

Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

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| Title of proposal/ project/strategy/ procurement/policy | Highways Drainage Gully Emptying & Cleaning Service | Head of Service or Business Manager | Mike Younghusband |
| Names of those involved in completing the EqIA: | Peter Simpson, Steve Crawford | Lead officer contact details: | Peter Simpson, Ext. 58170 |
| Date completed: | November 2017 | Review date: | November 2018 |

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

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| <p>Proposal objectives: – what you want to achieve – intended outcomes – purpose and need</p> | <p>As set out in report to Highways Cabinet Panel 16.11.17 (item 6), the aim of this proposal is to make the best use of available resources to deliver better outcomes for highway users. It is proposed that:</p> <ul style="list-style-type: none"> • From 1 October 2018, gully emptying and cleaning frequencies will start to be changed based on silt levels. • Gully emptying and cleaning frequencies for vulnerable gullies and those on high speed roads will not be changed. • From 1 April 2018, blocked gullies will be cleared within 12 months of being reported / identified. • From 1 April 2018, the public will be able to report blocked gullies. • Gullies and their status will be electronically mapped using GIS data. This will be available for the public to view via web maps from 1 October 2018. <p>The Highways Act 1980 empowers the County Council as highway authority to construct or lay drains for the purpose of draining the highway or preventing surface water from flowing on to it. The Act also imposes a duty to maintain and to ensure so far as reasonably practicable, the safe passage along a highway.</p> <p>The policy is intended to improve maintenance of gullies at crossing points which in turn will improve accessibility for vulnerable users particularly at crossing points.</p> <p>Purpose of this EqIA: To support revised gully cleaning frequencies in line with national code of practice (using risk-based approach) to ensure resources are used most effectively; and to mitigate any potential adverse impacts of the above proposal with regard to equality & diversity and where reasonable improve equality & diversity of highway</p> |
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| | users. |
| Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc | Everybody Citizens of Hertfordshire - Service users Highway users of Hertfordshire travelling in and throughout the county Emergency services Elected members Highways Whole Client Service staff Highways Term Maintenance Contractor (Ringway) Staff |

STEP 3: Available data and monitoring information

| Relevant equality information For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations. | What the data tell us about equalities |
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| Enquiries, complaints and general correspondence. Local & Regional data and monitoring information. Similar EqIAs. Audits, inspections, local knowledge, KPI Targets and review with key stakeholders. | If a community is being adversely affected by County Council Policy or Strategy. The strategy and Drainage asset is maintained through several service streams and programmes: <ul style="list-style-type: none"> • Cat 1 Emergency/Urgent Works; placing flood warning signs, cleaning up after flood events and minor reactive repairs. • Cat 2 Reactive Maintenance; minor repairs and /or adhoc clearance of non-functioning drainage assets such as gullies, pipework, soakaways, grips and ditches and investigation and escalation of more significant and complex issues. • Cat 4 Drainage Schemes; more significant and complex drainage repairs or major improvement works. • Cat 5 Cyclical Routine Maintenance; cyclic emptying & cleaning of drainage assets including regular cleaning of gullies and adhoc clearance of grips & ditches. There is no specific user data of who uses the highways affected by this proposal. However, it is a reasonable assumption that the profile of users is broadly the same as the Hertfordshire population as a whole. We also do not have any indication from |

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| | complaints, correspondence and monitoring data that there are any specific issues for particular protected characteristic groups that need to be considered. |
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STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

| Protected characteristic | Potential for differential impact (positive or negative) | What reasonable mitigations can you propose? |
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| Age | 55+ Possible. Younger people (17-25) & children. Intended to be positive impacts. | No evidence of slips or falls. In order to ensure potential positive impacts are realised, consider proactive engagement (e.g. communications in suitable formats for all, including non-digital methods, seasonal messages on HCC web site, Horizons magazine - to be considered as part of Highways Member Advisory Group to be initiated in late November 2017) to promote self-help prior to, during and after severe weather events - e.g. storms, heavy and persistent rainfall. |
| Disability Including Learning Disability | Intended to be positive impacts. Should create more accessible environment and assist users with mobility and sensory conditions: Accessibility for vulnerable (disabled, blind and wheelchair) users at existing pedestrian crossing points, where ponding has resulted from a lack of gully maintenance. | As above - intended to be positive impacts as should create more accessible environments. |
| Race | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Gender reassignment | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Pregnancy and | Intended to be positive | As above. |

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| Protected characteristic | Potential for differential impact (positive or negative) | What reasonable mitigations can you propose? |
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| maternity | impacts. Should create more accessible environment and assist pregnant users. | |
| Religion or belief | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Sex | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Sexual orientation | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Marriage & civil partnership | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Carers | No negative or differential impact currently identified. | Monitor and review if necessary. |
| Opportunity to advance equality of opportunity and/or foster good relations | | |
| <p>Proposal seeks to improve accessibility for vulnerable users (for example those with mobility conditions, sensory impairment, wheelchair users) at existing pedestrian crossing points, where ponding has resulted from a lack of gully maintenance.</p> <p>Community engagement will be carried out to inform service users of proposal, such as press release, use of County Council web site, Horizons magazine and social media.</p> | | |

STEP 5: Gaps identified

Discuss with Highways Member Advisory Group and County Council Communications regarding production of information in suitable formats, i.e. non-computer based.

STEP 6: Other impacts

Proposal seeks to improve accessibility for service users at existing pedestrian crossing points, where ponding has resulted from a lack of gully maintenance and thereby have a positive impact on health and wellbeing (i.e. encourage rather than impede walking).

STEP 7: Conclusion of your analysis

| Select one conclusion of your analysis | Give details |
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| <input type="checkbox"/> No equality impacts identified – No change required to proposal. | |
| <input checked="" type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). | Minimal impact, with the potential for positive impacts identified. This will be considered as part of the monitoring and |

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| Select one conclusion of your analysis | Give details |
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| <ul style="list-style-type: none"> – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality. | review of the proposal via Highways Member Advisory Group and EqIA annual review. |
| <input type="checkbox"/> Potential equality impacts identified <ul style="list-style-type: none"> – Take 'mitigating action' to remove barriers or better advance equality. – Complete the action plan in the next section. | |
| <input type="checkbox"/> Major equality impacts identified <ul style="list-style-type: none"> – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact. | |

STEP 8: Action plan

| Issue or opportunity identified relating to: | Action proposed | Officer Responsible and target date |
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| Monitor and review | Impacts will be considered as part of the monitoring and review of the proposal via Highways Member Advisory Group and EqIA annual review. | Peter Simpson, 30.11.17 and November 2018. |
| Communications | Promote the proposals to help ensure positive impacts are realised. | |

This EqIA has been reviewed and signed off by: Peter Simpson

Head of Service or Business Manager: Mike Younghusband, Date: November 2017

HCC's Diversity Board has asked the Equality team to compile a central list of EqIAs so a random sample can be quality assured. **Please email a copy of this EqIA to the Equality team at equalities@hertfordshire.gov.uk**