGM.com.

Question 19

Additional comments

This is an Equality Impact Assessment for the Outline Business Case. A further and fuller assessment of economic and equalities impacts will be required at Full Business Case stage.

A programme of research, analysis, public and stakeholder engagement has commenced and will be continued throughout 2019. This will give us more information and identify potential impact of the proposal on low income workers; key business sectors such as retail and leisure, transport and distribution; and on small local businesses. Research information and the feedback from the engagement activity will influence the detailed design of the package of measures.

Supporting documents

None

Process signed off by	Interim Head of Logistics & Environment
Date completed	26th February, 2019
Validator's Comments	
Validated by	TfGM's Diversity and Inclusion Manager
Date validated	2019-02-26
Next Review Date	2020-02-28