

# 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: Infrastructure and Environment, 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: CMA - Colchester High Street/Lewis Gardens Prohibition of U-Turn TRO.

Officer completing the EqlA: Paul White Tel: 01245 342570 Email: paul.white@essexhighways.gov.uk

Date of completing the assessment: 27 Nov 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? Yes
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>Lewis Gardens is a private road that joins High Street, Colchester as a simple T-junction. Public vehicles travelling east along the High Street wishing to head southwards along Queen Street are prevented from doing so by a bus lane, which was implemented to protect and improve the air quality in Queen Street on the approach to St Botolphs Circus.</p> <p>Vehicles wishing to travel along Queen Street are continuing eastbound and carrying out dangerous U-turn manoeuvres in the entrance to Lewis Gardens, utilising the footway to complete the turn. There have been at least 4 no. personal injury accidents in the vicinity in the last 5 years, therefore the site has become a Casualty Reduction area. The implementation of the U-turn prohibition will reduce this risk.</p> <p>(All local authorities have a statutory duty to analyse the collisions that occur resulting in road casualties and investigate whether engineering solutions are available to reduce the number of casualties.)</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>The proposed Strategy has the following aims:</p> <p>a. Reduce the risk of injury to pedestrians, cyclists and other non-motorised users from turning vehicles.</p> <p>b. As part of the wider highway improvements, positively encourage sustainable modes of travel to reduce traffic and congestion within the 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></ul>



	<ul style="list-style-type: none"> <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 - enforcement is a Police duty and ECC have no powers to enforce.</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 a casualty reduction scheme, triggered by the frequency and severity of personal injury accidents (PIAs) at this location. Please see Appendix D for details of the PIAs. ECC/Essex Highways</p> <p>This scheme is in support of the bus lane at the junction of Queen Street/High Street, which is a part of a wider plan to improve the air quality on Queen Street. Queen Street has been identified as having very high air pollution and ECC have a duty to reduce this.</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>



## 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 a number of different types of users of the Highway Network, requiring provisions to be constructed to support a diverse range of modes of travel.</p> <p>The area to be restricted is surrounded by residential and business premises, and therefore there is a wide range of users of the highway network, car users, public service vehicles, cyclists and pedestrians.</p> <p>Prohibiting a U-turn in this location will affect people wishing to enter Priory Street from the High Street/west of the town centre. They will now have to approach Queen Street from East Hill. This will also affect disabled badge holders and delivery drivers using the parking bays on the High Street, who wish to leave town via Queen Street.</p> <p>Pedestrians and other non-motorised users walking in to town via East Hill will be at less risk of injury caused by turning traffic. There will also be less risk of damage-only collisions, which whilst unrecorded, have "anecdotally" been increasing.</p> <p>Buses and vehicles travelling east on East Hill will have better journey time reliability as they will not be held up by traffic wishing to U-turn waiting for a gap in westbound traffic.</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 - as part of the Traffic Regulation Order administration process, the proposed Order is published and displayed on site, and requests objections.</p> <p>One objection was received (see Appendix A) and one communication of support was received (See Appendix B).</p> <p>A public meeting was held with residents in August 2019 and it was determined by the Executive Councillor for Highways and Transportation that the bus lane can not be removed due to air quality issues. There was general support for restricting U-turns at this location, from local councillors, residents and highways officers.</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.



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>N/A</p>
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## 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 - Improved infrastructure to support sustainable modes of transport, including cycling and buses which has accessibility and health benefits, increased journey time reliability and reduced risk to pedestrians and non-motorised users.	M
Disability	Positive - Improved infrastructure to support sustainable modes of transport, including cycling and buses which has accessibility and health benefits. Safer facilities for pedestrians and non-motorised users.	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

### 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 - The improved highway infrastructure provisions will provide increased surety of road safety which help support all modes of travel including sustainable modes promoting travel choice, accessibility, health and wellbeing.	L



Environmental, eg housing, transport links/rural isolation	<b>Positive - The proposals will remove a small amount of traffic from the High Street, and will encourage re-routeing of traffic wishing to access Priory Street. Bus accessibility will improve, reducing queuing for bus stop facilities at peak times, which have a knock-on effect of blocking the High Street unnecessarily</b>	<b>L</b>
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## 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.
Vehicles carrying out turning movements in Roman Road - whilst legal, it is undesirable for local residents.	Signage to discourage turning.	Already installed.



**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: Paul White

Date: 28/11/19

**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.

