

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
 - sex/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: Essex Highways Commissioning

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: Approval to place 2022/23 contractual task orders with Ringway Jacobs for values of £2m and over

Officer completing the EqIA: Deana James, Business Planning Manager, Essex Highways Commissioning deana.james2@essex.gov.uk

Date of completing the assessment: 15 December 2021



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	Describe the main aims, objectives and purpose of the policy (or decision): This report seeks Cabinet approval for ECC's Commissioning Team to place contractual orders (Task Orders) with a value of £2m or over with ECC's partner, Ringway Jacobs for the financial year 2022/23. What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? This approval ensures that ECC is compliant with its Constitutional requirement in relation to contract orders.
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 decision is not approved, the 2022/23 planned delivery of Essex Highways works and services may be significantly delayed which will impact all users of the highway network within Essex. 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?



	Delivery of these works and services will contribute towards the following aims in the Essex Vision • Develop our County sustainably • Connect us to each other and the world Approving the decision will also contribute to the Council's ambition to be net carbon neutral by 2030 through: • Replacing transport trips and doing things differently to reduce the need to travel, • A shift to sustainable ways of travel and, • Decarbonising remaining transport In line with our emerging organisational strategy, 'Everyone's Essex', this decision also contributes towards the following strategic priorities: • A strong, inclusive and sustainable economy - by delivering and maintaining high quality infrastructure to improve opportunities for people living in Essex. • A high quality environment – by embedding measures to ensure that the council significantly reduces its carbon footprint, whilst also supporting an acceleration in the progress towards alternative forms of travel across the county.
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	What does the information tell you about those groups identified?

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.



	All users of the Essex Highways network are likely to be affected if the planned delivery of Essex Highways works and services are delayed.
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? No, as this will impact all Essex Highways network users not just identified groups.
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: We regularly undertake best practice sharing and consultation with our peers both locally and nationally. We undertake annual customer satisfaction surveys and use the information we receive back to manage public expectation.



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 – county wide decision not targeted at specific groups, no change to service standard	L
Disability – learning disability	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Disability – mental health issues	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Disability – physical impairment	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Disability – sensory impairment (visual, hearing and deafblind)	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Gender/Sex	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Gender reassignment	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Marriage/civil partnership	Neutral – county wide decision not targeted at specific groups, no change to service standard	L



Pregnancy/maternity	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Race	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Religion/belief	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Sexual orientation	Neutral – county wide decision not targeted at specific groups, no change to service standard	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	Neutral – county wide decision not targeted at specific groups, no change to service standard	L
Environmental, eg housing, transport links/rural isolation	Neutral – county wide decision not targeted at specific groups, no change to service standard	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.



Section 7: Sign off

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

Signature of Head of Service: Peter Massie	Date: 15/12/2021
Signature of person completing the EqlA: Deana James	Date: 15 December 2021

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.

