

Equalities Comprehensive Impact Assessment - optional ECIA review

Reference: ECIA447018244

Submitted: 05 September 2022 13:34 PM

Executive summary

Title of policy / decision: Title of policy/decision Future Highways Contract – request to drawdown funds for resources (FP/465/07/22)

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: The decision is to request drawdown of resources to fund the support services staff for the Discovery phase of the Future Highways Programme until March 2024 and to fund the Highways staff for all phases of the Future Highways to 31st March 2027.

What outcome(s) are you hoping to achieve?: The outcome of the decision will allow for the recruitment process to begin to resource the Programme and take forward the programme activities required for the next 5 years.

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

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

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?: The initial decision is a request for resources only. During this period a Programme Delivery Team will be in place with various levels of assurance appointed such as Programme Steering Board, Functional Leadership Teams and Scrutiny Committees.

A further decision will be requested of Cabinet in December 2023 regarding the following:

- Contract model options
- Procurement approach options
- Financial implications are agreed level of investment
- Resources update
- Impact of A130 hand back

Will this policy / decision impact on:

Service users: No

Employees: Yes

Wider community or groups of people: Yes

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: Initial decision is requesting resources to allow for the mobilisation of the Programme and recruitment to roles needed as part of the Programme. 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.

A further ECIA will be completed as part of the Dec 2023 Cabinet Paper once procurement investigations have taken place and further assessments can be made.

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

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

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

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

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

Working families

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

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 or over-populated 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

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: Recruitment to the Programme will not impact on Families.

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

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

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: 05/09/2022

Name of person completing the ECIA: Natalie Williamson

Email address of person completing the ECIA: Natalie.Williamson@essex.gov.uk

Your function: People and Transformation

Your service area: Transformation Delivery and Support

Your team: Delivery

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