

Equality Impact Assessment

Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - gender
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published [online](#):
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:
Shammi Jalota shammi.jalota@essex.gov.uk
Head of Equality and Diversity
Corporate Law & Assurance
Tel 0330 134592 or 07740 901114



Section 1: Identifying details

Your function, service area and team: Technical Assistant, Network Assurance

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Proposed Toucan Crossing & 40mph Speed Limit, Limebrook Way, Maldon

Officer completing the EqlA: Rebecca Baker Tel: 07850 951592
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Date of completing the assessment: 21/05/2019

Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? New policy in need of decision
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To obtain approval for the relocation of the pedestrian crossing</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Installation of proposed Toucan Crossing and 40mph Speed Limit</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>This decision will affect people with disabilities and vulnerable pedestrians such as young people and the elderly as the Crossing will allow ease of crossing and members of the public will be able to take their time when using it if needed.</p> <p>Will the policy or decision influence how organisations operate? No</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? No</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? Yes, the Toucan Crossing is linked to the Essex Cycle Strategy November 2016. 'PROVIDE – a step-change in the extent and quality of cycling infrastructure'</p>



Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p>The proposed crossing and 40mph will be on the road linking the new development to the existing area of Maldon. Within the development there will be a school and nurseries and so there may be many vulnerable pedestrians in the area needing to travel along/cross Limebrook Way</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>A consultation was carried out in the form of a letter drop to local residents/newspaper advert/online advert/copies of the proposal provided in the local library. This resulted in objections being raised by members of the public and so a Cabinet Member Action report has now been written summarising all comments and providing alternatives to the proposed scheme in line with said comments.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:</p> <p>N/A</p>

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
with links to JSNA and 2011 Census.



Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<p>Positive</p> <p>The crossing will provide an efficient crossing point for those who may not be able to cross the road with ease due to their travelling pace as they will be able to take their time. Vehicles will also have more time to become aware of pedestrians crossing due to the 40mph speed limit and so the risk of collision is reduced.</p> <p>If these are not installed those who need the crossing/speed reduction in order to improve their ability to cross the road efficiently would be at a higher risk of collision.</p>	H
Disability – learning disability	Neutral as this will have no affect	N/A
Disability – mental health	Neutral as this will have no affect	N/A
Disability – physical disability	<p>Positive</p> <p>The crossing will provide an efficient crossing point for those who may not be able to cross the road with ease due to their travelling pace as they will be able to take their time. Vehicles will also have more time to become aware of pedestrians crossing due to the 40mph speed limit and so the risk of collision is reduced.</p> <p>If these are not installed those who need the crossing/speed reduction in order to improve their ability to cross the road efficiently would be at a higher risk of collision.</p>	H
Disability – sensory impairment (visual, hearing and deafblind)	<p>Positive</p> <p>Those who would not be able to cross the road usually due to sensory impairment will be able to as there will be tactile pavement in place indicating a</p>	H



	crossing. In addition, the pedestrian crossing will provide and/or a beeping noise/ a tactile rotating cone indicating when it is appropriate to cross the road If these are not installed those who need the crossing/speed reduction they may not be able to cross the Limebrook Road at all or being at risk of collision when doing so.	
Gender	Neutral as this will have no affect	N/A
Gender reassignment	Neutral as this will have no affect	N/A
Marriage/civil partnership	Neutral as this will have no affect	N/A
Pregnancy/maternity	Neutral as this will have no affect	N/A
Race	Neutral as this will have no affect	N/A
Religion/belief	Neutral as this will have no affect	N/A
Sexual orientation	Neutral as this will have no affect	N/A
Cross-cutting themes		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	Neutral as this will have no affect	N/A
Environmental, eg housing, transport links/rural isolation	Neutral as this will have no affect	N/A



Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.



Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:

Date:

Signature of person completing the EqlA:

Date:

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

