

## Appendix B

### Equality Impact Assessment - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:

- “(1) A public authority must, in the exercise of its functions, have due regard to the need to:***
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;***
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; This includes the need to:***
    - (i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;***
    - (ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;***
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.***
- (2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.***
- (3) Compliance with the duties in this section may involve treating some persons more favourably than others.”***

The following list of questions may help to establish whether the decision is relevant to equality:

- Does the decision affect service users, employees or the wider community?
- (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?
- Will the decision have a significant impact on how other organisations operate in terms of equality?

- Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the decision relate to an area with known inequalities?
- Does the decision relate to any equality objectives that have been set by the council?

Please complete the following questions to determine whether a full Stage Two, Equality Impact Assessment is required.

|   |   |
|---|---|
| <b>What is the proposed decision that you are asking the Executive to make:</b>               | That the Executive Member for Highways and Transport approves Year 1 of the Three Year Highway Improvement Programme for 2017/18 to 2019/20 |
| <b>Summary of relevant legislation:</b>   | Highways Act 1980   |
| <b>Does the proposed decision conflict with any of the Council's key strategy priorities?</b> | No  |
| <b>Name of assessor:</b>  | Melvyn May  |
| <b>Date of assessment:</b>  | 21/02/17  |

| <b>Is this a:</b> |            | <b>Is this:</b>                             |            |
|-------------------|------------|---|------------|
| <b>Policy</b>     | <b>No</b>  | <b>New or proposed</b>                      | <b>N/A</b> |
| <b>Strategy</b>   | <b>No</b>  | <b>Already exists and is being reviewed</b> | <b>Yes</b> |
| <b>Function</b>   | <b>No</b>  | <b>Is changing</b>                          | <b>Yes</b> |
| <b>Service</b>    | <b>Yes</b> |   |            |

|   |   |
|---|---|
| <b>1. What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?</b> |   |
| <b>Aims:</b>  | To maintain the public highway in a safe and usable condition in compliance with the Councils duty to maintain under the Highways Act 1980.   |
| <b>Objectives:</b>  | To maintain the condition of public highway in accordance with the service level set within the Councils level approved Highway Asset Management Plan.<br>To comply with government guidance. |
| <b>Outcomes:</b>  | The Council continues to meet its duty to maintain to highway in a safe and usable condition by undertaking the appropriate works on the network in a timely and cost effective manner.       |

|                  |   |
|------------------|---|
| <b>Benefits:</b> | A well maintained and safe highway network for road users, reduced accidents/claims, safer environment and an effective network to help stimulate movement across the district for the local economy. |
|------------------|---|

**2. Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.**  
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

| Group Affected                 | What might be the effect?   | Information to support this  |
|--------------------------------|---|--|
| Age                            | The proposed improvement programme does not specifically impact on the age group. | Improving the condition of the road network will benefit all age groups.       |
| Disability                     | The proposed changes do not specifically impact on the disability group.          | Improving the condition of the road network will benefit the disability group. |
| Gender Reassignment            | No particular gender reassignment group will be disadvantaged.                    | N/A  |
| Marriage and Civil Partnership | No particular Marriage and Civil partnership group will be disadvantaged.         | N/A  |
| Pregnancy and Maternity        | No particular Pregnancy and Maternity group will be disadvantaged.                | N/A  |
| Race                           | No particular race group will be disadvantaged.                                   | N/A  |
| Religion or Belief             | No particular Religion and Belief group will be disadvantaged.                    | N/A  |
| Sex                            | No particular gender reassignment group will be disadvantaged.                    | N/A  |
| Sexual Orientation             | No particular Sexual Orientation group will be disadvantaged.                     | N/A  |

**Further Comments relating to the item:**

Highway works affect all users equally; however, provisions will be made on a scheme by scheme basis to ensure that all users can access the highway in a safe and appropriate manner, in accordance with current H&S legislation.

| 3. Result   |    |
|---|----|
| Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?   | No |
| Please provide an explanation for your answer: Highway works affect all users equally; however, provisions will be made on a scheme by scheme basis to ensure that all users can access the highway in a safe and appropriate manner, in accordance with current H&S legislation. |    |
| Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?  | No |
| Please provide an explanation for your answer:  |    |

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the [Equality Impact Assessment guidance and Stage Two template](#).

| 4. Identify next steps as appropriate: |    |
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| Stage Two required                     | No |
| Owner of Stage Two assessment:         |    |
| Timescale for Stage Two assessment:    |    |

Name: Melvyn May

Date: 21/02/17

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Please now forward this completed form to Rachel Craggs, Principal Policy Officer (Equality and Diversity) ([rachel.craggs@westberks.gov.uk](mailto:rachel.craggs@westberks.gov.uk)), for publication on the WBC website.