

# 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: Highways & Transportation

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: Housing Infrastructure Fund – Contract for Beaulieu Park Station & Chelmsford North East Bypass

Officer completing the EqlA: Gary MacDonnell Tel: 07415 791950 Email: gary.macdonnell@essex.gov.uk

Date of completing the assessment: 21/04/2020

## Section 2: Policy to be analysed

|     |  |
|-----|--|
| 2.1 | <p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>No. The report seeking approval to enter into a grant funding agreement with Homes England which will secure release of a grant of £218m to allow ECC to continue with works to develop Beaulieu Park Station and the Chelmsford North East Bypass.</p>                       |
| 2.2 | <p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>The single objective of the decision is to allow officers to draw down grant funding and progress the two projects.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>Approval for ECC to enter into contract with Homes England.</p> |
| 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>Service Users / Wider Community</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>It supports the councils aims to:</p> <ul style="list-style-type: none"><li>To reduce congestion on the network</li><li>To support economic growth and development</li></ul>                                 |



|  |  |
|--|--|
|  | <p>To make best use of existing public transport services<br/>To promote, encourage and support sustainable journeys along the corridors<br/>To improve safety<br/>To improve air quality in the area and reduce carbon emissions.</p> |
|--|--|



## 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?<br/>The changes would have a universal impact and would not disproportionately impact any equalities group.</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?<br/>No. This is an early stage in all of the projects. If the bids are successful and the projects progress the individual project teams would run formal consultation exercises as part of the development of the projects.</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:<br/>Each project will be working on different timescales for consultation.</p> <p>We will be consulting with the following stakeholders:</p> <ul style="list-style-type: none"> <li>• Internal</li> <li>Department for Transport/Highways England and Network Rail</li> <li>• Local authorities</li> <li>• Emergency services</li> <li>• Strategic traffic generators</li> <li>• Business community</li> <li>• Local residents</li> <li>• Freight and passenger transport</li> <li>• Statutory environmental bodies</li> <li>• Statutory bodies and utilities</li> <li>• All road users</li> <li>• Equalities and vulnerable user groups.</li> </ul> |

<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.



## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

| <b>Description of impact</b>                               | <b>Nature of impact</b><br>Positive, neutral, adverse<br>(explain why) | <b>Extent of impact</b><br>Low, medium, high<br>(use L, M or H) |
|--|--|---|
| Age  | Neutral (unknown at this stage)  | L   |
| Disability   | Neutral (unknown at this stage)  | L   |
| Gender   | Neutral (unknown at this stage)  | L   |
| Gender reassignment  | Neutral (unknown at this stage)  | L   |
| Marriage/civil partnership                                 | Neutral (unknown at this stage)  | L   |
| Pregnancy/maternity  | Neutral (unknown at this stage)  | L   |
| Race   | Neutral (unknown at this stage)  | L   |
| Religion/belief  | Neutral (unknown at this stage)  | L   |
| Sexual orientation   | Neutral (unknown at this stage)  | L   |
| <b>Cross-cutting themes</b>                                |  |   |
| <b>Description of impact</b>                               | <b>Nature of impact</b><br>Positive, neutral, adverse (explain why)    | <b>Extent of impact</b><br>Low, medium, high<br>(use L, M or H) |
| Socio-economic   | Neutral (unknown at this stage)  | L   |
| Environmental, eg housing, transport links/rural isolation | <b>Neutral (unknown at this stage)</b>                                 | <b>L</b>  |



## Section 5: Conclusion

|     |  | Tick<br>Yes/No as<br>appropriate       |  |
|-----|--|--|--|
| 5.1 | Does the EqIA 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. |
|---|----------------------------------|-----------------------------|
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## **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: 21/04/20

Signature of person completing the EqIA: Gary Macdonnell

Date: 21/04/20

## **Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

