

Equality Impact Assessment

Section 1: Executive Summary	
1.1	<p>Title of policy (or decision)</p> <p>To introduce Permit Parking Zone Mon-Fri 8am-6pm on Hardy Close.</p>
1.2	<p>Describe the main aims, objectives and purpose of the policy (or decision)</p> <p>Essex County Council (the Council) has formally advertised its intention to implement a Permit Parking Zone Mon-Fri 8am-6pm restrictions on Hardy Close, Chelmsford (the Proposal). As objections have been received to the Proposal, the Cabinet Member is now asked to decide whether the Proposal should be implemented</p> <p>What outcome(s) are you hoping to achieve? <i>Refer to strategic aims / strategic priorities in Organisation Strategy</i></p> <p>Cabinet member to approve the introduction of Permit Parking Zone Mon-Fri 8am-6pm restrictions on Hardy Close, Chelmsford along with No Waiting at Any Time junction protection as originally advertised.</p>
1.3	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>New decision</p>

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

[The Permit Parking Zone Mon-Fri 8am-6pm proposal with junction protection was advertised in the Essex Chronicle on 17 October 2019 signifying the start of the objection period and closing no less than 21 days later on the 8 November 2019. Site notices were placed on site and a letter drop undertaken to all affected properties/residents]

Does or will the policy or decision affect:

Service users	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>
Employees	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>
The wider community or groups of people, particularly where there are areas of known inequalities	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

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

All Essex	<input type="checkbox"/>	Colchester	<input type="checkbox"/>
Basildon	<input type="checkbox"/>	Epping Forest	<input type="checkbox"/>
Braintree	<input type="checkbox"/>	Harlow	<input type="checkbox"/>
Brentwood	<input type="checkbox"/>	Maldon	<input type="checkbox"/>
Castle Point	<input type="checkbox"/>	Rochford	<input type="checkbox"/>
Chelmsford	<input checked="" type="checkbox"/>	Tendring	<input type="checkbox"/>
		Uttlesford	<input type="checkbox"/>

Will the policy or decision influence how organisations operate?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>
Will the policy or decision involve substantial changes in resources?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>
Is the new or revised policy linked to a digital service (website, system or application)?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>

Please describe the steps you have taken to:

- meet the digital accessibility requirements
- test the accessibility of the website, system or application
- maintain accessibility once it has gone live

[Consultation documents available on Essex Highways website and public notice on site with options to view hard copy documents on request]

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	Neutral	NA
Disability – learning disability	Neutral	NA
Disability – mental health issues	Neutral	NA
Disability – physical impairment	Adverse – Permit parking zone will require residents to park with consideration for access to private properties and other road users.	Low
Disability – sensory impairment	Adverse – Permit parking zone will require residents to park with consideration for access to private properties and other road users.	Low
Gender / Sex	Neutral	NA
Gender reassignment	Neutral	NA
Marriage / civil partnership	Neutral	NA
Pregnancy / maternity	Neutral	NA
Race	Neutral	NA
Religion / belief	Neutral	NA
Sexual orientation	Neutral	NA

I confirm that I have considered the potential impact on all of the protected characteristics Y ☒

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics.

NA

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?

NA

NA

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:



Date: 21/08/2020

Names and contact details:

Gemma Hills, gemma.hills@essexhighways.org

Your function, service area and team:

Essex Highway, Design Service, 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:

Date:

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