

BCC A4-A4174 EIA.pdf

B&NES Highway Structural Maintenance Programme EIA.pdf

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

| <b>What is the proposal?</b>             |   |
|--|---|
| Name of proposal                         | DfT Highways Maintenance Challenge Fund   |
| Please outline the proposal.             | <p>Bristol City Council is submitting a bid as part of the above Department for Transport Challenge Fund as follows;</p> <ol style="list-style-type: none"> <li>1. Upgrade and repair to the carriageways and structures along the A4 and A4174;</li> </ol> <p>This is a bidding process so there is no guarantee of funding being provided or certainty that schemes will be delivered</p> |
| What savings will this proposal achieve? | No specific financial savings identified in short term. However in longer term this capital investment, should we be successful in our bid, will secure the long term life of these transport assets for Bristol City Council and provide support to the economic vitality of the city its residents, businesses and visitors.  |
| Name of Lead Officer                     | Shaun Taylor, Highway Maintenance Group Manager   |

### **Could your proposal impact citizens with protected characteristics?**

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

A4 & A4174 - Ensuring the future operation of the A4 & A4174 corridor, and the highway network around South Bristol, linking Bristol to communities in B&NES, North Somerset and beyond, will ensure that access is maintained for persons from all protected characteristic groups.

Please outline where there may be significant negative impacts, and for whom.

There may be significant negative impacts during construction when lane closures or weight restrictions may have to be introduced. This will affect all road users which will potentially include members of all citizens with protected characteristics.

### **Could your proposal impact staff with protected characteristics?**

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

Only in the same way as anybody from a protected characteristic group will be impacted as detailed above.

Please outline where there may be negative impacts, and for whom.

Only in the same way as anybody from a protected characteristic group will be impacted as detailed above.

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes in terms of the first two categories. However at this time this is a bidding process so there is no guarantee of funding for schemes. In addition the timescale for submission of bids is very tight. Cabinet approval was only issued on the 8<sup>th</sup> March and bids have to be submitted by the 24<sup>th</sup> March.

A full impact assessment should be carried out if the bid is successful.

No in terms of reducing quality of life. The scheme will provide greater access to health, education and standards of living through improving access to these facilities.

Service Director sign-off and date:  
Peter Mann 22/03/17

Equalities Officer sign-off and date:  
Cherene Whitfield 20/03/17

## Equality Impact Assessment / Equality Analysis

|   |  |
|---|--|
| <b>Title of service or policy</b>                   | Highway Maintenance Capital Structural Maintenance Programme           |
| <b>Name of directorate and service</b>              | Environmental Services – Service Delivery                              |
| <b>Name and role of officers completing the EIA</b> | Craig Jackson – Team Leader Highway Maintenance & Public Rights of Way |
| <b>Date of assessment</b>                           | 20 <sup>th</sup> March 2012  |

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

| <b>1. Identify the aims of the policy or service and how it is implemented.</b> |   |   |
|---|---|---|
|   | <b>Key questions</b>  | <b>Answers / Notes</b>  |
| <b>1.1</b>  | Briefly describe purpose of the service/policy including <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul> | The programme is a schedule of improvement projects undertaken to ensure successful asset management of the public highway for which Bath & North East Somerset as Highway Authority are legally obliged to maintain. The programme of works is delivered by the Highway Service through various procurement models with supply chain partners in set annual finance periods. The outcome of the programme is to prolong the life and ensure the integrity of all highway assets. |
| <b>1.2</b>  | Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>  | The structural maintenance programme is an annual programme delivered within financial years. The maintenance of the highway is a statutory requirement set out in the Highways Act 1980 and funding is substantially provide through Capital Receipts for the Department for transport. The programmes are generated from asset condition data with the intention of addressing the assets in the worst condition first.   |
| <b>1.3</b>  | Do the aims of this policy link to or conflict with any other policies of the Council?  | <b>No</b>   |

## 2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

|            | <b>Key questions</b>  | <b>Data, research and information that you can refer to</b>   |
|------------|---|---|
| <b>2.1</b> | What is the equalities profile of the team delivering the service/policy? | The Highway Service comprises of people from different: <ul style="list-style-type: none"> <li>● ethnicities (white British, eastern European, Mediterranean, South American, Asian),</li> <li>● sex,</li> <li>● age (ranging from mid-twenties to early sixties)</li> <li>● religion.</li> </ul> |
| <b>2.2</b> | What equalities training have staff received?                             | Staff from the Highway Service all have access to the substantial Equalities Information on the Council's Intranet and will attend Corporate Training Events when required.   |
| <b>2.3</b> | What is the equalities profile of service users?                          | The people who will benefit from the new scheme are the local residents, visitors and commuters. Their equalities profile is considered not applicable for this proposal as it is based on improving assets for all road users by providing a safer environment for all.                          |

|     |   |   |
|-----|---|---|
| 2.4 | What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps?    | From the a recent NHT Public Network Satisfaction Survey Bath & North East Somerset Council was shown as the most improved highway authority across all highway maintenance indicators. No gaps have been identified. |
| 2.5 | What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?   | None  |
| 2.6 | If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this? | Identification that that an Equality Impact Assessment has been completed. No adverse or other significant issues were found.   |

### 3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

|     |  | Examples of what the service has done to promote equality | Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this |
|-----|--|---|---|
| 3.1 | <b>Gender</b> – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?) | Programme has no impact on Gender.                        |   |
| 3.2 | <b>Transgender</b> – – identify the impact/potential impact of the policy on transgender people  | Programme has no impact on transgender people.            |   |
| 3.3 | <b>Disability</b> - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments)     | Programme has no impact on disabled people.               |   |

|            |  |   |  |
|------------|--|---|--|
|            | including both physical and mental impairments)  |   |  |
| <b>3.4</b> | <b>Age</b> – identify the impact/potential impact of the policy on different age groups  | Programme has no impact on age.                                     |  |
| <b>3.5</b> | <b>Race</b> – identify the impact/potential impact on different black and minority ethnic groups   | Programme has no impact on race.                                    |  |
| <b>3.6</b> | <b>Sexual orientation</b> - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people  | Programme has no impact on sexual orientation.                      |  |
| <b>3.7</b> | <b>Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.  | Programme has no impact on religion/belief.                         |  |
| <b>3.8</b> | <b>Socio-economically disadvantaged</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances | Programme has no impact on socio-economically disadvantaged people. |  |
| <b>3.9</b> | <b>Rural communities</b> – identify the impact / potential impact on people living in rural communities  | Programme has no impact on people living in rural communities.      |  |

#### **4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan**

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

| Issues identified | Actions required | Progress milestones | Officer responsible | By when |
|-------------------|------------------|---------------------|---------------------|---------|
| None              |                  |                     |                     |         |

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

**Signed off by:**

(Divisional Director or nominated senior officer)

**Date:**