

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
 - 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
 Head of Equality and Diversity
 Corporate Law & Assurance
 Tel 0330 134592 or 07740 901114



Section 1: Identifying details

Your function, service area and team: Transportation Strategy and Engagement

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: M11 J7A Harlow - Preferred Route Status

Officer completing the EqlA: David Sprunt Tel: 03330136699 Email: david.sprunt@essex.gov.uk

Date of completing the assessment: 19th Sep 2016

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? New Decision
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): This report considers the outcome of the public consultation and asks the Cabinet Member to grant Preferred Route Status for the new junction (7A) on the M11 and link road to B183.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? The construction of a new junction (7A) on the M11 and link road to B183 to relieve congestion and provide for the future economic and housing growth within Harlow and the surrounding area .</p> <p>Congestion within Harlow has been identified as a constraint to economic growth and regeneration within the town. This has recently been highlighted by the need to restrict job numbers at the Enterprise Zone in the town due to constraints at M11 J7.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>Yes. Most Essex residents use the transport network daily</p> <p>Will the policy or decision influence how organisations operate? No</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? 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>The decision relates closely with Essex's vision to:</p> <ul style="list-style-type: none"> • Develop and maintain the infrastructure that enables our residents to travel and our businesses to grow • Support employment and entrepreneurship across our economy <p>The construction of this transport scheme will contribute to the Economic Plan for Essex to deliver transport infrastructure that will secure growth in jobs and homes to 2021 and beyond.</p> <p>This proposal also aligns with the Sustainable Economic Growth for Essex Communities and Businesses outcomes based commissioning strategy. In particular: Increased connectivity and journey time reliability on priority route network (PR1).</p>
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Section 3: Evidence/data about the user population and consultation¹

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>It is widely accepted that infrastructure improvements are required to facilitate the existing and proposed traffic flows through Harlow</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>Formal public consultation on the proposed scheme was held between June and July 2016. All the responses have been collated and actions allocated to minimise the impact of the scheme. Additional work is being undertaken (Air Quality Assessment) and mitigation proposals considered to alleviate public concerns.</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>N/A</p>

¹ 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	Neutral - The provision of a new junction would not affect this group	L
Disability – learning disability	Neutral - The provision of a new junction would not affect this group	L
Disability – mental health	Neutral - The provision of a new junction would not affect this group	L
Disability – physical disability	Neutral - The provision of a new junction would not affect this group	L
Disability – sensory impairment (visual, hearing and deafblind)	Neutral - The provision of a new junction would not affect this group	L
Gender	Neutral - The provision of a new junction would not affect this group	L
Gender reassignment	Neutral - The provision of a new junction would not affect this group	L
Marriage/civil partnership	Neutral - The provision of a new junction would not affect this group	L
Pregnancy/maternity	Neutral - The provision of a new junction would not affect this group	L
Race	Neutral - The provision of a new junction would not affect this group	L
Religion/belief	Neutral - The provision of a new junction would not affect this group	L
Sexual orientation	Neutral - The provision of a new junction would not affect this group	L
Cross-cutting themes		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact



		Low, medium, high (use L, M or H)
Socio-economic	Positive – This decision relates to Essex's commitment to develop and maintain the infrastructure that enables our residents to travel and our businesses to grow and to support employment and entrepreneurship across our economy	H
Environmental, eg housing, transport links/rural isolation	Positive – provides improved network capacity and resilience improving opportunity to develop new housing, provide new jobs and improve links to London Stansted Airport	H



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 ' YES ', use the action plan at Section 6 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.
Air Quality	Under development, but will include methods to manage traffic flows on the links and junctions to reduce impact	Dec 2016
Noise	Under development, but will include methods to manage traffic flows on the links and junctions to reduce impact	Dec 2016



Section 7: Sign off

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

Signature of Head of Service: <i>Chris Stevenson</i>	Date: 18 th November 2016
Signature of person completing the EqlA: <i>David Sprunt</i>	Date: 18 th November 2016

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.

