

Southend on Sea Borough Council - Equality Analysis

1. Background Information

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

Highway Memorials 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 the installation, maintenance and removal of temporary and permanent memorials on the public highway. It is anticipated the new policy will help to maintain a clean and safe road network, whilst being sympathetic to grieving friends and relatives who wish to memorialise their loved ones.

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

The new policy sets out how memorials on the public highway will be facilitated by the Council, in what circumstances, and how the Council will work with partner agencies to resolve any concerns.

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 set out the Council position in respect of temporary and permanent memorials. The Peer Review undertaken in 2018 highlighted a lack of policies in several service areas, this policy is one of a suite of new documents which will help to ensure the service operates in a fair and consistent manner.

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		
Age (including looked after children)	X				
Disability	X				
Gender reassignment			X		
Marriage and civil partnership			X		
Pregnancy and maternity	X				
Race			X		

Religion or belief			X		
Sex			X		
Sexual orientation			X		
Carers			X		
Socio-economic			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:

	Potential Impact
Age	<p>The Policy sets out how temporary and permanent memorials on the public highway will be facilitated, and how the Council will work with stakeholders where engagement with participants is required, ensuring a compassionate and fair approach.</p> <p>The increasing use of temporary memorials risks causing obstructions and safety concerns to all road users. It is anticipated this policy will help to ensure the road network remains safe and accessible for all road users, particularly those with mobility concerns, or using wheelchairs or pushchairs.</p>
Disability	See 'Age'
Gender reassignment	Neutral
Marriage and civil partnership	Neutral
Pregnancy and maternity	See 'Age'
Race	Neutral
Religion or belief	Neutral
Sex	Neutral
Sexual orientation	Neutral
Carers	See 'Age'
Socio-economic	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. This policy aims to set out a compassionate approach to temporary and permanent memorials, often installed as a focal point for the community following a death.

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.

Planned action	Objective	Who	When	How will this be monitored (e.g. via team/service plans)
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](mailto:TimMacGregor@southend.gov.uk)