

# 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](mailto: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: Infrastructure and Environment, 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 – New Street Traffic Regulation Orders

Officer completing the EqlA: Mark Atkinson Tel: 01245 342632 Email: mark.atkinson@essexhighways.gov.uk

Date of completing the assessment: Nov 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): Chelmsford City Growth Package is introducing a series of highway capital improvements across the city. Part of these improvements include improvements to the New Street within the city centre. The works include a series of improvements to support cycling and walking:

- Improvements to the existing north and southbound provision of advisory cycle lanes
- Provision of new parallel crossing to the south of Brook Street for Pedestrians and cyclists
- Alterations to the Victoria Road junction to provide a safer provision for cyclists to access the Advanced Stop Line.

Chelmsford's New Street is a key corridor into the City Centre, providing an important north-south route to access the University Campus, employment, leisure, retail and residential areas and links with a prominent east - west route (through Mill Yard) to the Railway and Bus stations.

Motorists usually end up travelling along New Street to reach the northern areas of the city centre from outlying areas or pick up points close to the rail station, it is on the route of the Chelmer Valley Park and Ride bus service and there is high pedestrian flow from the city centre / rail station out to the university and adjacent residential developments, therefore it is an important route for all modes of travel and experiences high usage during peak periods. The proposals listed above will result in a number of improvements designed to support sustainable modes of transport (in particular cycling) by providing a safer higher quality environment for users.

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



	<p>received to the Statutory Notices, Traffic Regulation Orders and Conversion Orders 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)?</p> <p>The proposed Strategy has the following aims:</p> <ul style="list-style-type: none"> <li>a. 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.</li> <li>b. As part of the wider highway improvements, positively encourage sustainable modes of travel to reduce traffic and congestion within the city centre.</li> <li>c. Extend cycling connectivity by providing a more direct route north out of the city centre.</li> <li>d. Provide a new high quality, visible cycling route to encourage local cycling trips to transport hubs, University, schools and the main shopping centre as an alternative to car trips.</li> <li>e. Improve health and wellbeing by encouraging a switch to cycling as a transport choice.</li> <li>f. Provide a new pedestrian / cycling crossing linking to the east - west route at Mill Yard.</li> </ul>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> <li>• service users</li> <li>• employees</li> <li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li> </ul> <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"> <li>• Enable inclusive economic growth</li> <li>• Help people get the best start and age well</li> <li>• Help create great places to grow up, live and work</li> </ul>



	<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"> <li>• 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</li> <li>• Help secure sustainable development and protect the environment. The scheme ensures that growth can be sustainable and accommodated in a way that enhances Essex</li> <li>• 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</li> </ul> <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>
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## Section 3: Evidence/data about the user population and consultation<sup>1</sup>

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>Chelmsford's New Street is a key corridor into the City Centre, providing an important north-south route to access the University Campus, employment, leisure, retail and residential areas and links with a prominent east - west route (through Mill Yard) to the Railway and Bus stations.</p> <p>Motorists usually end up travelling along New Street to reach the northern areas of the city centre from outlying areas or pick up points close to the rail station, it is on the route of the Chelmer Valley Park and Ride bus service and there is high pedestrian flow from the city centre / rail station out to the university and adjacent residential developments, therefore it is an important route for all modes of travel and experiences high usage during peak periods. The proposals listed above will result in a number of improvements designed to support sustainable modes of transport (in particular cycling) by providing a safer, higher quality environment for 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>

<sup>1</sup> Data sources within EEC. Refer to Essex Insight:  
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>  
with links to JSNA and 2011 Census.



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:</p> <p>N/A</p>



## 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 and buses which has accessibility and health benefits.	M
Disability	Positive - Improved infrastructure to support sustainable modes of transport, including cycling and buses which has accessibility and 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
<b>Cross-cutting themes</b>		
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 highway infrastructure provisions will provide facilities which help support all modes of travel including sustainable modes promoting travel choice, accessibility, health and wellbeing.	M
Environmental, eg housing, transport links/rural isolation	<b>Positive - See comment above</b>	<b>M</b>



## 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 ' <b>YES</b> ', use the action plan at <b>Section 6</b> 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: Ben Finlayson

Date: 21/11/2019

Signature of person completing the EqlA: Mark Atkinson

Date: Nov 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.

