

# 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>	<p><b>Title of policy (or decision)</b></p> <p>Safer, Greener, Healthier Routes in Colchester – temporary measures in response to Covid-19</p>
<b>1.2</b>	<p><b>Describe the main aims, objectives and purpose of the policy (or decision)</b></p> <p>To implement a traffic management plan in Colchester to facilitate the measures to reallocate road space facilitating both sustainable transport modes and social distancing as well as supporting High Street business as they re-open with the relaxation of the Covid–19 measures.</p> <p>The major part of the scheme is to close the High Street to through traffic .This will be undertaken as key decision the remaining elements will be processed under Chief Officer Action governance protocols.</p> <p>This Equality Impact Assessment applies to all the proposal attached in the Public Notice Appendix A but in particular to the element for High Street Colchester.</p> <p><b>What outcome(s) are you hoping to achieve? <i>Refer to strategic aims / strategic priorities in Organisation Strategy</i></b></p> <p>To facilitate a fast tracked change to sustainable transport modes.            To facilitate social distancing guidance as directed by Central Government.            To assist shops and businesses as they re-open and follow the central government guidance on social distancing.</p>
<b>1.3</b>	<p><b>Is this a new policy (or decision) or a change to an existing policy, practice or project?</b></p> <p>This is an emerging situation as the County Council responds to the Covid-19 pandemic and complies with central government guidance to change the priority given to the car in towns and cities allocating space for sustainable forms of transport</p>

“ We recognise this moment for what it is: a once in a generation opportunity to deliver a lasting transformative change in how we make short journeys in our towns and cities.

<https://www.gov.uk/government/publications/reallocating-road-space-in-response-to-covid-19-statutory-guidance-for-local-authorities/traffic-management-act-2004-network-management-in-response-to-covid-19>

## 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**

Under the Emergency Guidance there has not been any opportunity to embark on the consultation that would have normally been undertaken prior to Traffic Management Schemes of this magnitude being implemented.

The scheme is available for the public and interested parties to comment on and these comments will be addressed. Disability groups have been informed of the current situation and will be able to comment on specify aspects that impact on their user groups. Where possible facilities for disabled parking have been maintained.

The scheme will be implemented under a 21 day immediate order under Section 14(2) of the Road Traffic Regulation Act 1984 “the Act” on the grounds of public safety. An e mail address is given for any comment to be submitted. During this initial period the scheme may be amended or removed. A further 21 day Notice will then be issued with the intention of following this process up by a Temporary Traffic Regulation Order under Section 14(1) which may last up to 18 months.

Whilst these processes do not require a consultation to be undertaken under the specific legislation both central government and the Cabinet Member for Infrastructure have directed that engagement and consideration of any comments is undertaken whilst the schemes are installed temporarily and developed.

The closure of the High Street is a Prohibition of motor vehicles except buses, taxis, blue badge holders, motor cycles and loading by goods vehicles. A previous scheme to restrict the use of the High Street created a legal challenge by disability groups. In consideration of this in the current proposals Blue badge holder will still be able to access disabled parking spaces in High Street for the permitted time.

APPENDIX E

<b>Does or will the policy or decision affect:</b>																												
Service users	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>																										
Employees	Y <input checked="" type="checkbox"/>	N <input 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"/>																										
<p>Which geographical areas of Essex does or will the policy or decision affect (e.g. Borough/City/District/All Essex)</p> <table border="0"> <tr><td>All Essex</td><td><input type="checkbox"/></td></tr> <tr><td>Basildon</td><td><input type="checkbox"/></td></tr> <tr><td>Braintree</td><td><input type="checkbox"/></td></tr> <tr><td>Brentwood</td><td><input type="checkbox"/></td></tr> <tr><td>Castle Point</td><td><input type="checkbox"/></td></tr> <tr><td>Chelmsford</td><td><input type="checkbox"/></td></tr> <tr><td>Colchester</td><td><input checked="" type="checkbox"/></td></tr> <tr><td>Epping Forest</td><td><input type="checkbox"/></td></tr> <tr><td>Harlow</td><td><input type="checkbox"/></td></tr> <tr><td>Maldon</td><td><input type="checkbox"/></td></tr> <tr><td>Rochford</td><td><input type="checkbox"/></td></tr> <tr><td>Tendring</td><td><input type="checkbox"/></td></tr> <tr><td>Uttlesford</td><td><input type="checkbox"/></td></tr> </table>			All Essex	<input type="checkbox"/>	Basildon	<input type="checkbox"/>	Braintree	<input type="checkbox"/>	Brentwood	<input type="checkbox"/>	Castle Point	<input type="checkbox"/>	Chelmsford	<input type="checkbox"/>	Colchester	<input checked="" type="checkbox"/>	Epping Forest	<input type="checkbox"/>	Harlow	<input type="checkbox"/>	Maldon	<input type="checkbox"/>	Rochford	<input type="checkbox"/>	Tendring	<input type="checkbox"/>	Uttlesford	<input type="checkbox"/>
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Will the policy or decision influence how organisations operate?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>																										
Will the policy or decision involve substantial changes in resources?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>																										
Is this policy or decision associated with any of the Council's other policies?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>																										

<b>Section 3: Description of Impact</b>		
<b>Description of impact</b>	<b>Nature of impact Positive, neutral, adverse (please explain your reasons)</b>	<b>Extent of impact Low, Medium, High (please explain your reasons)</b>
Age	Adverse	High The elderly may struggle with some of the temporary traffic management being implemented. However, many elderly are currently restricting their exposure to other people to avoid the risk of catching Covid-19. Permanent schemes will be designed and if implemented to full Manual for Street guidance.
Disability – learning disability	Adverse	As above
Disability – mental health issues	Adverse	Schemes may create confusion and appear to be restrictive
Disability – physical impairment	Neutral	The intention is to create more space for individual to maintain social distancing
Disability – sensory impairment	Adverse	See response to Age
Gender / Sex	Neutral	No direct impact
Gender reassignment	Neutral	No direct impact
Marriage / civil partnership	Neutral	No direct impact
Pregnancy / maternity	Neutral	No direct impact
Race	Neutral	No direct impact

## APPENDIX E

Religion / belief	Neutral	No direct impact
Sexual orientation	Neutral	No direct impact

<b>Section 4: Action plan to address and monitor adverse impacts</b>		
Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	If 'YES', use the space below to describe what mitigating actions you could put in place to address any adverse impacts identified
<b>What are the mitigating actions?</b>		<b>Date they will be achieved?</b>
<p>These schemes are a direct response to the <b>Covid-19 Pandemic</b> and Central Government's instructions on facilitating social distancing in our towns and city as well as exploring the opportunity to ensure a modal shift away from motor vehicle transport for short journeys.</p> <p>It is also to assist in facilitating businesses on our high street to re-open and managing the requirement for them to restrict access and que shoppers as required to control the spread of the virus.</p> <p>A web address is been given for anyone to view details of the schemes and also to make comment.</p> <p><b>Communications are being undertaken with disability groups and their feedback on schemes is actively been sought.</b></p> <p>Changes may be made to schemes after 21 days and schemes can be removed or amended as circumstances Dictate. If schemes are to be made permanent they will be subject to the full Traffic Regulation Order statutory process and consultation for a minimum of 21 days.</p>		

**Section 5: Sign off**

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

Signature of person completing the EqIA:  
Vicky Duff

Date: 07/06/2020

Names and contact details:  
Vicky Duff 07786 125874

Your function, service area and team:  
Network Assurance Group Manager, Design Services Essex Highways

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

Signature of Head of Service:  
Andrew Cook  
Director Highways and Transportation

Date: 17/07/2020