

Appendix 3 - 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**

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: **Implementation of 50mph speed limit on A127 Basildon**

Officer completing the EqlA: **Anne James** Tel: Email: anne.james@essexhighways.org

Date of completing the assessment: **03/12/2019**

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><i>Describe the main aims, objectives and purpose of the policy (or decision):</i> To reduce the NO2 levels on the A127 so that they are within the maximum legal standards as set out in the European Directive for Air Quality <i>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</i></p> <ul style="list-style-type: none">To reduce the speed limit from 70 mph to 50 mph on the A127 between the existing 40 mph at Fortune of War junction and the current 50 mph limit near Pound Lane. The new speed limit will be enforced by Average Speed Cameras.
2.3	<p><i>Does or will the policy or decision affect:</i></p> <ul style="list-style-type: none"><i>Service users</i><i>Employees</i><i>The wider community or groups of people, particularly where there are areas of known inequalities?</i> <p>Yes <i>Will the policy or decision influence how organisations operate?</i> Yes</p>
2.4	<p><i>Will the policy or decision involve substantial changes in resources?</i> No</p>



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?

- **Meets two of Essex County Council's four Strategic Aims**
 - **To enable inclusive economic growth**
 - **To create great places to grow up, live and work views on the issues that matter most to them.**
- **This proposals will support the Council's corporate duties and responsibilities as Highway Authority**



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).

What does the information tell you about those groups identified?

Basildon

There are 110 LSOAs in Basildon, with 12 of them being amongst the most deprived 10% in England while 15 are in the most affluent 10%.

The distribution would suggest that there are a number of affluent areas of Basildon but many that are deprived. Basildon is ranked 98 out of 326 local authorities in England on overall deprivation (where 1 is the highest level of deprivation).

The Essex Insight report for Basildon (May 2016) indicate that:

- The percentage of people living with a disability in Essex is over 22% which is higher than the national average of 19%.
- The total population will increase from 179,600 to 191,600: an increase of 6% or 12,000 more people.
- The number of people aged over will 65 will increase by 19% between 2015 and 2025 and will represent 20% of the population
- There is poor wellbeing amongst adults in Basildon but a lower than average percentage with mental health issues
- There are high levels of child poverty.
- Residents report that access to a car is essential for people out of work and not able to use public transport or walk to an employment centre. In Basildon 16% may miss out on work opportunities unless they have access to a car.
- There is higher than average percentage of residents who are satisfied with local bus service and local transport information.
- Only 66% of Basildon residents rate their general health as good, the third lowest percentage in Essex. This is below the county average of 70% and is the third lowest percentage in Essex.

Within the UK Essex has the highest population of any local authority for the following disabilities:

- Visually impaired people (60,000)
- Hearing Impaired persons (160,000)
- Deafblind (15,000 people)

This amounts to 10 -15% of Essex's overall population.

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?

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.



	<p>The requirement to implement the Air Quality Action Plan is a directive from Central Government.</p> <p>A national consultation 'Improving air quality: reducing nitrogen dioxide in our towns and cities' was carried out in May 2017 and the information fed into the national Air quality plan for nitrogen dioxide (NO₂) in UK (2017) setting out the UK's plan for reducing roadside nitrogen dioxide concentrations. This included the A127 running through Basildon.</p> <p>A supplementary directive was received by Essex County Council from Defra, in June 2019, to implement the 50 mph Speed Limit at the locations stated in section 2.2 above.</p> <p>The Speed Limit Reduction is subject to a statutory consultation under the Road Traffic Regulation Act 1984</p>
3.3	<p><i>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:</i></p> <p>An on line consultation was undertaken in June 2018 to identify view about air quality issues in Basildon and to engage with local people regarding what work is being undertaken to improve air quality.</p> <p>Local engagement has been undertaken with Business Groups adjacent to the A127 where the speed limit will be reduced.</p> <p>An engagement exercise was carried out in key public locations in Basildon to explain the purpose of the work Information is available on the County's web pages and Statutory consultation will be undertaken regarding the proposed speed limit change.</p> <p>Engagement material will take into account local needs and will be made available for people with sight impairment.</p> <p>The statutory consultation under the Road Traffic Regulation Act 1984 will be undertaken and specific engagement will be undertaken and to ensure the views of those groups with protected characteristics are heard.</p>



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	<p>Older People</p> <p>In Basildon by 2025 over 65s will increase from 31,400 to 37,500: an increase of 19% (6,100) and will represent 20% of the total population in the district.</p> <p>Older people are particularly vulnerable to health impacts from traffic emissions. These include pulmonary infections and also coronary heart disease</p> <p>Positive.</p> <p>Old People</p> <p>Reducing pollution from NO2 improves the health of all people but has a particularly positive impact on the elderly</p> <p>Young people</p> <p>In Basildon by 2025 there will be 3,300 more under 19s and 26,200 new babies will be born over the period.</p> <p>Babies and young children are particularly susceptible to pulmonary infections and asthma as a result of traffic emissions</p>	<p>M</p> <p>M</p>
Disability – learning disability	Neutral	L
Disability – mental health issues	Neutral	L
Disability – physical impairment	Neutral	L
Disability – sensory impairment (visual, hearing and deafblind)	Neutral	L



Gender/Sex	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	<p>Positive</p> <p>Basildon is in the second quartile of the national Index of Multiple Deprivation</p> <p>The data shows that there is a higher percentage of people in lower socio-economic groups living in rented housing closer to the city centre. They work in local businesses and travel on routes where the air quality is currently poor</p> <p>People in lower socio-economic groups are more likely to walk or cycle and are more at risk from poor air quality.</p> <p>The improvement in air quality will have a positive impact on this group</p>	M
Environmental, eg housing, transport links/rural isolation	<p>Positive</p> <p>The proposals to reduce the NO2 pollutants on the A127 will enable Basildon to deliver compliance with the national air quality requirements while not having adverse impacts on the surrounding areas</p>	M



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 ' 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:
Andrew Cook

Date: 03 12 2019

Signature of person completing the EqlA:
Anne James

Date: 03 12 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.

