

# 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
  - sex/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](mailto: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: Highways Liaison Manager for Local Highways Panels, Design Services.

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

Title of policy or decision: Local Highway Panel 2019-20 Programme.

Officer completing the EqlA: Sonia Church Tel: 07712490167 Email: [sonia.church@essexhighways.org](mailto:sonia.church@essexhighways.org)

Date of completing the assessment: 12/04/2019

## 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? - Yes
2.2	Describe the main aims, objectives and purpose of the policy (or decision): <b>To commission the list of LHP approved schemes which will form the 2019-20 Local Highway Panel programme.</b>  What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? <b>Commissioning the 2019-20 LHP programme.</b>
2.3	Does or will the policy or decision affect: <ul style="list-style-type: none"> <li>• service users</li> <li>• employees</li> <li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li> </ul> <b>Yes</b>  Will the policy or decision influence how organisations operate? <b>No</b>
2.4	Will the policy or decision involve substantial changes in resources? <b>No</b>
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? <b>The LHPs deliver the following objectives in the Essex Vision:</b>  <b>We will put residents at the heart of the decisions we make:</b> it is our responsibility as elected representatives to take decisions on behalf of our communities. To ensure we make the best decisions we can, we will engage

	<p>with our residents and communities, gathering their views on the issues that matter most to them.</p>
--	--

	<p><b>We will empower communities to help themselves:</b> individuals, families, and communities have an important role to play in taking responsibility for what happens in their area. For example, evidence suggests that if communities simply accept the first acts of anti-social behaviour and low level crime they can quickly attract escalating problems and decay.</p>
--	---



## Section 3: Evidence/data about the user population and consultation<sup>1</sup>

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><b>The County of Essex lies in the South East of England, immediately North East of London. There are 12 districts within Essex that include: Basildon, Braintree, Brentwood, Castle Point, Chelmsford, Colchester, Epping Forest, Harlow, Maldon, Rochford, Tendring and Uttlesford.</b></p> <p><b>Compared with the 2001 Census, the total population of Essex in 2011 has grown by 6.3% from 1,310,836 (nationally, 7.1%) to 1,393,600, an increase of 86,724 people. The 2011 Census tells us that with England and Wales figures, most Essex residents are in the White ethnic group; 94.4% (1,313,856) a bigger proportion than England and Wales (85.5%) and a decrease of 2.7 percentage points since 2001.</b></p> <p><b>On the whole in 2011, four out of every five people (81.4%) in England report that they have “Good” or “Very Good” health. The figure for Essex (82.0%), ECC Area (82.1%) is marginally better than the English average.</b></p> <p><b>In 2011, 71.12% of 16-74 year olds are economically active in Essex. This is better than the England and Wales figures of 69.69%.</b></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><b>The recommended LHP programme is based on the requests of local residents and their Councillors. Consultation has or will be undertaken for individual schemes where required by Law or ECC Policy, or where there are particular issues which could adversely affect some highway users.</b></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><b>N/A</b></p>

<sup>1</sup> 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 – Highway Improvements benefit all roads users, including both vehicular and pedestrian. Elderly residents and young people without access to a car will have improved mobility and access to amenities.	M
Disability – learning disability	Positive. People with Learning Disabilities will benefit from the safety and/or access improvements which these schemes entail.	M
Disability – mental health issues	Positive. Although these schemes will have no specific impact on those with mental health issues the improvements will promote more physical exercise through walking and cycling; this is a known factor in improving mental health.	L
Disability – physical impairment	Positive. Many of the proposed schemes will have positive implications for those with physical impairments. For example, the dropped crossing schemes will enable those in Mobility Scooters and wheelchairs to cross the road more easily.	M
Disability – sensory impairment (visual, hearing and deafblind)	Positive. People with sensory impairments will benefit from the numerous highway improvements. For example the schemes where we will look to install hand rails alongside footpaths which may currently be more difficult for the blind to negotiate.	M
Gender/Sex	Neutral	L
Gender reassignment	Neutral	L



Marriage/civil partnership	Neutral	L
Pregnancy/maternity	Neutral	L
Race	Neutral	L
Religion/belief	Neutral	L
Sexual orientation	Neutral	L
<b>Cross-cutting themes</b>		
<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Socio-economic	Positive – A number of the schemes listed will provide improvements for all socio-economic groups. For example the provision of new bus shelters will provide a better service for those using public transport.	M
Environmental, eg housing, transport links/rural isolation	Positive – The schemes listed will improve the safety of and/or access to the highway network.	M



## 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 ' <b>YES</b> ', use the action plan at <b>Section 6</b> 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: Vicky Presland

Date:

Signature of person completing the EqlA: Sonia Church

Date: 12/04/2019

**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.

