

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA) FORM

This form is in place in order to guide staff members through a robust EqIAA process. The council has a statutory duty to conduct EqIAAs and this form has been designed to take full account of the requirements of this statutory duty (for explanation of the statutory duty, see the South Gloucestershire Council Equality Impact Assessment and Analysis Toolkit). Each question contained within this form **must** be **fully** addressed (unless otherwise stated). It is noted that all completed EqIAA forms are publicly available documents and therefore, it is important to respect this when inserting your text e.g. use minimal jargon, clear explanations etc.

Overall, the council has a duty to fully consider the implications for equality in respect of all its 'Functions'. The term 'Functions' needs to be understood broadly to embrace the full range of functions, activities, policies, procedures and decisions for which the council is responsible.

Name of Function under consideration:	SGC Flood Resilience Project
Is this Function 'Major', 'Minor yet likely to have a major impact' or 'Neither' (see page x of the council's EqIAA Toolkit).	Neither
Date(s) of completing the EqIAA: e.g. 07/03/11 or 07 – 31 March 2011	22 February 2017
Name and job title(s) of person(s) completing the EqIAA:	Stella Davies Drainage Manager

SECTION 1 – INTRODUCTORY INFORMATION

1. What is the main purpose of the Function?

The scheme is a package of resilience measures to improve the ability of the highway infrastructure to cope with extreme weather. This will consist of upgrades to key drainage infrastructure, addressing long standing flooding issues across a wide range of areas, including isolated communities, by introducing innovation and reducing reactive maintenance cost.

2. List the main activities of the Function:

To improve the ability of the highway infrastructure to cope with extreme weather. This will consist of either replacing or repairing existing highway drainage systems at 9 sites in South Gloucestershire and at 1 site in Bristol City.

3. Who are the main beneficiaries of the Function?

Residents and business operating in the areas.
Commuters who use routes impacted by flooding events .

4. How is the overall success of the Function measured?

A high quality route in good condition requiring fewer maintenance interventions in future years, thereby reducing disruption to the travelling public and local businesses.

5. What equality monitoring systems are in place to carry out regular checks on the effects of the Function on equality groups? (NB. If no equality monitoring systems are currently in place, the need for implementing a monitoring system should be considered and details given in Section 4 of this form).

None specific. The StreetCare Biannual Satisfaction survey and the National Highways and Transportation Survey provide feedback on the road network in general providing information on the effects of the road networks condition in relation to Equalities.

6. What are your equality related performance indicators/measure of success for this Function?

None. The Highway is provided for all and maintained commensurate to its use at any given location.
All comments and concerns about the existing drainage systems are treated equally.

SECTION 2 – INITIAL ASSESSMENT OF IMPACT

7. Use the following table to indicate where you think that the Function could have a negative impact on any of the following groups (i.e. it could disadvantage them), where you think that the Function could have a positive impact on any of the groups and contribute to promoting equality of opportunity or improving relations with equality groups, where you think there is no impact or where you are unsure of impact.

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)* (at this stage, list the reason(s) as identified by person(s) completing this EqIAA)
Women/Girls	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Men/Boys	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Lesbians, gay men & bisexuals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Transgender people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
White people (including Irish people)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Black or Black British people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
People of mixed heritage	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Travellers (gypsy/Roma/Irish heritage)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
People from other ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Disabled People:					
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Improved surface of footways will make it easier for those with physical impairments to use these routes.
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Mental health condition, e.g. depression or schizophrenia.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Other health problems or impairments.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Older People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Improved surface of footways will

					make it easier for those with reduced mobility or using mobility scooters to use these routes.
Children and Young People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Faith Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Improved surface of footways will make it easier for those with reduced mobility or using buggies to use these routes.
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific impact

* **Reasons Column:** – state clearly what the impact(s) is with reasons why.

8. If you have indicated that there is a negative impact on any group, is that impact:

Legal? Yes No

Intended? Yes No

Level of impact High Low

No negative impact has been identified:

9. Could you minimise or remove any negative impact - how? (Enter N/A if no negative impact has been identified).

Not applicable.

10. Could you improve a positive impact of the Function - how? (Enter N/A if no positive impact has been identified).

No further improvements identified

All works proposed for the nine sites will be carried out to the current design standards which incorporate measures to maximise positive impacts via drainage maintenance and minimised flood risk.

11. If there is no evidence that the Function promotes equality of opportunity or improved relations, could it be adapted so that it does - how? (Enter N/A if appropriate).

Not applicable.

12. Any other relevant notes:

A variety of methods will be used to monitor and evaluate the effects of the scheme. Being a drainage scheme the most obvious monitoring will be during storm events and how the system copes with surface water. For comparable flood events, the amount of property flooding and highway network flooding can be measured. We are confident that the proposed systems will dramatically improve how surface water is dealt with in these areas, and result in both greater availability of the highway network during these events and also reduced property flooding.

