

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:



Section 1: Identifying details

Your function, service area and team: Essex Highways – Structures

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: Decision on the Future of the Army and Navy

Officer completing the EqlA: Stuart Froud
 Tel: 07892 705835 Email: stuart.froud@essexhighways.org

Date of completing the assessment: 23/09/2019

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	Describe the main aims, objectives and purpose of the policy (or decision): To agree to the permanent closure and removal of the Army and Navy Flyover What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? The permanent closure and removal of the Army and Navy Flyover
2.3	Does or will the policy or decision affect: <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? Yes 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	<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>No</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?</p> <p>Figures indicate that the Army and Navy junction serves in the region of 10,000 vehicle journeys every day, operating at up to 97% capacity during peak hours. The flyover itself, when open, serves only light vehicles and is not a route for non motorised users.</p> <p>Chelmsford City is the third largest district in Essex in terms of total population and in 2016 it accounted for 12% of the total County population. It has two main urban areas, the City of Chelmsford and the town of South Woodham Ferrers. It does have a high proportion of over 65's, with a 23% increase expected between 2015 and 2025. The working population is essential for economic growth and requires adequate housing, access to jobs/businesses and good highway links. The area attracts a lot of commuters due to the journey time into central London via the mainline train service.</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?</p> <p>Whilst the broader options for the junction are for the Army and Navy task force to consider, the immediate options for the junction and the flyover were discussed at a meeting with the MP, local government, parish council and a community group. The various options were discussed and a consensus reached to make the closure permanent. Other options were considered to be either too temporary or take too long to deliver given the broader solution through the Army and Navy task force.</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. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:</p> <p>No further consultation is planned. The permanent closure and removal of the flyover will not adversely affect any one group more than another. Among short term mitigation measures being pursued are the improvement in bus services in the areas nearest the junction.</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	Neutral – permanent closure and removal of the flyover should not impact age groups. However, options for improving congestion will widen once the flyover has been removed which may provide benefits for all users.	L
Disability – learning disability	Neutral – permanent closure and removal of the flyover will should not impact people with learning disabilities. However, options for improving congestion will widen once the flyover has been removed which may provide benefits for all users.	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	Neutral – permanent closure and removal of the flyover itself does not have a Socio-economic impact. However, options for improving congestion will widen once the flyover has been removed which may provide benefits.	L
Environmental, eg. housing, transport links/rural isolation	Positive – permanent closure and removal of the flyover will lead to opportunities to improve throughput of traffic at the junction.	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.
N/A	N/A	N/A



Section 7: Sign off

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

Signature of Head of Service: Vicky Presland

Date:

Signature of person completing the EqlA: Stuart Froud

Date: 23/09/2019

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.

