

Equalities 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 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 the 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 impacts 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/login.aspx?ReturnUrl=%2fessexcmis5%2fBusinessManager.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decision and Cabinet Reports** **must be** accompanied by an EqIA
9. For Further advice, contact:
Shammi Jalota shammi.jalota@essex.gov.uk
Head of Equality and Diversity
Corporate Law and Assurance
Tel 0330 134592 or 07740 901114

Section 1: Identifying details

Your Function, Service Area and Team:

Highways, Major Projects

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 the Policy or Decision: London Road Cycle Link, Braintree – Implementation of Raised Table at Junction of Queenborough lane and London Road to facilitate cycle improvements.

Officer Completing the EqlA

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Date of completing the assessment: June 2020

Section 2: Policy to be analysed

2.1 Is this a new policy (or decision) Yes, this decision relates to the implementation of a raised table at the junction of Queenborough Lane and London Road, which is outside policy due restrictions on vertical deflection on a PR2 route.

2.2 Describe the main aims, objectives and purpose of the policy (or decision):

To implement a raised junction table where Queenborough Lane meets London Road, Braintree. This will reduce speeds of vehicles moving through the junction where cycles and pedestrians will be crossing as part of wider cycle/pedestrian improvements. This junction falls on a key route to school where schoolchildren are required to cross.

What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?

Reduction in risk to cycles and pedestrians that utilise the crossing point at the junction table and a general reduction in vehicle speeds on London Road.

2.3 Does or will the policy or decision affect:

- Service users
- Employees
- The wider community to groups of people particularly where there are areas on known inequalities?

Yes/No

Will the policy or decision influence how organisations operate?

Yes/No

2.4 Will the policy or decision involve substantial changes in resources

Yes/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?:

By encouraging people to cycle, through the implementation of safe cycle routes, ECC is meeting one of its key strategic objectives to improve the health of people in Essex.

Similarly, by implementing new cycle routes and enhancing identified cycle links, environmental benefits will be achieved by encouraging people to switch from private car travel to more sustainable modes of travel for shorter journeys. The provision of

	<p>safe, good quality cycle and pedestrian links will provide connections between communities, thereby addressing severance issues.</p>
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The implementation of identified LCWIP corridors supports the Strategic Objectives outlined in the Essex Cycling Strategy. In particular, the improved link to schools will help children get the best start in life. Improved links to employment zones provides opportunities for those without access to a motorised vehicles to travel and access places of work.

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

As a minimum you must consider what is known about the population likely to be affected which will support your understanding in 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 junction identified is already heavily used by pedestrians and cyclists, particularly at the beginning and end of the school day as this route services a number of local schools. The junction also provides a main pedestrian and cycle link between Black Notley and Braintree Town centre. The proposed enhancements at the junction will improve safety for both pedestrian and cycle users and assist in managing vehicle speeds along London Road.</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>There has been no formal consultation on the proposals, however Braintree District Council officers and ECC Passenger Transport have been engaged and have not expressed concerns with the proposals.</p> <p>Further consultation will be in the form of advertising of Traffic Regulation Order Notices for the proposed raised table at the junction of Queenborough Lane and London Road. Residents, road users and other stakeholders will have the opportunity to comment during the Notice Period and any comments received will be considered.</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</p> <p>Please see note under item 3.2 above. Further consultation will be in the form of advertising of Traffic Regulation Order Notices for the proposed raised table at the junction of Queenborough Lane and London Road. Residents, road users and other stakeholders will have the opportunity to comment during the Notice Period and any comments received will be considered.</p>

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 L/M/H
Age	Positive – Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour - All equality groups can use the junction table	L
Disability	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table – appropriate tactile paving and upstands have been provided.	L
Gender	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L
Gender reassignment	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L
Marriage/Civil Partnership	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L
Pregnancy/Maternity	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L
Race	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L
Religion/Belief	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L
Sexual orientation	Positive - Enhancements at the junction will manage vehicle approach speeds and encourage improved driver behaviour. All equality groups can use the junction table	L

Cross-cutting Themes

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of Impact L/M/H
Socio-economic	Positive – It is not envisaged that the proposed enhancements will have an adverse impact upon the social-economic	L

	<p>impact. Access will be maintained for all vehicles and the provision of the raised table will only seek to reinforce the current speed limit. There will be positive improvements in terms of the social impact of the proposal as the planned enhancements aims to provide safe, good quality cycle and pedestrian links thereby improving connections between communities.</p>	
<p>Environmental, eg housing, transport links, rural isolation</p>	<p>Positive – It is not envisaged that the proposed enhancements will have an adverse impact upon transport links. Access will be maintained for all vehicles and considerable effort has been taken to develop a speed table design which is sympathetic buses that use the route. The provision of the raised table will only seek to reinforce the current speed limit, reducing vehicle speeds which will in turn benefit the environment. There will be positive improvements in terms housing as the planned enhancements aims to provide safe, good quality cycle and pedestrian links thereby improving connections between residential communities.</p>	<p>L</p>

Section 5: Conclusion

5.1	Does the EqIA in Section 4 indicate that the policy of decision would have a medium or high impact on one or more equality group	Yes/No	If 'YES' use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place
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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 by
No adverse impacts	A Walking, Cycling and Horse Riding Assessment Report has been produced for the route. As part of the design process Safety Audits are carried out throughout the design and construction stages.	July 2020

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

29th July 2020

Signature of person completing the EqIA



Date

24th July 2020

Advice

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