

# Equality Analysis (EIA) Form

## A) Description

**Name of service, function, policy (or other) being assessed**

Highway Maintenance Challenge Fund Works – Support Schemes

**Directorate or organisation responsible (and service, if it is a policy)**

Economy, Communities & Corporate Directorate

**Date of assessment**

11/10/2017

**Names and job titles of people carrying out the assessment**

Clive Hall, Head of Highways and Community Services

**Accountable person**

Clive Hall, Head of Highways and Community Services

**What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?**

To provide financial support to businesses that may experience a material reduction in trade as a direct consequence of limited access during their normal business hours due to road closures associated with the delivery of the Highway Maintenance Challenge Fund works.

**Location or any other relevant information**

In relation to all works undertaken by, or on behalf of the Council, under a closure of a road to which the claimants business fronts or is accessed by its customers from a point located on a side road within 500m of the road that is closed as part of the works described in the Council's bid to Tranche 2A of the Local Highway Maintenance Challenge Fund.

**List any key policies or procedures to be reviewed as part of this assessment.**

The introduction of a scheme specific support scheme for small businesses as defined by the scheme.

**Who is intended to benefit from the service, function or policy?**

Small businesses who have suffered a significant loss of trade as a consequence of these highway works.

**Who are the stakeholders? What is their interest?**

Balfour Beatty Living Places Ltd. who are delivering the works in question.

## B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Balfour Beatty Living Places and been commissioned in accord with the Public Realm Services Contract.

**Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:**

Small businesses who may suffer a loss as a direct consequence of other highway works may regard this scheme as unduly favourable towards those businesses who have seen their trade impacted by these challenge fund works. The support scheme addresses this by a range of eligibility criteria including the need for a road closure to be (overall) in place for longer than 28 days. Such durations of closures to through traffic present an exceptional circumstance.

As this decision is regarding the impact on small businesses and not on individuals then as far as our Equality duty goes there is no negative impact.

### C) Information

**What information (monitoring or consultation data) have you got and what is it telling you?**

Small Businesses have voiced their concerns and this scheme is a response to those concerns.

### D) Assessment/Analysis

**Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.**

Strand/community	Impact
Small Businesses	Positive, providing opportunity for loss to be addressed.
Travelling Public	Positive, enabling the delivery of a best value solution to the deterioration in road condition on key cross county routes.

### E) Consultation

Did you carry out any consultation?

Yes  No

**Who was consulted?**

Balfour Beatty Living Places Ltd

**Describe other research, studies or information used to assist with the assessment and your key findings.**

Relevant and comparable statute re compensation for roadworks.

**Do you use diversity monitoring categories? Yes  No**

*(if No you should use this as an action as we are required by law to monitor diversity categories)*

**If yes, which categories?**

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

**What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?**

**F) Conclusions**

	<b>Action/objective/target OR justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/J</b>
a)	As this decision is regarding the impact on small businesses and not on individuals then as far as our Equality duty goes there is no negative impact			J
b)				
c)				
d)				

**(I)** Taking immediate effect.

**(R)** Recommended to Council/Directors through a Committee or other Report\*.

**(S)** Added to the Service Plan.

**(J)** To be brought to the attention of the Equality Manager.

\*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.