Equality Impact Assessment Appendix F

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:
    Shammi Jalota shammi.jalota@essex.gov.uk
    Head of Equality and Diversity
    Corporate Law & Assurance
    Tel 0330 134592 or 07740 901114

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Section 1: Identifying details
Your function, service area and team: Essex Highways, Asset Management Team, Seax House, County Hall
If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: Equality and Diversity being considered as part of the documentation in support of the Oasis Bridge Project as the subject of a bid to the Department for Transport under the Challenge Fund initiative.
Title of policy or decision: Decision: **The Oasis Bridge Project**
Officer completing the EqIA: David Prudence Tel:01245342741 Email: david.prudence@essexhighways.org
Date of completing the assessment: 07/10/2019

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? It is not a policy decision or change, it is a programme of refurbishment (maintenance) and improvement works. **The Oasis Bridge Project** is a scheme to undertake refurbishment works to the Oasis Bridge in Chelmsford as well as to undertake cycleway maintenance. The cycleway maintenance element will restore condition of deteriorated assets.
2.2	Describe the main aims, objectives and purpose of the policy (or decision): The refurbishment works to the Oasis Bridge in Chelmsford will implement life enhancing maintenance work which will ensure the safety, accessibility and serviceability of this asset. This work will support the Beaulieu Park and Channels housing developments and the planned new Beaulieu Railway Station as well as the planned Chelmsford North East Bypass between the A12 and A131. The cycleways maintenance element will restore condition of deteriorated assets. This will improve condition of cycleway links to the A12 Boreham interchange, the Beaulieu Park housing development, Oasis, the City Centre and the University. It is anticipated that the planned new railway station at Beaulieu will link with these cycleways. What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? The bridge refurbishment works are essential maintenance works to an existing asset to safeguard safety, accessibility and serviceability. The proposed cycleway maintenance element is maintenance to an existing cycleway asset to restore deteriorated condition.
2.3	Does or will the policy or decision affect: • service users

	• employees • the wider community or groups of people, particularly where there are areas of known inequalities? Will the policy or decision influence how organisations operate? The Oasis Bridge Project will affect all of the above groups in a positive way. All groups of the community rely upon the transport network for travel and for accessing or receiving services. In this respect the project will benefit all people within the community without prejudice.
2.4	Will the policy or decision involve substantial changes in resources? The Oasis Bridge Project will require significant investment, approximately £6M over 2019/20 and 2020/21. Approximately two thirds of the funding is being requested from the Department for Transport under the Challenge Fund initiative.
2.5	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? The Oasis Bridge Project delivers the County Council's strategic priorities by supporting the commercial needs and economic growth desired in the County through ensuring its Highways assets are safe, accessible and serviceable.

Section 3: Evidence/data about the user population and consultation[1]	
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	What does the information tell you about those groups identified? All groups of the community rely upon the transport network for travel and for accessing or receiving services. In this respect the project will benefit all people within the community without prejudice.
3.2	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? The Oasis Bridge Project will not target specific groups of people; essential, safety related maintenance is a statutory requirement under the County's duty of care as stipulated in the Highways Act 1980.
3.3	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: Comments in 3.2 refers.

[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. Maintenance to the network ensures safety, accessibility and serviceability. All people use the transport network directly or indirectly to access or receive essential services. The maintenance of cycleways will make alternative travel more attractive. This will contribute to alleviating traffic volumes which will also have a positive impact on use of the road network. It will also reduce CO2 emissions.	L
Disability – learning disability	As above	L
Disability – mental health issues	As above	L
Disability – physical impairment	As above	L
Disability – sensory impairment (visual, hearing and deafblind)	As above	L
Gender/Sex	As above	L
Gender reassignment	As above	L
Marriage/civil partnership	As above	L
Pregnancy/maternity	As above	L
Race	As above	L
Religion/belief	As above	L
Sexual orientation	As above	L

Cross-cutting themes

Description of impact	**Nature of impact** Positive, neutral, adverse (explain why)	**Extent of impact**

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	Positive. Maintenance to the network ensures safety, accessibility and serviceability. All people use the transport network directly or indirectly to access or receive essential services. The maintenance of cycleways will make alternative travel more attractive. This will alleviate traffic volumes which will also have a positive impact on use of the road network. It will also reduce CO2 emissions.	Low, medium, high (use L, M or H) **L**
Socio-economic	As above. The project will improve transport links to Beaulieu Park and Channels housing developments as well as to the planned new Beulieu Railway Station and the planned Chelmsford North East Bypass from the A12 to the A131.	**L**
Environmental, eg housing, transport links/rural isolation	As above	**L**

Section 5: Conclusion			
		Tick Yes/No as 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 ☒	
		Yes ☐	If '**YES**', use the action plan at **Section 6** to describe the adverse impacts and what mitigating actions you could put in place.

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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.
No adverse impact. The proposed Oasis Bridge Project will have a positive impact for all groups within the community without prejudice.	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: The EqIA has been drafted by David Prudence, Asset Management Policy & Strategy Engineer/Officer to indicate the consideration of Equality and Diversity Issues in support of the Challenge Fund bid.	Date: 07/10/.2019
Signature of person completing the EqIA: David Prudence	Date: 07/10/.2019

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.