

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
 - gender and 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 at:
<http://cmis.essexcc.gov.uk/essexcmis5/Home.aspx>
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: Place & Public Health, Capital Investment & Delivery

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

Title of policy or decision: CMA - Chelmsford City Growth Package – Cycle Connectivity Traffic Regulation Orders

Officer completing the EqlA: Ian Turner Tel: 03330 136890 Email: iturner@essex.gov.uk

Date of completing the assessment: Jan 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>Describe the main aims, objectives and purpose of the policy (or decision): Chelmsford City Growth Package is introducing a series of highway capital improvements across the city. Part of these improvements include improving cycling connectivity within the city centre, particularly focused on improving the links to the railway station and bus station.</p> <p>Currently the cycling network within the city does not provide good links across the city centre resulting in a cycle network which is often less attractive to people as a transport option, or result in people who cycle being tempted to make prohibited or unsafe choices.</p> <p>An improved cycle network, undertaken as part of the highway improvements of the Chelmsford Growth Package will help provide safer cycle routes to encourage sustainable modes of travel to help address congestion, thereby facilitating Chelmsford's growth and promoting sustainable development, ensuring Chelmsford's roads are suitable for now and for the future.</p> <p>As part of the requirements to make alterations of this nature to the highway network, there is a requirement to undertake consultation. Objections have been received to the Statutory Notices and therefore following the necessary process and procedure a response and final decision on whether to proceed requires a Cabinet Member Action.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? The proposed Strategy has the following aims:</p> <ol style="list-style-type: none">Support the overall highway improvement works being undertaken across the city introduced as part of the Chelmsford Growth package, and to take the opportunity to influence behaviour.As part of the wider highway improvements, positively encourage sustainable modes of travel to reduce traffic and congestion within the city centre.Extend cycling connectivity by providing a more direct route across the city centre.Provide a new visible cycling route to encourage local cycling trips to transport hubs, schools and the main shopping centre as an alternative to car trips.Improve health and wellbeing by encouraging a switch to cycling as a transport choice.Close a perceived gap in the existing cycle network by providing connections to multiple routes and to the popular cycle hub at the railway station.
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">service usersemployeesthe wider community or groups of people, particularly where there are areas of known inequalities?



	<p>Yes</p> <p>Will the policy or decision influence how organisations operate?</p> <p>No</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p>
2.5	<p>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?</p> <p>This scheme is part of an overall £15million SELEP package of works collectively which will deliver a range of initiatives to encourage and improve access for all modes of travel. As further elements of the overall package are progressed, additional approval will be sought when required under governance rules.</p> <p>An effective transport system is integral to peoples' daily lives; it underpins business and commerce; provides access to work, education and training, essential services and leisure activities; and enables people to make the most of opportunities as they arise.</p> <p>The scheme is strongly aligned with the delivery of the new Vision for Essex.</p> <ul style="list-style-type: none"> • Enable inclusive economic growth • Help people get the best start and age well • Help create great places to grow up, live and work <p>Investment in our transport network aimed at ensuring the efficient and effective movement of people and goods to boost economic growth create great places to live, work and visit, enable people to live independently, and improve the lives of people using the transport network throughout Essex.</p> <p>Specifically the Chelmsford City Growth Package enables inclusive economic growth within Chelmsford, identified as a major economic engine within the Essex Organisational Strategy and supports the following strategic priorities;</p> <ul style="list-style-type: none"> • Enable Essex to attract and grow large firms in high growth industries. The scheme supports trade, by better connecting key economic centres, especially along major transport corridors, and helping people to travel by public transport, bike and on foot • Help secure sustainable development and protect the environment. The scheme ensures that growth can be sustainable and accommodated in a way that enhances Essex • Facilitate growing communities and new homes; the project enhances transport access to employment, education and training, and essential services including healthcare, retail and leisure facilities to enable participation in everyday life <p>The proposal supports the delivery of the Essex Local Transport Plan vision for a transport system that supports sustainable economic growth and helps deliver the best quality of life for the residents of Essex by providing connectivity for Essex communities and international gateways to support sustainable economic growth and regeneration.</p>



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	<p>What does the information tell you about those groups identified? There are a number of different types of users of the Highway Network, requiring provisions to be constructed to support a diverse range of modes of travel.</p> <p>The area to be developed is surrounded by residential and business premises, and therefore there is a wide range of users of the highway network, car users, cyclists and pedestrians.</p> <p>Currently the cycling network within the city does not provide good links across the city centre resulting in a cycle network which is often less attractive to people as a transport option, or result in people who cycle being tempted to make prohibited or unsafe choices. The proposed improvements will help support improved cycle provisions, supporting sustainable modes of travel. The existing cycleway has also been upgraded and improved providing a more consistent facility and will be to the benefit of non-motorised users.</p>
3.2	<p>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? Yes - Public consultation events were held throughout Chelmsford both in the spring and summer of 2017. These were attended by residents and local interest groups. The results of the consultation were used to select the schemes taken forward for Local Enterprise Partnership funding. This project was one of the successful schemes taken forward for delivery as part of the overall Chelmsford City Growth Package.</p> <p>In addition ECC has consulted through the necessary statutory processes and procedures. This has resulted in some objections being received, which under ECC governance rules requires consideration, a response and the final decision to be taken by Cabinet Member Action.</p>
3.3	<p>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: N/A</p>

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 - Improved infrastructure to support sustainable modes of transport, including cycling which has health benefits.	M
Disability	Positive - Improved infrastructure to support sustainable modes of transport, including cycling which has health benefits.	M
Gender	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	Positive - The improved cycle infrastructure provisions will provide facilities which support sustainable modes of travel, including choice and helping to promoting health and wellbeing (i.e. cycling).	M
Environmental, eg housing, transport links/rural isolation	Positive - See comment above	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: Chris Stevenson

Date: Jan 19

Signature of person completing the EqlA: Ian Turner

Date: Jan 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.

