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, i.e. 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

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Section 1: Identifying details
Your function, service area and team: Essex Highways
If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:
Title of policy or decision: Part Night Lighting Scheme Funded by Basildon Borough Council
Officer completing the EqIA: Deana James, Business Planning Manager, Essex Highways Commissioning deana.james2@essex.gov.uk
Date of completing the assessment: 07 October 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? Change to an existing practice.
2.2	Describe the main aims, objectives and purpose of the policy (or decision): Approve an amendment to the current Part Night Lighting (PNL) scheme to allow Basildon Borough Council to fund the restoration of street lighting during the hours of 1am and 5am six days a week and between 12am and 5am on a Sunday night/Monday morning from 31 October 2019 to 31 March 2024. ECC has always recognised that District/Borough Councils are best placed to assess whether there is strong public support for all night lighting in their area and may, on amenity grounds, wish to reflect local wishes for this amenity – that way local people can assess whether the additional expenditure is justified given the competing demands for scarce public resources What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)? The decision will allow ECC to into a new agreement with Basildon Borough Council to suspend the part night lighting policy for the period 31 October 2019 to 31 March 2020. A further 4 year agreement will then be signed for the period 1 April 2020 to 31 March 2024. Basildon have made this request on the grounds of amenity and to reflect public support for all night lighting in this area.

2.3	Does or will the policy or decision affect: • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? If the new agreements were not implemented, there would be an effect on residents as street lighting in that area would continue to be subject to the current PNL scheme. Will the policy or decision influence how organisations operate? No
2.4	Will the policy or decision involve substantial changes in resources? No
2.5	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? The street lighting service has the following objectives; 1. Reduce energy usage and maintenance requirements through roll out of the LED lighting across the network. 2. Maintain the asset to an appropriate level. 3. Ensure street lighting furniture is electrically and structurally safe and does not pose a risk to the residents of Essex. Delivery of these works and services will contribute towards the following corporate objectives; • Meet customer needs. • Obtain value for money. • Promote improvement and innovation. • Help ECC realise its strategic aims 2017-2021. • Reduce the cost of the Service. We aim to achieve these by maximising the commercial and strategic opportunities with Ringway Jacobs to ensure we are delivering quality services and maximising value for money. This ambition will in turn contribute towards achieving the following strategic aims: In particular this aligns with working collaboratively with partners, as set out below. • **Transform the council to achieve more with less**

	Limit cost and drive growth in revenue ○ Optimise revenue from services, by charging appropriately and realising commercial benefit ○ Drive out inefficiency, by reducing costs, increasing productivity and adopting lean methodology. ○ Work collaboratively with partners to deliver maximum value for taxpayers' money that is spent through Essex Highways.

Section 3: Evidence/data about the user population and consultation[1]	
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	What does the information tell you about those groups identified? If the new agreement is implemented, no group will be adversely affected by this policy. Residents who are out between the hours of 1am and 5am six days a week and 12am and 5am on a Sunday night/Monday morning will now benefit. See below text for Socio-Economic impact
3.2	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? See above and text below for Socio-Economic impact
3.3	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: Implementing the new agreement will result in a positive impact on the Basildon community See below text for Socio-Economic impact

[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	L
Disability – learning disability	Positive	L
Disability – mental health	Positive	L
Disability – physical disability	Positive	L
Disability – sensory impairment (visual, hearing and deafblind)	Positive	L
Gender	Positive	L
Gender reassignment	Positive	L
Marriage/civil partnership	Positive	L
Pregnancy/maternity	Positive	L
Race	Positive	L
Religion/belief	Positive	L
Sexual orientation	Positive	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 Leader of Basildon Council confirmed in writing to ECC that; “Since I made the announcement that night-time street-lighting would be returning to Basildon Borough, the response from residents across all parts of the borough has been phenomenal.	L

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	At the time of writing, over 1000 residents from across the borough have responded to this announcement, with an overwhelming proportion (97%) being in favour of the initiative. This includes feedback from the prominent social media groups representing our five towns – Basildon, Billericay, Laindon, Pitsea, Wickford – all of which has been at least 90% positive.”	
Environmental, eg housing, transport links/rural isolation	Positive, as residents in areas where street lights are currently switched off are in favour of the request by Basildon Borough Council that lights are turned back on (see above quote from the Leader of Basildon), confirming this initiative supports this local desire.	**L**

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 ☒	
		Yes ☐	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		

Section 7: Sign off

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

Signature of Head of Service: FMasne	Date: 09 October 2019
Signature of person completing the EqIA: Deana James	Date: 07 October 2019

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.