

## Equality Impact Assessment Template – Policy, function or strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy <sup>1</sup>	Stopping Up Order 2024 – Overton Road, Kilmacolm
b.	Responsible organisation(s)/Lead Service	Physical Assets Service - Roads and Transportation
c.	Lead Officer	Graeme Blackie, Team Leader
d.	Date of Impact Assessment	4 February 2025
e.	Partners/other Services involved in the development of the policy, function or strategy	None.
f.	Is the policy, function or strategy?	✓ New
		Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	To stop up Overton Road, Kilmacolm for a length of 368 metres from the gates at North Lodge to the junction with Barclaven Road.
h.	What are the intended outcomes of the policy, function or strategy?	To return the above noted section of Overton Road to a private driveway.
i.	Geographical area (Inverclyde-wide or a specific location)	Overton Road, Kilmacolm for a length of 368 metres from the gates at North Lodge to the junction with Barclaven Road.

<sup>1</sup> Please attach details of the policy, function or strategy to this Template

j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	✓	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
			Advance equality of opportunity between people of different groups
			Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes.	

2. Does the policy, function or strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation ( <b>see Section 3</b> )	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )		✓
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> ( <b>see Section 7</b> )		✓
d. Council Plan 2023/28 <sup>4</sup> ( <b>see Section 8</b> )		✓

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

<sup>3</sup> [Inverclyde Alliance Partnership Plan 2023/33](#)

<sup>4</sup> [Council Plan 2023/28](#)

<b>3. If ‘Yes’ is selected for any part of Section 2, please populate the other relevant Sections of this Template.</b>					
<b>4. If ‘No’ is selected for <u>every part</u> of Section 2, please state the reasons for this.</b>					
   <b>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:</b>  <b><u><a href="mailto:karen.barclay@inverclyde.gov.uk">karen.barclay@inverclyde.gov.uk</a></u></b>					
Signature:				Date:	

3. Impact – Protected Characteristics						
Which of the Protected Characteristics will the policy, function or strategy have an impact upon?						
	Impact					
Protected Characteristic	Positive		Neutral	Negative		Reasons/Comments
	High	Low		High	Low	
Age			✓			
Care experienced			✓			

Classification : Official

Disability		✓			✓	<p>Alternative route for pedestrians is via the partially stepped footpath from Lodge Grove to Lodge Crescent and spur to Barclaven Road which contains sections of street lighting.</p> <p>Alternative road route for vehicles and cyclists is Barclaven Road, Gillburn Road, High Street and West Glen Road.</p> <p>Increased travel to take access to Kilmacolm Moss (recreational area).</p> <p>Note that the existing route has no street lighting and has gradients that would be considered unsuitable for the mobility impaired along with a poor-quality surface which consists of sections of gravel and overgrown track which is loose and uneven with reduced grip.</p>
Gender Reassignment			✓			
Marriage and Civil Partnership			✓			
Pregnancy and Maternity			✓			
Race			✓			
Religion and Belief			✓			
Sex		✓			✓	<p>Alternative route for pedestrians is via the partially stepped footpath from Lodge Grove to Lodge Crescent and spur to Barclaven Road which contains sections of street lighting.</p> <p>Alternative road route for vehicles and cyclists is Barclaven Road, Gillburn Road, High Street and West Glen Road.</p>

Classification : Official

						Increased travel to take access to Kilmacolm Moss (recreational area).  Note that the existing route has no street lighting and has gradients that would be considered unsuitable for the mobility impaired along with a poor-quality surface which consists of sections of gravel and overgrown track which is loose and uneven with reduced grip.
Sexual Orientation			✓			
Other groups to consider <ul style="list-style-type: none"><li>Carers</li></ul>		✓			✓	Alternative route for pedestrians is via the partially stepped footpath from Lodge Grove to Lodge Crescent and spur to Barclaven Road which contains sections of street lighting.  Alternative road route for vehicles and cyclists is Barclaven Road, Gillburn Road, High Street and West Glen Road.  Increased travel to take access to Kilmacolm Moss (recreational area).  Note that the existing route has no street lighting and has gradients that would be considered unsuitable for the mobility impaired along with a poor-quality surface which consists of sections of gravel and overgrown track which is loose and uneven with reduced grip.
<ul style="list-style-type: none"><li>The Armed Forces Covenant Duty</li></ul>			✓			

<b>4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?</b>	
✓	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010

Classification : Official

	Advance equality of opportunity between people from different groups
	Foster good relations between people from different groups

<b>5. Impact – Groups</b>	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p><b>Positive impact</b> + <i>(Describe groups affected.)</i></p> <p><u>Disability; Sex; Carers</u>: Alternative route for pedestrians is via the partially stepped footpath from Lodge Grove to Lodge Crescent and spur to Barclaven Road which contains sections of street lighting.</p> <p>Note that the existing route has no street lighting and has gradients that would be considered unsuitable for the mobility impaired along with a poor-quality surface which consists of sections of gravel and overgrown track which is loose and uneven with reduced grip.</p>	<p><b>Negative impact</b> -</p> <p><u>Disability; Sex; Carers</u>: Increased travel to take access to Kilmacolm Moss (recreational area).</p>

**6. Impact – Fairer Scotland Duty**

What impact will the policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
	=	
Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.		

