

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Simon Fox – Assistant Director – Highways & Infrastructure

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Head of Section: Simon Fox

Chief Officer: Jason Gooding – Director of Neighbourhoods

Directorate: Neighbourhoods

Date: 26th Jan 2024

Section 2: What Council proposal is being assessed?

HIGHWAY INFRASTRUCTURE ASSET MANAGEMENT (HIAM) POLICY AND STRATEGY

The Highway Infrastructure Asset Management (HIAM) Policy and Strategy are designed to optimise the Council's resources in managing and maintaining the borough's highway assets.

The Strategy considers national guidance and asset management tools to demonstrate how effective management will limit a predicted decline in the network. The information in this suite of documents will enable the council to embed good highway asset management processes and procedures to ensure effective and considered maintenance of the highway network.

This is a developing proposal and as such this is an overarching, initial assessment. Specific actions may require their own assessments to ensure ongoing compliance with the Public Sector Equality Duty (PSED) This document may be reviewed or amended where appropriate.

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes / No

If 'yes' please state which meeting and what date

ENVIRONMENT, CLIMATE EMERGENCY AND TRANSPORT
COMMITTEE 29th Jan 24

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- X **Services**
- The workforce**
- X **Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals. We encourage services to consider the impact on those who serve and who have served in the armed forces and their families, in accordance with the Armed Forces Covenant

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All protected characteristics	Positive – it is envisaged that the aims and objectives of the Strategy will have a positive impact on all protected characteristics under the Equality Act 2010. We recognise that highways are used by all residents and services within the Borough. It is important that we work across communities and partner organisations to devise, design and deliver the aims and objectives of the strategy and policy in a fair and accessible way which takes different needs and expectations of the community into account.	N/A	Simon Fox	Throughout lifespan of the policy & strategy	None
Disability	Negative – We recognise that the policies and information we produce may not be accessible to all.	We will provide copies of the policy, strategy and any associated information and documentation in different languages or formats upon request and within a	Simon Fox and Procurement Teams	Throughout lifespan of the policy & strategy including associated	We have a call off contract through Procurement to provide

		reasonable timeframe		actions	translation and interpretation services
All protected characteristics	<p>Negative – We recognise that any engagement activities regarding the policy, strategy and any associated actions may not be accessible for all</p> <p>We recognise that any disruption, maintenance and cleaning activities can have a disproportionate impact on those with a protected characteristic – and that these should be kept to a minimum.</p>	We will ensure that any engagement or information activities is as accessible as possible, employing different methods (online, social media, written, face to face) to ensure that we are able to ascertain the views of a wide section of the community and to keep resident as informed as possible during times of disruption and especially any maintenance and cleaning activities. We will provide any reasonable adjustments to help residents and the community express their views and to keep informed or work and progress	Simon Fox and Communications Teams	Throughout lifespan of the policy & strategy	Dependent on reasonable adjustment request
All protected characteristics	Negative – it is accepted that the effects of climate change can have a disproportionate impact on people with protected characteristics.	The Council is committed to achieve net zero carbon emissions by 2030. Sustainable resources will be evaluated regarding cost and durability to extract maximum value and lifespan of processes and materials. We will work with climate emergency colleagues and agencies regarding any	Simon Fox	Throughout lifespan of the policy & strategy	To be scoped

		opportunities and priorities			
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Section 4a: Where and how will the above actions be monitored?

Performance will be monitored to identify progress and to identify areas that require a greater focus. Defining the Level of Service and Key Performance Indicators provides a measure of our highway service standard.

When setting Levels of Service and associated targets, the council will consider local views, and the findings from the residents' annual survey plus the National Highways and Transportation Survey (NHT)

We partake in the National Highways and Transport Network (NHT) Public Satisfaction Survey.

A Customer Service module linked to the council's corporate CRM system, allowing the automatic allocation of requests to the relevant team and, where appropriate, prompting of a site inspection via the mobile application.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 5: What research / data / information have you used in support of this process?

A range of primary and secondary data/information have been used in support of this process. Examples of primary data include Asset data, collected via routine inspections and condition surveys, service demand data from the CRM systems (Granicus and Symology Insight) and reactive maintenance data. Such data is integral in determining suitable levels of service and strategic objectives, while also informing long term planning and budgetary analysis at a network level using asset lifecycle models.

Secondary data is obtained through the annual National Highways and Transport Network (NHT) Public Satisfaction Survey Data and the Cost, Quality and Customer (CQC) network. This secondary data allows for performance benchmarking against over 100 local authorities in areas such as satisfaction and efficiency.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

A formal consultation wasn't undertaken for the initial Policy and Strategy but public and member feedback has been considered, in the form of the information/data outlined in section 5 above. Furthermore, there is firm commitment already in place to develop the HIAM Performance Management Framework in consultation with members and key stakeholders.

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**