

# Equality Impact Assessment

Section 1: Executive Summary	
1.1	<p><b>Title of policy (or decision)</b></p> <p>Harlow Gilston Garden Town - Decision on Agreement to enter into a Joint Memorandum of Understanding relating to the Rolling Infrastructure Fund for the Harlow-Gilston Garden Town</p>
1.2	<p><b>Describe the main aims, objectives and purpose of the policy (or decision)</b></p> <p>To agree that ECC joins a Memorandum of Understanding to allow for the management of a future Rolling Infrastructure Fund (in effect pooled S106 receipts) which will be used to deliver infrastructure across the Harlow and Gilston Garden Town area.</p> <p>This decision would support the earlier ECC decision in March 2021 to agree to sign a Back to Back to Agreement with Hertfordshire County Council to discharge specific activities identified in a Housing Infrastructure Grant contract between Hertfordshire County Council and Homes England. One of those activities is to establish a Recovery and Recycling Strategy for S106 receipts in Harlow and Gilston Garden Town and the Memorandum of Understanding is the basis of the agreement of the Harlow and Gilston Garden Town partners on this matter.</p> <p><b>What outcome(s) are you hoping to achieve? <i>Refer to strategic aims / strategic priorities in Organisation Strategy</i></b></p> <p>Supporting the ongoing progress of the HIG as well as the recycling of HIG monies across the HGGT area will help ECC toward the following strategic objectives set out in Everyone's Essex:</p> <p>the economy – supporting delivery of housing and jobs across the HGGT area through timely provision of infrastructure</p> <p>the environment – creating sustainable transport infrastructure and increasing the attractiveness of alternatives to the car</p> <p>children and families – linking key destinations including education, leisure, and health around the HGGT area with sustainable transport corridors</p>

	<p>promoting health, care, and wellbeing for all age – promoting active travel through safe and connected infrastructure</p>
1.3	<p><b>Is this a new policy (or decision) or a change to an existing policy, practice or project?</b></p> <p>This is a new practice in that it creates a new Memorandum of Understanding for the management of S106 monies in the Harlow and Gilston Garden Town area but it does not change any existing policy.</p>

## Section 2: Assessing the Equality Impact

Use this section to record how you have assessed any potential impact on equality groups. What is known about the population likely to be affected which will support your understanding of the impact of the policy (or decision)? Consider any consultation / data as supporting evidence (eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information). An opportunity to explain impacts on specific protected groups is provided later on this form

The MOU itself is a non legally binding agreement between partners to manage a future Rolling Infrastructure Fund which will deliver additional transport and other infrastructure across the Harlow and Gilston Area. Specific infrastructure projects will be brought forward when future S106 funding is sufficient within the Rolling Infrastructure Fund to allow. At that point project specific consultation will take place on infrastructure design and objectives. At this stage the overall principle of delivering sustainable transport and other infrastructure is consistent with key local policy documents including the ECC Local Transport Plan, the Harlow Local Plan and the Harlow Transport Strategy. These have undergone extensive consultation at different times and with different groups.

**Does or will the policy or decision affect:**

Service users	Y <input type="checkbox"/>	N <input type="checkbox"/>
Employees	Y <input type="checkbox"/>	N <input type="checkbox"/>
The wider community or groups of people, particularly where there are areas of known inequalities	Y X	N <input type="checkbox"/>

Which geographical areas of Essex does or will the policy or decision affect (e.g. Borough/City/District/All Essex)

All Essex	<input type="checkbox"/>	Colchester	<input type="checkbox"/>
Basildon	<input type="checkbox"/>	Epping Forest	X
Braintree	<input type="checkbox"/>	Harlow	X
Brentwood	<input type="checkbox"/>	Maldon	<input type="checkbox"/>
Castle Point	<input type="checkbox"/>	Rochford	<input type="checkbox"/>
Chelmsford	<input type="checkbox"/>	Tendring	<input type="checkbox"/>
		Uttlesford	<input type="checkbox"/>

Will the policy or decision influence how organisations operate?	Yx	N <input type="checkbox"/>
Will the policy or decision involve substantial changes in resources?	Yx	N <input type="checkbox"/>
Is the new or revised policy linked to a digital service (website, system or application)?	Y <input type="checkbox"/>	Nx

Please describe the steps you have taken to:

- meet the digital accessibility requirements
- test the accessibility of the website, system or application
- maintain accessibility once it has gone live

**Not applicable**

### Section 3: Description of Impact

Description of impact	Nature of impact Positive, neutral, adverse (please explain your reasons)	Extent of impact Low, Medium, High (please explain your reasons)
Age	Positive - provision of new transport infrastructure should benefit all members of the community. The MOU provides the funding for future infrastructure and therefore should provide a positive impact	Medium  Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Disability – learning disability	Positive The provision of future transport infrastructure should benefit all members of the community, providing more choice in transport	Medium  Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Disability – mental health issues	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium  Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Disability – physical impairment	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium  Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Disability – sensory impairment	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium  Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Gender / Sex	Positive The provision of future transport infrastructure should benefit all	Medium  Additional future transport choices and accessibility

	members of the community providing more choice in transport	may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Gender reassignment	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Marriage / civil partnership	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Pregnancy / maternity	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Race	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Religion / belief	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities
Sexual orientation	Positive The provision of future transport infrastructure should benefit all members of the community providing more choice in transport	Medium Additional future transport choices and accessibility may be generated by new infrastructure which will offer benefits to people of all ages and abilities

I confirm that I have considered the potential impact on all of the protected characteristics Y X  
☐

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics.

No negative impacts have been identified from this decision

## Section 4: Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?

Y ☐ N ☐

If 'YES', use the space below to describe what mitigating actions you could put in place to address any adverse impacts identified

**What are the mitigating actions?**

**Date they will be achieved?**

## Section 5: Sign off

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

Signature of person completing the EqlA:

Date:

Names and contact details:

Your function, service area and team:

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

Signature of Head of Service:

Date: