

# Southend on Sea Borough Council - Equality Analysis

## 1. Background Information

1.1 Name of policy, service function or restructure requiring an Equality Analysis:

Highway Enforcement Policy

1.2 Department:

Neighbourhood & Environment

1.3 Service Area:

Traffic Management & Highways Network

1.4 Date Equality Analysis undertaken:

07/12/2020

1.5 Names and roles of staff carrying out the Equality Analysis:

Name	Role	Service Area
Sharon Harrington	Head of Service	Traffic Management & Highways Network
David Pye	Consultant	Traffic Management & Highways Network

1.6 What are the aims or purpose of the policy, service function or restructure that is subject to the EA?

The Council is introducing a new policy to regulate temporary works involving skips, scaffolds, hoardings, building materials and other equipment on affecting the public highway.

It is anticipated the new policy will provide a fair and consistent approach to considering applications and taking enforcement action where appropriate, improving safety and accessibility for all road users.

1.7 What are the main activities relating to the policy, service function or restructure?

The new policy sets out the minimum standards which must be met for an application to be approved, and how the Council will administrate and enforce the service.

## 2. Evidence Base

2.1 Please list sources of information, data, results of consultation exercises that could or will inform the EA.

Source of information	Reason for using (eg. likely impact on a particular group).
Peer Review 2018	This review highlighted several service areas requiring improvement, specifically in this case, the need for robust policies for certain functions.

Please Note: reports/data/evidence can be added as appendices to the EA.

2.2 Identify any gaps in the information and understanding of the impact of your policy, service function or restructure. Indicate in your action plan (section 5) whether you have identified ways of filling these gaps.

This policy aims to fill gaps in how the service is administrated and enforced. The approach proposed to be taken is in line with the relevant legislation and emulates that taken by other local authorities.

**3. Analysis**

3.1 An analysis and interpretation of the impact of the policy, service function or restructure should be undertaken, with the impact for each of the groups with 'protected characteristics' and the source of that evidence also set out against those findings.

In addition, the Council has identified the need to assess the impact of a policy, service function or restructure on carers, looked after children (as part of the age characteristic) as well as the socioeconomic impact of different groups, such as employment classifications.

Initial assessment of a perceived impact of the policy, service function or restructure. The impact can be positive or negative (or in some circumstances both), none or unclear:

	Impact - Please tick				
	Yes			No	Unclear
	Positive	Negative	Neutral		
<b>Age (including looked after children)</b>	X				
<b>Disability</b>	X				
<b>Gender reassignment</b>			X		
<b>Marriage and civil partnership</b>			X		
<b>Pregnancy and maternity</b>	X				
<b>Race</b>			X		

<b>Religion or belief</b>			X		
<b>Sex</b>			X		
<b>Sexual orientation</b>			X		
<b>Carers</b>			X		
<b>Socio-economic</b>			X		

Descriptions of the protected characteristics are available in the guidance or from: [EHRC - protected characteristics](#)

- 3.2 Where an impact has been identified above, outline what the impact of the policy, service function or restructure on members of the groups with protected characteristics below:

	<b>Potential Impact</b>
<b>Age</b>	<p>When equipment is placed and used on the public highway, there is an increased risk to all road users which must be mitigated through a robust administration and enforcement policy.</p> <p>Poorly managed work sites increase the risk of damage to surfaces on footways and verges, where heavy plant machinery and equipment can cause damage to footway surfaces and verges.</p> <p>It is anticipated that, through a robust policy, administration and enforcement activity, there will be a demonstrable improvement in quality and accessibility for all road users.</p>
<b>Disability</b>	See 'Age'
<b>Gender reassignment</b>	Neutral
<b>Marriage and civil partnership</b>	Neutral
<b>Pregnancy and maternity</b>	See 'Age'
<b>Race</b>	Neutral
<b>Religion or belief</b>	Neutral
<b>Sex</b>	Neutral
<b>Sexual orientation</b>	Neutral
<b>Carers</b>	See 'Age'
<b>Socio-economic</b>	Neutral

## 4. Community Impact

- 4.1 You may also need to undertake an analysis of the potential direct or indirect impact on the wider community when introducing a new/revised policy, service function or restructure.
- 4.2 You can use the [Community Cohesion Impact Assessment](#) as a guide, outlining a summary of your findings below:

A safer and more accessible road network benefits the whole community. Poorly managed work sites can attract antisocial behaviour and crime. This policy sets out the standards which must be met, and how the Council can better respond to community concerns.

## 5. Equality Analysis Action Plan

5.1 Use the below table to set out what action will be taken to:

- Ensure a full analysis of the impact of the policy, service function or restructure is undertaken.
- Mitigate/address identified negative impacts or unlawful prohibited conduct.
- To promoted improved equality of opportunity and to foster good relations.
- How the action plan will be monitored and at what intervals.

<b>Planned action</b>	<b>Objective</b>	<b>Who</b>	<b>When</b>	<b>How will this be monitored (e.g. via team/service plans)</b>
Annual Review	The Council will review the policy and its application on an annual basis to ensure it remains fit for purpose.	Head of Service	Annual	Regular reporting and monitoring between Officers and the Portfolio Holder.

Signed (lead officer):

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Signed (Director):

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Once signed, please send a copy of the completed EA (and, if applicable, CCIA) to Tim MacGregor [TimMacGregor@southend.gov.uk](mailto:TimMacGregor@southend.gov.uk).