SECTION 3 – CONSULTATION & RESEARCH IN RELATION TO THE EqIAA

NB. Section 3 must be completed if:

- The Function under consideration has been deemed ‘Major’ or ‘Minor, yet likely to have a major impact’ (see page 15 of the South Gloucestershire Council EqIAA Toolkit).
- Any negative impact has been highlighted in respect of any group listed in question 7.
- You are unsure about impact in respect of any group listed in question 7.
- Positive impact can be improved and there is a need to consult with stakeholders in relation to what can be done to improve the positive impact.

If none of the above points apply, tick here: and go to Section 4 of this form.

NB. If this Section 3 requires completion and if no consultation or research has been conducted, stop completing this Form, carry out your appropriate consultation and research, then return to this Form to complete questions 13 to 15 - then continue with completing the remainder of this Form.

13. What consultation has been conducted with groups and individuals from groups likely to be affected as well as staff, and what evidence has this provided about equalities impact? *(Involvement and consultation are crucial to the EqIAA process. There is an explicit requirement to consult appropriate groups and individuals. No-one can give you a better insight into how proposed changes will affect, for example, disabled people, than disabled people themselves).*

14. What relevant research (data, reports, expert opinion etc.) has been conducted and what evidence has this provided about equalities impact? *(The assessment should be underpinned by up-to-date and reliable information about the different group(s) likely to be affected. A lack of data is not a sufficient reason to conclude that there is no impact. Where there is no detailed quantitative data available, there may often be national statistics or qualitative studies on the area concerned. These can be supplemented by local informal consultation).*

15. What contributions does your function/activity make towards promoting community cohesion? *(Evidence can be supplemented by your consultation activity conducted in questions 13 and 14 above)*

SECTION 4 – OUTCOMES

16. The evidence that has been collected under Sections 1, 2 and 3 of this form will need to feed into the decision making process regarding changes to be implemented before any final decisions are taken. There are four possible outcomes of this EqIAA – indicate which outcome below with the reasons and justification for this.

Outcome	Your response	Reason(s) and Justification
Outcome 1: No major change required.	<input checked="" type="checkbox"/> <i>(No action plan is required, complete the 'Reason(s)/Justification' column, enter N/A in question 17 then go to Section 5)</i>	The project as planned will result in an improvement in local mobility for some sections of the local community through the improvement in the surface of footways.
Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.	<input type="checkbox"/> <i>(Action Plan is required, complete the 'reason(s)/Justification' column and then go to Question 17)</i>	
Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<input type="checkbox"/> <i>(No action plan is required, complete the 'Reason(s)/Justification' column, enter N/A in question 17 then go to Section 5)</i>	
Outcome 4: Stop and rethink.	<input type="checkbox"/> <i>(Action Plan is required, complete the 'Reason(s)/Justification' column and then go to Question 17)</i>	

17. List the actions you will take as a result of this EqIAA. These actions must be:

- Clearly planned using the action planning template shown at the end of this form, **OR**
- Clearly planned by adding the actions stated here to an action plan which you already have in place.

NB. Clearly state where your defined actions will appear (i.e. within a separate EqIAA Action Plan or within another action plan which is already in place – you must clearly name the action plan). Once you have implemented your actions you will need to complete another EqIAA in relation to the actions you have implemented.

Not applicable.

SECTION 5 – EqIA EVIDENCE

18. List and attach the evidence you have which shows how you have systematically considered equality impact.

The scheme will have a high benefit to local residents, business and commuters who are regularly disrupted by flooding events in these areas. It will also provide relief to those directly affected by flooding. This is in addition to the benefits provided by preventing flooding to the highway network.

Where appropriate, comments and complaints received from the public, especially where they relate to problems encountered by those with mobility difficulties, are used in the prioritisation of maintenance schemes alongside the condition data.

EQUALITY IMPACT ASSESSMENT AND ANALYSIS ACTION PLANNING FORM

NB. Add and delete rows as required.

Overall Objective(s)	What overall impact will successful achievement of the objective have?	What we will do (i.e. actions we will take)	How we will monitor / evaluate / review progress?	Responsibility	Timescale
Improvement in the reliance of the drainage network	Longer asset, life minimised flood risk	Upgrade and replace existing highway drainage systems at 9 specific locations in South Glos and 1 in the Bristol City area.	A variety of methods will be used to monitor and evaluate the effects of the scheme. Being a drainage scheme the most obvious monitoring will be during storm events and how the system copes with surface water. For comparable flood events, the amount of property flooding and highway network flooding can be measured. We are confident that the proposed systems will dramatically improve how surface water is dealt with in these areas, and result in both greater availability of the highway network during these events and also reduced property flooding.	SGC StreetCare	After scheme has been completed in 2018/2019

Planned date for next EqlAA exercise:	Scheme Specific
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