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will the policy, function or strategy impact on?

	<b>Theme 1: Empowered people</b> <ul style="list-style-type: none"><li>Communities can have their voices heard, and influence the places and services that affect them</li><li>Gaps in outcomes linked to poverty are reduced</li></ul>
	<b>Theme 2: Working people</b> <ul style="list-style-type: none"><li>More people will be in sustained employment, with fair pay and conditions</li><li>Poverty related gaps are addressed, so young people can have the skills for learning, life and work</li><li>Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs</li></ul>
	<b>Theme 3: Healthy people and places</b> <ul style="list-style-type: none"><li>People live longer and healthier lives</li><li>Supportive systems are in place to prevent alcohol and drug misuse</li><li>Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change</li></ul>
	<b>Theme 4: A supportive place</b> <ul style="list-style-type: none"><li>Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li></ul>

	<ul style="list-style-type: none"><li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery</li><li>• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm</li></ul>
	<b>Theme 5: A thriving place</b> <ul style="list-style-type: none"><li>• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here</li><li>• Development of strong community-based services that respond to local need</li><li>• Homes are energy efficient and fuel poverty is reduced</li><li>• Increased use of active travel and sustainable transport options</li><li>• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities</li></ul>
<b>Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</b>	

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the policy, function or strategy impact on?

<input type="checkbox"/>	<b>Theme 1: People</b> <ul style="list-style-type: none"><li>• Our young people have the best start in life through high quality support and education</li><li>• Gaps in outcomes linked to poverty are reduced</li><li>• People are supported to improve their health and wellbeing</li><li>• More people will be in employment, with fair pay and conditions</li><li>• Our most vulnerable families and residents are safeguarded and supported</li></ul>
<input type="checkbox"/>	<b>Theme 2: Place</b> <ul style="list-style-type: none"><li>• Communities are thriving, growing and sustainable</li><li>• Our strategic housing function is robust</li><li>• Our economy and skills base are developed</li><li>• We have a sufficient supply of business premises</li><li>• Our natural environment is protected</li></ul>



<input type="checkbox"/>	<b>Theme 3: Performance</b> <ul style="list-style-type: none"><li>• High quality and innovative services are provided, giving value for money</li><li>• Our employees are supported and developed</li></ul>
<b>Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.</b>	

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens’ Panel, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/engagement (including any carried out while developing the policy, function or strategy)	The Council undertook a pre-consultation during late 2023 with regards to a possible Stopping Up Order and which was issued to all frontagers on Overton Road, Kilmacolm; a variety of responses were received and in broad terms, there was significant support for some form of Stopping Up Order, and with a slight preference for a full Stopping Up Order i.e. to all modes of travel.

Classification : Official

Research	
Officers' knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	A public consultation has been carried out in relation to the proposed Stopping Up Order from 25 June 2024 until 6 August 2024.

10. Consequences of Analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	✓	The outcome of the analysis is that it is considered appropriate to proceed with a full Stopping Up Order with no alterations.
b.	Continue development with minor alterations		

Classification : Official

c.	Continue development with major changes		
d.	Discontinue development and consider alternatives (where relevant)		
<p>How will the effect of the policy, function or strategy be monitored following implementation?</p> <p>N/A</p>			
<p>When is the policy, function or strategy due to be implemented?</p> <p>2025</p>			
<p>When will the policy, function or strategy be reviewed?</p> <p>N/A</p>			
<p>What resources are available for the implementation of the policy, function or strategy? Have these resources changed?</p> <p>In-house staff.</p>			

<p><b>11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.</b></p>
<p>While the alternative route is partially stepped, it is considered that it is more suitable in overall terms than the existing route which has no street lighting and has gradients that would be considered unsuitable for the mobility impaired. The existing route also has a poor-quality surface which consists of sections of gravel and overgrown track which is loose and uneven with reduced grip. The surface of the alternative route <i>is bound and constructed in road resurfacing materials</i>, and it has a smoother, more even surface in comparison to the original route and is more suitable for disabled access.</p>

<b>Details of the Person(s) who completed the Assessment:</b>	
Name:	Steven Walker
Position:	Service Manager (Roads)
Date:	12/06/2025
<b>Authorised by:</b>	
Name:	Eddie Montgomery
Position:	Interim Director - Environment
Date:	21/07/2025

**Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).**