

# 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 – Project Delivery – Highways Liaison

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: Colchester Local Highway Panel (LHP) - B1025 Blackheath, Colchester – Vehicle Activated Sign

Officer completing the EqlA: Sonia Church  
Tel: 07712490167 Email: [sonia.church@essexhighways.org](mailto:sonia.church@essexhighways.org)

Date of completing the assessment: 11/01/2019

## 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? – No
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p><b>For the Cabinet Member for Highways to consider the progression of the installation of a Vehicle Activated Sign (VAS) on B1025 Blackheath, Colchester. This proposal does not meet Essex County Council's criteria under Highways Practice Note 032, Vehicle Activated Signs.</b></p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p><b>For the recommendation to be agreed by the Cabinet Member for Infrastructure.</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>

**The LHPs deliver the following objectives in the Essex Vision:**

**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.



### 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>What does the information tell you about those groups identified?</p> <p><b>Colchester is a borough within the County of Essex. As of 2011 there was a population of 121,859, therefore deemed to be one of Britain's fastest growing towns. Individuals aged 16-64, equating to 64.2% of the town.</b></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><b>The views of local residents are represented on the LHP by four Colchester and four County Councillors. The Councillors not only represent the views of local residents but also other bodies, such as Housing Associations.</b></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. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:</p> <p><b>The request had originated from local residents who have been kept up to date via the County Member. Programme information will be published on the ECC website</b></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 Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<b>Positive – Highway Improvements benefit all roads users, including both vehicular and pedestrian</b>	<b>M</b>
Disability – learning disability	<b>Positive - People with Learning Disabilities will benefit from minor highway improvements by better access to the highway network and the District/County</b>	<b>M</b>
Disability – mental health issues	<b>Positive - People with mental health issues will benefit from minor highway improvements by better access to highway network and the District/County</b>	<b>L</b>
Disability – physical impairment	<b>Positive - People with physical impairment will benefit from minor highway improvements by better access to the highway network and the District/County</b>	<b>L</b>
Disability – sensory impairment (visual, hearing and deafblind)	<b>Positive - People with sensory Disabilities will benefit from minor highway improvements by better access to the highway network and the District/County</b>	<b>M</b>
Gender/Sex	<b>Neutral</b>	<b>L</b>
Gender reassignment	<b>Neutral</b>	<b>L</b>
Marriage/civil partnership	<b>Neutral</b>	<b>L</b>
Pregnancy/maternity	<b>Neutral</b>	<b>L</b>
Race	<b>Neutral</b>	<b>L</b>
Religion/belief	<b>Neutral</b>	<b>L</b>



Sexual orientation	<b>Neutral</b>	<b>L</b>
<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	<b>Positive – The minor highway improvement schemes provide improved access to the District/County/National highway network both commercially and residentially</b>	<b>L</b>
Environmental, eg. housing, transport links/rural isolation	<b>Positive – The minor highway improvement schemes provide improved access to the District/County/National highway network</b>	<b>L</b>



## 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.
N/A	N/A	N/A





## **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:

Signature of person completing the EqlA: Sonia Church

Date:

## **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.

