

# 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/Home.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](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: Place and Public Health, Capital Investment & Delivery

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: KMD FP/474/07/19 Chelmsford City Growth Package - Hybrid Cycleway procurement for construction (Broomfield Road)

Officer completing the EqlA: Ian Turner Tel: 03330 136890 Email: iturner@essex.gov.uk

Date of completing the assessment: July 2019

## Section 2: Policy to be analysed

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| 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):<br/>The Chelmsford City Growth package has been developed to support Chelmsford's ongoing economic growth within a constrained transportation network, promoting an improved infrastructure network for sustainable modes of travel. The Hybrid Cycleway scheme on Broomfield Road looks to improve the existing infrastructure along the corridor with a new flagship cycle route to match similar high-quality provisions being delivered across cities throughout the country (Oxford, Cambridge and London). These provisions encourage greater mode shift to cycling by providing safer infrastructure, with clear segregation from the general carriageway. This new route will link up to the existing network across the city and is complimentary to the wider cycleway network improvements included under the Chelmsford City Growth Package (Gt Waltham to city centre, Cycle connectivity, Gt Baddow to city centre, Parkway, Essex Regiment Way pegasus crossing and cycle parking).</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?<br/>The proposed Strategy has the following aims:</p> <ul style="list-style-type: none"><li>a. Support the overall highway improvement works being undertaken across the city introduced as part of the Chelmsford Growth package, and to take the opportunity to influence behaviour.</li><li>b. As part of the wider highway improvements, positively encourage sustainable modes of travel to reduce traffic and congestion within the city centre.</li><li>c. Extend cycling connectivity by providing an improved provision linking across the city.</li><li>d. Provide a new visible cycle route to encourage local cycling trips to transport hubs, schools, hospital, residential areas and shopping centres as an alternative to car trips.</li></ul> |



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|     | <p>e. Improve health and wellbeing by encouraging a switch to cycling and walking as a transport choice.</p> <p>f. Improve the safety of the existing cycling routes through to Chelmer High School and the Hospital from the surrounding area and city centre.</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>Yes</p> <p>Will the policy or decision influence how organisations operate?</p> <p>No</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2.4 | <p>Will the policy or decision involve substantial changes in resources?</p> <p>No</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>This scheme is part of a collective £15million SELEP package of works which will deliver a range of initiatives to encourage and improve access for all modes of travel. As further elements of the overall package are progressed, additional approval will be sought when required under governance rules.</p> <p>An effective transport system is integral to peoples' daily lives; it underpins business and commerce; provides access to work, education and training, essential services and leisure activities; and enables people to make the most of opportunities as they arise.</p> <p>The scheme is strongly aligned with the delivery of the new Vision for Essex.</p> <ul style="list-style-type: none"> <li>• Enable inclusive economic growth</li> <li>• Help people get the best start and age well</li> <li>• Help create great places to grow up, live and work</li> </ul> <p>Investment in our transport network aimed at ensuring the efficient and effective movement of people and goods to boost economic growth create great places to live, work and visit, enable people to live independently, and improve the lives of people using the transport network throughout Essex.</p> <p>Specifically, the Chelmsford City Growth Package enables inclusive economic growth within Chelmsford, identified as a major economic engine within the Essex Organisational Strategy and supports the following strategic priorities;</p> <ul style="list-style-type: none"> <li>• Enable Essex to attract and grow large firms in high growth industries. The scheme supports trade, by better connecting key economic centres, especially along major transport corridors, and helping people to travel by public transport, bike and on foot</li> <li>• Help secure sustainable development and protect the environment. The scheme ensures that growth can be sustainable and accommodated in a way that enhances Essex</li> <li>• Facilitate growing communities and new homes; the project enhances transport access to employment, education and training, and essential services including healthcare, retail and leisure facilities to enable participation in everyday life</li> </ul> |



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|  | <p>The proposal supports the delivery of the Essex Local Transport Plan vision for a transport system that supports sustainable economic growth and helps deliver the best quality of life for the residents of Essex by providing connectivity for Essex communities and international gateways to support sustainable economic growth and regeneration.</p> |
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## 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).

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| 3.1 | <p>What does the information tell you about those groups identified?<br/>There are several different types of users of the highway network, requiring provisions to be constructed to support a diverse range of travel options.</p> <p>This link is seen as extremely important in promoting sustainable modes of travel from the north of the city into the city centre.</p> <p>The north/south corridor is an important route for all modes of travel and experiences significant congestion during peak periods. The proposal will result in improvements designed to reduce dependency on cars which will support the reduction of congestion, improve traffic flows and support sustainable modes of transport.</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>Yes - Public consultation events were held throughout Chelmsford both in the spring and summer of 2017. These were attended by residents and local interest groups. The results of the consultation were used to select the schemes taken forward for Local Enterprise Partnership funding. This project was one of the successful schemes taken forward for delivery as part of the overall Chelmsford City Growth Package.</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>As well as the above ECC will follow the necessary statutory processes and procedures associated with the introduction of a new cycleway facility on the corridor (Traffic Regulation Orders and Statutory Notices).</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<br>Positive, neutral, adverse<br>(explain why)                                                                                                                      | Extent of impact<br>Low, medium, high<br>(use L, M or H) |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Age                                                        | Positive - Improved infrastructure to support sustainable modes of transport accessible by all and promote health and well being through improved cycle infrastructure.              | H                                                        |
| Disability                                                 | Positive - Improved infrastructure to support sustainable modes of transport and promote health and wellbeing through improved cycle infrastructure.                                 | M                                                        |
| Gender                                                     | 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>                                |                                                                                                                                                                                      |                                                          |
| Description of impact                                      | Nature of impact<br>Positive, neutral, adverse (explain why)                                                                                                                         | Extent of impact<br>Low, medium, high<br>(use L, M or H) |
| Socio-economic                                             | Positive - The improved highway infrastructure provisions will provide facilities which help support sustainable modes promoting travel choice, accessibility, health and wellbeing. | H                                                        |
| Environmental, eg housing, transport links/rural isolation | <b>Positive - See comment above</b>                                                                                                                                                  | H                                                        |



## Section 5: Conclusion

|     |                                                                                                                                                              | Tick<br>Yes/No as<br>appropriate       |                                                                                                                                                            |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5.1 | Does the EqlA in<br>Section 4 indicate that<br>the policy or decision<br>would have a medium<br>or high adverse impact<br>on one or more<br>equality groups? | No <input checked="" type="checkbox"/> |                                                                                                                                                            |
|     |                                                                                                                                                              | Yes <input type="checkbox"/>           | If ' <b>YES</b> ', use the action<br>plan at <b>Section 6</b> to describe<br>the adverse impacts<br>and what mitigating actions<br>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. |
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**Section 7: Sign off**

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

Signature of Head of Service: Ben Finlayson

Date: 23/07/19

Signature of person completing the EqlA: Ian Turner

Date: 22/07/19

**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.

