

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 and 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 at:
<http://cmis.essexcc.gov.uk/essexcmis5/BusinessManager.aspx>
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: Climate Action and Mitigation

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: Flood Capital Outline Business Case

Officer completing the EqlA: David Chapman Tel: 03330136740 Email: dave.chapman@essex.gov.uk

Date of completing the assessment: 22/07/2021

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? No
2.2	Describe the main aims, objectives and purpose of the policy (or decision): The main aim is to reduce the number of properties at risk of flooding in Essex. Our realistic ambition is that, over the life of the programme, the number of properties at risk of flooding in Essex is reduced. Community assets will be improved across wider Essex rather than the council's own assets. The objective will be complete when new community 'flood assets' have been built and successfully adopted and communities are better equipped to help themselves. What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Commissioning a flood prevention capital programme that reduces preventable flood incidents.
2.3	Does or will the policy or decision affect: • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? It may affect all of the above in a positive way. The programme is targeted at properties ie households at risk of flooding and not at particular groups. Will the policy or decision influence how organisations operate? No
2.4	Will the policy or decision involve substantial changes in resources? No
2.5	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? Link to 7 key Corporate Outcomes The primary link is to the outcome 'People in Essex experience a high quality and sustainable environment'. ECC has set out strategic actions against the outcome indicator 'Preventable flood incidents' within the associated commissioning strategy, including: 'Taking an increasingly preventative approach to flood incidents including a programme of capital and revenue projects, as agreed by the Essex Partnership for Flood Management'. And: 'Delivering a flood risk management programme. In doing so, enable communities to get the help they need in a flood incident and to protect themselves in future. This will reduce demand on services so that we may focus on preventing flood incidents'. There is a link with sustainable economic growth. Vulnerable people find it harder to recover from flood incidents. So there are additional links with outcomes for good health and wellbeing and safer communities. There is a strategic alignment with at least four ECC commissioning strategies.
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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	What does the information tell you about those groups identified? Particular communities are more likely to be under threat from flooding because of where they live. The districts with projects proposed are: Brentwood, Basildon, Chelmsford, Tendring. Chelmsford are in the middle bracket for % of older people (65 years+) Basildon is in the top three districts with the highest proportion of 0-15 year olds. We can therefore conclude that the areas at risk of flooding do not have a disproportionate representation of different age groups. Basildon, has great ethnic diversity compared to the Essex average. We therefore conclude that flooding does not disproportionately impact on particular ethnic groups. We do not hold information relating to the other protected characteristics and we do not expect there to be a disproportionate threat based upon the other protected characteristics. The data was made available from Local Portraits and the appendix 1 of the Groups at Risk of Disadvantage JSNA chapter. These documents are available here: http://www.essexinsight.org.uk/Viewpage.aspx?C=basket&BasketID=35 http://www.essexinsight.org.uk/Resource.aspx?ResourceID=1113
3.2	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? Consultation and engagement with both the Executive Officers and the Essex Flood Partnership Board has influenced the schemes. The overall outcome is to reduce the impact of flood incidents on Essex residents. This aligns with the commisioning strategy 'People in Essex experience a high quality and sustainable environment'.
3.3	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: Consultation will be undertaken on a case by case basis when schemes are developed throughout the life of the programme.

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	Positive – we recognise that three districts benefiting from this decision has a disproportionate proportion of older people and three with a high proportion of children and young people and therefore will benefit different age groups.	M
Disability	Positive – Castle Point has the second highest proportion of people with long-term health problems or disabilities. Therefore, the inclusion of Castle Point will have a positive protection for disabled people.	L
Gender	Neutral – we do not think flooding will disproportionately impact on this protected characteristic.	L
Gender reassignment	Neutral - we do not think flooding will disproportionately impact on this protected characteristic.	L
Marriage/civil partnership	Neutral - we do not think flooding will disproportionately impact on this protected characteristic.	L
Pregnancy/maternity	Neutral - we do not think flooding will disproportionately impact on this protected characteristic.	L
Race	Neutral - we do not think flooding will disproportionately impact on this protected characteristic.	L
Religion/belief	Neutral - we do not think flooding will disproportionately impact on this protected characteristic.	L
Sexual orientation	Neutral - we do not think flooding will disproportionately impact on this protected characteristic.	L
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 - we do not think flooding will disproportionately impact on this group	H
Environmental, eg housing, transport links/rural isolation	Positive	H



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 ☐	
		Yes ☐	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: John Meehan

Date:

Signature of person completing the EqlA: David Chapman

Date: 22/07/21

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.

