

Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	New River Bridge (Essex Road)	Head of Service or Business Manager	Mike Younghusband
Names of those involved in completing the EqIA:	Nathaniel Smith	Lead officer contact details:	David Burt
Date completed:	8 th November 2017	Review date:	November 2018

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

<p>Proposal objectives: – what you want to achieve – intended outcomes – purpose and need</p>	<p>This project involves the provision of a new access road and bridge to replace the existing Essex Road between its junction with the A1170 roundabout and Geddings Road. The scheme when built will improve access and egress to the business for motorists, pedestrians and cyclists.</p> <p>The objectives of the proposed scheme is to:</p> <ul style="list-style-type: none"> • Improve and maintain access to employment at the Essex Road Business Park • Increase the resilience of the transport access to Essex Road to cope with incidents such as collisions, breakdowns and maintenance. • Improve safety for all road users. • Improve the quality and connectivity of provision for pedestrians and cyclists. Encourage alternatives to car travel through improvements to the attractiveness of public transport. • Support the delivery of objectives in the Essex Road Gateway development brief.
<p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p>	<ul style="list-style-type: none"> • Broxbourne Borough Council • Local Members • Public using Essex Road • Surrounding residents (Lampits) • Thames Water • Environment Agency • Emergency Services • Statutory undertakers including utilities within proximity of the proposed scheme.

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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
Census 2011 - Broxbourne	<ul style="list-style-type: none"> • In the 2011 census the population of Broxbourne was 93,609 and is made up of approximately 52% females and 48% males. • The average age of people in Broxbourne is 39, while the median age is also 39. • 86.8% of people living in Broxbourne were born in England. • 93.9% of people living in Broxbourne speak English. The other top languages spoken are 1.2% Polish, 1.2% Italian, 1.0% Turkish, 0.3% Lithuanian, 0.2% Greek, 0.1% French, 0.1% Spanish, 0.1% Gujarati, 0.1% Romanian. • The religious make up of Broxbourne is 65.0% Christian, 23.4% No religion, 2.4% Muslim, 0.8% Hindu, 0.3% Jewish, 0.3% Buddhist, 0.1% Sikh. 6,508 people did not state a religion. 263 people identified as a Jedi Knight and 11 people said they believe in Heavy Metal. • 47.7% of people are married, 11.2% cohabit with a member of the opposite sex, 0.6% live with a partner of the same sex, 24.8% are single and have never married or been in a registered same sex partnership, 8.3% are separated or divorced. There are 4,647 widowed people living in Broxbourne. • The top occupations listed by people in Broxbourne are Administrative and secretarial 15.1%, Skilled trades 13.7%, Professional 12.1%, Associate professional and technical 12.1%, Managers, directors and senior officials 11.0%, Administrative 10.8%, Elementary 10.4%, Elementary administration and service 9.1%, Caring, leisure and other service 8.7%, Sales and customer service 8.4%.

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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?
Age	<ul style="list-style-type: none"> The scheme once built will improve safety for pedestrians and cyclists accessing the business park. 	<ul style="list-style-type: none"> Beneficial effect, no mitigation required.
Disability Including Learning Disability	<ul style="list-style-type: none"> Information about upcoming closures and diversions during construction may not be suitable or understandable for all. Diversion of PROW/footpath during the construction process may not be suitable for all. People who are blind or partially sighted may need accessible copies of consultation questionnaires in order to take part in the process. People with physical disabilities will need to be able to access venues in which public consultation meetings are taking place. 	<p>We will:</p> <ul style="list-style-type: none"> Provide information documents in alternative formats if requested. Ensure that all public events take place in venues that are fully accessible for disabled people. Provide multiple ways for people to express their views on the project in writing, online or at public events. Give early notice of any diversion requirements during construction. Asses any diversions for use by those with wheelchairs or similar.
Race	No negative or differential impacts currently identified for this characteristic.	None Required
Gender reassignment	No negative or differential impacts currently identified for this characteristic.	None Required
Pregnancy and maternity	No negative or differential impacts currently identified for this characteristic.	None Required
Religion or belief	No negative or differential impacts currently identified for this characteristic.	None Required
Sex	No negative or differential impacts currently identified for this characteristic.	None Required
Sexual orientation	No negative or differential impacts currently identified for this characteristic.	None Required
Marriage & civil partnership	No negative or differential impacts currently identified for this characteristic.	None Required

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
Carers (by association with any of the above)	No negative or differential impacts currently identified for this characteristic.	None Required
Carers and CARE ACT 2014	From April 2015, carers will be entitled to an assessment of their own needs in the same way as those they care for. If the focus of your EqIA relates to care and support, consider carers' new rights and see the Care Act pages on Compass for more guidance	
	Not applicable.	
Opportunity to advance equality of opportunity and/or foster good relations		
<p>A further consultation will be undertaken by the planning authority on the planning application for the scheme.</p> <p>During the construction stage, the appointed Contractor will be expected to continue engaging with the public in line with measures set out in this EQIA.</p>		

STEP 4a: Impact Assessment – Staff (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Age	N/A	N/A
Disability Including Learning Disability	N/A	N/A
Race	N/A	N/A
Gender reassignment	N/A	N/A
Pregnancy and maternity	N/A	N/A
Religion or belief	N/A	N/A
Sex	N/A	N/A
Sexual orientation	N/A	N/A
Marriage & civil partnership	N/A	N/A
Carers (by association with any of the above)	N/A	N/A

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Opportunity to advance equality of opportunity and/or foster good relations		
N/A		

STEP 5: Gaps identified

N/A

STEP 6: Other impacts

Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input checked="" type="checkbox"/> <p>No equality impacts identified</p> <ul style="list-style-type: none"> – No change required to proposal. 	<p>This scheme will improve vehicular, pedestrian and cyclist access to the Hoddesdon business park. The project is not expected to negatively impact any of the protected characteristics.</p>
<input type="checkbox"/> <p>Minimal equality impacts identified</p> <ul style="list-style-type: none"> – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality. 	
<input type="checkbox"/> <p>Potential equality impacts identified</p> <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"/> <p>Major equality impacts identified</p> <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. 	

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STEP 8: Action plan

Issue or opportunity identified relating to: – Mitigation measures – Further research – Consultation proposal – Monitor and review	Action proposed	Officer Responsible and target date
Public consultation and communications	<p>Provide information documents in alternative formats if requested.</p> <p>Ensure that all public events take place in venues that are fully accessible for disabled people.</p> <p>Provide multiple ways for people to express their views on the project in writing, online or at public events.</p>	Project Manager
During construction some diversion routes may not be suitable for those with mobility impairments.	<p>An audit will be undertaken to gain a better understanding of the profile of users to confirm if any reasonable adjustments are required as the design develops.</p> <p>Ensure that early notice of any diversion so that affected persons are able to make alternative arrangements if required.</p> <p>Information relating to diversions will be made available in a variety of formats.</p>	Project manager and Site manager prior to start of works.

This EqIA has been reviewed and signed off by: Mike Younghusband

Head of Highways Operations and Strategies:

Date: 10th 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**