

# Equality Impact Assessment template

*The final version should be submitted using the online EqIA form*

<b>Section 1: Executive Summary</b>	
<b>1.1</b>	<b>Title of policy (or decision)</b>  Proposed Crossing Renewal, B1007 High Street, Billericay
<b>1.2</b>	<b>Describe the main aims, objectives and purpose of the policy (or decision)</b>  New decision to approve the upgrade of an existing Pelican Crossing to a Puffin Crossing on B1007 High Street, Billericay.  <b>What outcome(s) are you hoping to achieve? <i>Refer to strategic aims / strategic priorities in Organisation Strategy</i></b>  Approval to upgrade the crossing
<b>1.3</b>	<b>Is this a new policy (or decision) or a change to an existing policy, practice or project?</b>  New decision

## Section 2: Assessing the Equality Impact

Use this section to record how you have assessed any potential impact on equality groups. What is known about the population likely to be affected which will support your understanding of the impact of the policy (or decision)? Consider any consultation / data as supporting evidence (eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information). An opportunity to explain impacts on specific protected groups is provided later on this form

### Does or will the policy or decision affect:

Service users

Y ☐

N ☒

Employees

Y ☐

N ☒

The wider community or groups of people, particularly where there are areas of known inequalities

Y ☒

N ☐

Which geographical areas of Essex does or will the policy or decision affect (e.g. Borough/City/District/All Essex)

All Essex

☐

Basildon

☒

Braintree

☐

Brentwood

☐

Castle Point

☐

Chelmsford

☐

Colchester

☐

Epping Forest

☐

Harlow

☐

Maldon

☐

Rochford

☐

Tendring

☐

Uttlesford

☐

Will the policy or decision influence how organisations operate?

Y ☐

N ☒

Will the policy or decision involve substantial changes in resources?

Y ☐

N ☒

Is this policy or decision associated with any of the Council's other policies?

Y ☒

N ☐

### Section 3: Description of Impact

Description of impact	Nature of impact Positive, neutral, adverse (please explain your reasons)	Extent of impact Low, Medium, High (please explain your reasons)
Age	Positive – as the existing crossing is life expired, the upgrade will ensure reliability of this crossing facility to allow pedestrians of all ages to cross B1007 easily at all times, reducing the risk of near misses	Low
Disability – learning disability	Positive – as the existing crossing is life expired, the upgrade will ensure reliability of this crossing facility to allow pedestrians of all abilities to cross B1007 easily at all times, reducing the risk of near misses	Low
Disability – mental health issues	Positive – as the existing crossing is life expired, the upgrade will ensure reliability of this crossing facility to allow pedestrians of all abilities to cross B1007 easily at all times, reducing the risk of near misses	Low
Disability – physical impairment	Positive – as the existing crossing is life expired, the upgrade will ensure reliability of this crossing facility to allow pedestrians of all abilities to cross B1007 easily at all times, reducing the risk of near misses	Low
Disability – sensory impairment	Positive – as the existing crossing is life expired, the upgrade will ensure reliability of this crossing facility to allow pedestrians of all abilities to cross B1007 easily at all times, reducing the risk of near misses	Low
Gender / Sex	Neutral	N/A
Gender reassignment	Neutral	N/A

Marriage / civil partnership	Neutral	N/A
Pregnancy / maternity	Positive – as the existing crossing is life expired, the upgrade will ensure reliability of this crossing facility to allow pedestrians of all abilities to cross B1007 easily at all times, reducing the risk of near misses	Low
Race	Neutral	N/A
Religion / belief	Neutral	N/A
Sexual orientation	Neutral	N/A

## Section 4: Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?

Y ☐ N ☒

If 'YES', use the space below to describe what mitigating actions you could put in place to address any adverse impacts identified

What are the mitigating actions?

Date they will be achieved?

## Section 5: Sign off

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

Signature of person completing the EqlA:  
CL

Date: 15 October 2019

Names and contact details: Chloe Livingstone, [chloe.livingstone@essexhighways.org](mailto:chloe.livingstone@essexhighways.org)

Your function, service area and team: Essex Highways, Network Assurance

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

Signature of Head of Service:

VP

Date: 17/10/2019