

## Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the EqIA Guidance Notes

<b>Title</b>	Reinstating Essential Highway Maintenance Activities and Investing in Highway Infrastructure Assets		
<b>Date assessment started:</b>	13 January 2020	<b>Version No:</b>	2
		<b>Date of completion:</b>	10/02/2020

### Type of Strategy, Policy, Project or Service:

Is this Equality Impact Assessment (please put a cross in the relevant box)

Existing:	<input type="checkbox"/>	Changing, update or revision:	<input checked="" type="checkbox"/>
New or proposed:	<input type="checkbox"/>	Other (please explain):	<input type="checkbox"/>

Is this Equality Impact Assessment (please put a cross in the relevant box)

Internal:	<input type="checkbox"/>	External:	<input type="checkbox"/>	Both:	<input checked="" type="checkbox"/>
-----------	--------------------------	-----------	--------------------------	-------	-------------------------------------

### Report Created By:

Name:	Mike Hansford
Job Title:	Highways Asset Manager
Email address:	<a href="mailto:m.w.hansford@dorsetcc.gov.uk">m.w.hansford@dorsetcc.gov.uk</a>
Members of the assessment team:	

### Step 1: Aims

What are the aims of your strategy, policy, project or service?
The aims of the investment strategy are intended to improve safety and condition of Highway Infrastructure Assets and maintain network resilience.
What is the background or context to the proposal?
<p>Budget restrictions have resulted in the reduction or cessation of some highway maintenance activities which has had a detrimental effect on the network. A Dorset Council Highways Executive Advisory Panel (EAP), which is an elected member task and finish group, considered these issues, and have made recommendations to the Cabinet to increase investment in maintenance activities and to improve asset condition which supports all of the corporate priorities.</p> <p>This is to include the reinstatement of Proactive Maintenance Units which carry out minor maintenance in local communities, and to reinstate essential maintenance activities such as proactive emptying of gullies, manhole and ditches. This also includes the repair of modular paving which should be consistent with character.</p> <p>There is also a recommendation to invest more into carriageway maintenance to improve road condition, and also to contribute increased investment into footway and drainage improvement schemes.</p>

## Step 2: Intelligence and Communication

What data, information, evidence and research was used in this EqIA and how has it been used to inform the decision-making process?	We have used data from condition surveys and associated tools to carry out the analysis of this data. We have also used National Highways and Transportation (NHT) Public Satisfaction survey data which we obtain annually.
What data do you already have about your service users, or the people your proposal will have an impact on?	The data we hold through the NHT Public Satisfaction surveys represents all of our service users. Information about the demographics of the Dorset Council area can found on Dorset Insight.
What engagement or consultation has taken place as part of this EqIA?	We have engaged with the Highways EAP to discuss this matter.
Is further information needed to help inform this proposal?	No.
How will the outcome of consultation be fed back to those who you consulted with?	We have continued Highways EAP meetings planned where these matters will be discussed. We also have a performance framework and reporting process to ensure we provide feedback to all stakeholders.

## Step 3: Assessment

Who does the service, strategy, policy, project or change impact?

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

Positive Impact	<ul style="list-style-type: none"> <li>• Positive impact on a large proportion of protected characteristic groups</li> <li>• Significant positive impact on a small proportion of protect characteristics group</li> </ul>
Negative Impact	<ul style="list-style-type: none"> <li>• Disproportionate impact on a large proportion of protected characteristic groups</li> <li>• Significant disproportionate impact on a small proportion of protected characteristic groups.</li> </ul>
Neutral Impact	<ul style="list-style-type: none"> <li>• No change/ no assessed significant impact of protected characteristic groups</li> </ul>
Unclear	<ul style="list-style-type: none"> <li>• Not enough data/evidence has been collected to make an informed decision.</li> </ul>

Age:	<i>Positive impact</i>
What age bracket does this affect?	All
Please provide details:	This proposal will impact on all age groups as our highway network is used by everyone for work or recreational activities. However

	better access to amenities, services etc will benefit all age groups. The network hierarchy review will give greater focus on this.
Disability:	<i>Positive impact</i>
Does this affect a specific disability group?	Not specifically.
Please provide details:	This proposal affects all groups, not specifically disability groups. Improved highway networks will impact positively on all groups. This increased investment includes dedicated funds to improve footway condition therefore improving accessibility for wheelchairs and mobility scooters.
Gender Reassignment & Gender Identity:	<i>Neutral Impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact neutrally on groups associated with gender.
Pregnancy and maternity:	<i>Positive impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact positively on everyone. However, this increased investment includes dedicated funds to improve footway condition therefore improving accessibility for people using prams and/or buggies.
Race and Ethnicity:	<i>Neutral Impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will have a neutral impact on race / ethnicity.
Religion or belief:	<i>Neutral Impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will have a neutral impact on religious groups. Although there may be potential benefits in terms of access to places of worship in communities.
Sexual orientation:	<i>Neutral Impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will have a neutral impact on sexual orientation.
Sex:	<i>Positive impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact positively on everyone regardless of sex as our highway network is used by everyone for work or recreational activities.
Marriage or civil partnership:	<i>Positive impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact positively on everyone regardless of marital status. However, there may be potential benefits in terms of access to venues for wedding and civil partnerships.

Carers:	<i>Positive impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact positively on carers as this will improve accessibility around the network.

Rural isolation:	<i>Positive impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact positively on rural communities through improvement of accessibility, in that roads will be better maintained and not be cut off due to flooding. Restricted funding means often strategies target predominantly strategic road networks, and to the detriment of minor roads.

Single parent families:	<i>Neutral Impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will have a neutral impact on single parent families but it was discussed that for those who are less well off, there would be improved infrastructure for walking and cycling.

Poverty (social & economic deprivation):	<i>Positive impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will impact positively on areas of social and economic deprivation. There is national recognition of the positive impact of investing in highways to improve areas of deprivation.

Military families/veterans:	<i>Neutral Impact</i>
Please provide details:	Increased investment in highway infrastructure and maintenance activities will have a neutral impact on military families.

## Step 4: Acton Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action	Person(s) responsible	Deadline	How will it be monitored?
Work ongoing to develop our strategic approach and scheme prioritisation.	Hierarchy review completed	Ian Newport	Summer 2020	This will be documented in the HAMP strategic documents.
EQIA Panel noted the introduction was a bit vague and needed more explanation	Explain essential maintenance in the report (elaborate)	Mike Hansford	14 Feb 2020	EQIA Panel to review
Some impacts not measurable therefore neutral	Change as discussed at the EQIA Panel meeting	Mike Hansford	14 Feb 2020	EQIA Panel to review

## Step 5: EqIA Sign Off

Officer completing this EqIA:	Mike Hansford	Date:	10/02/2020
Equality Lead:	Susan Ward-Rice	Date:	04/03/2020
Equality & Diversity Action Group Chair:	Susan Ward-Rice	Date:	04/03/2020