

# Appendix 3 - 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: Essex Highways, Design Services, Road Safety Engineering

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: Approval of 2019/20 Road Safety Engineering Schemes

Officer completing the EqlA: Tel: Email: Ian Henderson

Date of completing the assessment: March 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	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p><b>To reduce the number of Road Traffic Casualties on the authority's highway network</b></p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p><b>To deliver the annual casualty reduction engineering schemes programme in line with the prioritisation process and the approved budget.</b></p>
2.3	<p>Does or will the policy or decision affect:</p> <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> <p><b>Yes</b></p> <p>Will the policy or decision influence how organisations operate?</p> <p><b>No</b></p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p><b>No</b></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?</p> <p><b>The Casualty Reduction schemes deliver the following objectives in the Essex Vision:</b></p>



**We will spend taxpayers' money wisely:** our income is their money and we can only spend it once. Our focus is on keeping our running costs low so we can invest in services to people and communities. Our services must be sustainable in the long-term, not unaffordable. This will mean working in partnership with a diverse range of service providers across the public, private and voluntary sectors.

**We will put residents at the heart of the decisions we make:** 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 with our residents and communities, gathering their views on the issues that matter most to them.

**We will empower communities to help themselves:** 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.

**Corporate Outcomes Framework 2014 – 2018**

**People in Essex live in Safe communities and are protected from harm**

- Rate of anti-social behaviour in Essex
- Number of people killed or seriously injured on Essex roads
- Percentage of residents who feel that Essex roads are safe
- Hospital admissions caused by injuries to children and young people



## 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><i>What does the information tell you about those groups identified?</i></p> <p>The analysis of the casualty data shows that vulnerable road users are at a higher level of risk fatal or serious injury</p>
3.2	<p><i>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?</i></p> <ul style="list-style-type: none"><li>• The data analysis is done on the basis of age and of road user class, this includes young people and older people as well as those modes of transport that are identified as higher risk including walking and cycling/motorcycling.</li><li>• The sites are prioritised on the basis of identifiable causation factors, the severity of the collisions and the cost of treating the site</li><li>• The schemes are prioritised on the basis of casualties reported to the police following a road traffic collision. They do not take into account non-injury collisions as these are not routinely reported to the police and there is no way of accurately analysing and prioritising where the collisions are occurring.</li></ul>
3.3	<p><i>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:</i></p> <ul style="list-style-type: none"><li>• Individual schemes will be formally consulted once they have been designed. The consultation will include local residents who may be affected by the changes.</li><li>• The Local Highway Panels will be informed of and consulted on the schemes within their area. The panels are able to act on behalf of residents to raise concerns or request further information.</li></ul>

<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. Older road users  Positive. Younger road users	M
Disability – learning disability	Positive. People with Disabilities  Highway engineering standards are designed to enable the majority of people with disabilities to use the highway safely. The highway engineering schemes will be designed to the required standards  Individuals with specialist needs can contact their local representative directly or can ask a disabilities organisation or lobby group to do so on their behalf.  We will offer reasonable adjustments when needed in order to enable disabled people to contribute'	M
Disability – mental health issues	Neutral. We will offer reasonable adjustments when needed in order to enable disabled people to contribute'	L
Disability – physical impairment	Positive. Highway engineering standards take the needs of people with physical impairments into account. The highway engineering schemes will be designed to the required standards  People with physical impairment can use the Local Highway Panels to raise queries or concerns. The Panels can raise concerns directly with the Cabinet Member for Highways	M



	We will offer reasonable adjustments when needed in order to enable disabled people to contribute.	
Disability – sensory impairment (visual, hearing and deafblind)	<p>Positive. Highway engineering standards take the needs of people with physical impairments into account. The highway engineering schemes will be designed to the required standards</p> <p>People with Disabilities can use the forums to request changes to the highway to improve their accessibility.</p> <p>They can contact their local representative directly or can ask a disabilities organisation or lobby group to do so on their behalf.</p> <p>We will offer reasonable adjustments when needed in order to enable disabled people to contribute'</p>	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 – there are a higher percentage of people in lower socio economic groups walk or use cycles or motorcycles or who drive vehicles that may be older and with less protection for the occupants. These users will be assisted by many casualty reduction engineering schemes	M



Environmental, eg housing, transport links/rural isolation	Neutral	L
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## 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: 21/03/2019

Signature of person completing the EqlA:



Date: 20/03/2019

## 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.

