

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: Technical Assistant, Design, Essex Highways

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: 20mph Limit in Fernlea, Jonquil Way, Camomile Way, Sorrel Close, Stonecrop, Bluebell Way, Anemone Court, Celandine Court, Gentian Court, Coltsfoot Court and Lavender Way, Braiswick, Colchester

Officer completing the EqlA: Rio Lovett Tel: 07892703051
Email: Rio.lovett@essexhighways.org

Date of completing the assessment:

Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>New policy to implement a 20 mph speed limit on Fernlea and its surrounding side roads in Braiswick, Colchester.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To implement the prohibition of motor vehicles and no waiting at any time along</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>The Cabinet Member for Infrastructure agrees with officer recommendations to implement the proposed 20mph speed limit throughout the Fernlea estate, including Fernlea, Jonquil Way, Camomile Way, Sorrel Close, Stonecrop, Bluebell Way and Lavender Way. This proposal does not meet Essex County Council's criteria under Highways Practice Note (HPN) 040 '20mph Permanent Speed Limits and Zones in Urban and Rural Areas for the introduction of a 20mph speed limit' due to the length of the roads being considered not meeting the requirement in the HPN for an individual length of 600 metres and the average speeds already being below 24mph on the majority of the roads included in the proposed limit.</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 – it will affect mainly residents in the estate and parents using the estate for the Primary School, will have to adhere to the new speed limit if implemented.</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>The LHPs deliver the following objectives in the Essex Vision:</p> <p>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.</p>



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>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.</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>The Proposal has undergone consultation via letter drop and formal advertisement where stakeholders and the general public were invited to comment.</p> <p>During the formal consultation, 2 objections were received from residents via email.</p> <p>As a result a Cabinet Member Action report has been written, including the option to abandon the proposal.</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>All members of the public were able to comment on the scheme when it was formally advertised.</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	Positive – Highway improvements benefit all road users, including both vehicular and pedestrian. This particular scheme is more for the benefit of younger school children, by reducing the speed limit in an approach to make the environment more suitable for young, vulnerable pedestrians.	L
Disability – learning disability	Neutral as this will have no affect	N/A
Disability – mental health	Neutral as this will have no affect	N/A
Disability – physical disability	Neutral as this will have no affect	N/A
Disability – sensory impairment (visual, hearing and deafblind)	Neutral as this will have no affect	N/A
Gender	Neutral as this will have no affect	N/A
Gender reassignment	Neutral as this will have no affect	N/A
Marriage/civil partnership	Neutral as this will have no affect	N/A
Pregnancy/maternity	Neutral as this will have no affect	N/A
Race	Neutral as this will have no affect	N/A
Religion/belief	Neutral as this will have no affect	N/A
Sexual orientation	Neutral as this will have no affect	N/A
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)



Appendix 3 – Equality Impact Assessment

Socio-economic	Neutral as this will have no affect	N/A
Environmental, eg housing, transport links/rural isolation	<p>Positive</p> <p>This scheme will help contribute to reducing vehicle speeds on roads within the Fernlea Estate, and therefore make the environment safer and more suitable for both drivers and pedestrians. This is particularly important as pedestrian activity particularly that of vulnerable road users in young children, has increased substantially with the opening of the new Braiswick Primary School.</p>	M



Section 5: Conclusion			
		Tick Yes/No as appropriate	
5.1	Does the EqIA 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.
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: VP

Date: 01/10/2019

Signature of person completing the EqlA: RL

Date: 25/09/2019

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.

