

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA574682457

Submitted: 05 January 2024 13:58 PM

Executive summary

Title of policy / decision: Future Highways Programme – Drawdown from Reserves and approval of the recommended Highways Services model

Policy / decision type: Cabinet Decision

Overview of policy / decision: The decision is to:

1. Agree to drawdown funding from the Transformation Reserve to fund new resources to deliver and embed the future service model for the Highways & Transportation Service, such funding to be used in the period up until the end of 2027/2028.
2. Agree that, the residual budget from the previous drawdown from the Transformation Reserve in October 2022 can be re-allocated as necessary to the relevant financial years up until the end of 2027/28.
3. Agree that the FHP may proceed to design the preferred “Mixed Economy Model” on the basis of the details set out in this report as supplemented by the Confidential Appendix of the Cabinet paper.
4. To permit access to the existing Highways Reserve for any opportunities that emerge during the final years of the existing contract, where short-term one-off decisions can be taken to reduce existing contract spend that can be used to fund initial one-off costs related to the start of the new contract.

What outcome(s) are you hoping to achieve?:

1. Allow the detailed design to commence on the preferred model
2. Allow procurement to explore the best approach to procure the preferred model
3. Provide funding for the resources to complete the above points and for the remainder of activities required for the remainder of the programme (up to 31st March 2027).
4. Allow any reduction in existing contract spend to be used to fund initial one-off costs to start the new contract

Executive Director responsible for policy / decision: Mark Ash (Climate, Environment and Customer Services)

Cabinet Member responsible for policy / decision: Cllr Chris Whitbread (Chancellor of Essex)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: Any impacts identified will be monitored and evaluated further throughout Design Phase.

Will this policy / decision impact on:

Service users: No

Employees: Yes

Wider community or groups of people: Yes

If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form: The recommended model poses limited impact on existing ECC Essex

Highways employees.

A detailed review will be undertaken as part of the Design phase of the programme and a Workforce Equality Impact Assessment will be completed and submitted with the Cabinet Paper for approval to go to tender.

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Infrastructure, Future growth and investment, Levelling up the economy

Which strategic priorities does this support? - Environment: Net zero, Transport and built environment

Which strategic priorities does this support? - Health: Healthy lifestyles

Which strategic priorities does this support? - Families: Safety

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This decision is requesting approval to proceed to the detailed design phase where impacts can be investigated during that phase. Outcomes of the detailed findings will be presented in a further ECIA in December 2024 when the programme will be requesting approval to initial the tender process. This will also be accompanied by a detailed Workforce Equality Impact Assessment which will be undertaken as part of the Design phase.

The resources requested within this decision will be recruited using ECC's recruitment approach ensure that no one is disadvantaged when accessing services, employment or public life in Essex – see Equality & Diversity - Working for Essex for further information.

What actions have already been taken to mitigate any negative impacts?: N/A

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Low

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: None

Residents of Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Decision being requested is to recruit to the Programme therefore providing opportunities to young adults (16-25 who have not been in education, training or employment for around 6-12 months. Extent of impact has been assessed as low due to number and type of posts being recruited.

What actions have already been taken to mitigate any negative impacts?: N/A

How could you strengthen any positive impact(s)?: N/A

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: None

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Low

People on low income

Nature of impact: None

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: None

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Decision being requested is to recruit to the Programme therefore providing opportunities to people who are unemployed/economically inactive. Extent of impact has been assessed as low due to number and type of posts being recruited.

What actions have already been taken to mitigate any negative impacts?: N/A

How could you strengthen any positive impact(s)?: N/A

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Positive

Extent of impact: Low

People living in rural or isolated areas

Nature of impact: Positive

Extent of impact: Low

People living in coastal areas

Nature of impact: Positive

Extent of impact: Low

People living in urban areas

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: Decision being requested is to recruit to the Programme therefore providing opportunities for the geographical groups listed above due to the roles being a mix of office and remote working. Extent of impact has been assessed as low due to number and type of posts being recruited.

What actions have already been taken to mitigate any negative impacts?: N/A

How could you strengthen any positive impact(s)?: N/A

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Decisions being requested will not impact on Families.

What actions have already been taken to mitigate any negative impacts?: N/A

Crime & Disorder

Crime and disorder

Nature of impact: None

The misuse of drugs, alcohol and other substances

Nature of impact: None

Re-offending

Nature of impact: None

Serious violence

Nature of impact: None

Rationale for assessment, including data used to assess the impact:

Decisions being requested will not impact on Crime and Disorder.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

What actions have already been taken to mitigate any negative impacts?:

N/A

How could you strengthen any positive impact(s)?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): Yes

Where are staff or service users coming from and how are they travelling?: The decision is to design a future Highway Service when the current Highway contract ends in 31/03/2027.

If car travel is unavoidable, are you specifying electric cars and vehicles?: No

What is your transition plan to introduce electric vehicles?: Electric and hydrogen plant and fleet will be looked at in the Design Phase.

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Nature of impact

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

Rationale for assessment, including data used to assess the impact: N/A

What actions have already been taken to mitigate any negative impacts?: N/A

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 05/01/2024

Name of person completing the ECIA: Michelle Skeats

Email address of person completing the ECIA: Michelle.Skeats@essex.gov.uk

Your function: Corporate Services

Your service area: Transformation, Delivery and Support

Your team: Transformation, Delivery and Support

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: Climate, Environment and Customer Services

Service area:

Team:

Email address of Head of Service: Peter.Massie@essex.gov.uk