



Appendix 3

Equality Impact Assessment

East Sussex LCWIP



Equality Impact Assessment

Strategy or Policy Template

Name of the strategy or policy
Local Cycling & Walking Infrastructure Plan

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Part 1 The Public Sector Equality Duty and Equality Impact Assessments (EIA)

1.1 The Council must have due regard to its Public Sector Equality Duty when making all decisions at member and officer level. An EIA is the best method by which the Council can determine the impact of a proposal on equalities, particularly for major decisions. However, the level of analysis should be proportionate to the relevance of the duty to the service or decision.

1.2 This is one of two forms that the County Council uses for Equality Impact Assessments, both of which are available on the intranet. This form is designed for any proposal, strategy or policy. The other form looks at services or projects.

1.3 The Public Sector Equality Duty (PSED)

The public sector duty is set out at Section 149 of the Equality Act 2010. It requires the Council, when exercising its functions, to have “due regard” to the need to

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. (see below for “protected characteristics”

These are sometimes called equality aims.

1.4 A “protected characteristic” is defined in the Act as:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race (including ethnic or national origins, colour or nationality)
- religion or belief;
- sex;
- sexual orientation.

Marriage and civil partnership are also a protected characteristic for the purposes of the duty to eliminate discrimination.

The previous public sector equalities duties only covered race, disability and gender.

1.5 East Sussex County Council also considers the following additional groups/factors when carry out analysis:

- Carers – A carer spends a significant proportion of their life providing unpaid support to family or potentially friends. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. [Carers at the Heart of 21st Century Families and Communities, 2008]
- Literacy/Numeracy Skills

- Part time workers
- Rurality

1.6 Advancing equality (the second of the equality aims) involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people's disabilities
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

1.6 Guidance on Compliance with The Public Sector Equality Duty (PSED) for officers and decision makers:

1.6.1 To comply with the duty, the Council must have "due regard" to the three equality aims set out above. This means the PSED must be considered as a factor to consider alongside other relevant factors such as budgetary, economic and practical factors.

1.6.2 What regard is "due" in any given case will depend on the circumstances. A proposal which, if implemented, would have particularly negative or widespread effects on (say) women, or the elderly, or people of a particular ethnic group would require officers and members to give considerable regard to the equalities aims. A proposal which had limited differential or discriminatory effect will probably require less regard.

1.6.3 *Some key points to note :*

- The duty is regarded by the Courts as being very important.
- Officers and members must be aware of the duty and give it conscious consideration: e.g. by considering open-mindedly the EIA and its findings when making a decision. When members are taking a decision, this duty can't be delegated by the members, e.g. to an officer.
- EIAs must be evidence based.
- There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
- There must be compliance with the duty when proposals are being formulated by officers and by members in taking decisions: the Council can't rely on an EIA produced after the decision is made.
- The duty is ongoing: EIA's should be developed over time and there should be evidence of monitoring impact after the decision.
- The duty is not, however, to achieve the three equality aims but to consider them – the duty does not stop tough decisions sometimes being made.

- The decision maker may take into account other countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities (for instance, cost factors)

1.6.4 In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published. However, Codes of Practice issued under the previous legislation remain relevant and the Equality and Human Rights Commission has also published guidance on the new public sector equality duty.

Part 2 – Aims and implementation of the proposal, strategy or policy

2.1 What is being assessed?

a) Proposal or name of the strategy or policy.

Local Cycling & Walking Infrastructure Plan

b) What is the main purpose or aims of proposal, strategy or policy?

ESCC LCWIP sets out a comprehensive network of cycling and walking routes and complementary measures across the County, with a focus on the areas where there is the greatest opportunities to increase levels of cycling and walking. These routes and measures have been assessed against key policy areas related to the economy, social and environmental factors, and a prioritised programme of measures has been developed.

c) Manager(s) and section or service responsible for completing the assessment

Andrew Keer Transport Planning Manager & Lisa Simmonds Principal Transport Planner – Strategic Economic Infrastructure Team, Economy Division

2.2 Who is affected by the proposal, strategy or policy? Who is it intended to benefit and how?

The plan will benefit the people residing within the target geographies identified within the plan, alongside people visiting these areas.

2.3 How is, or will, the proposal, strategy or policy be put into practice and who is, or will be, responsible for it?

The plan will be used to inform future bids for funding by ESCC and other key partners, to help support future investment in both transport infrastructure and initiatives to support greater cycling and walking in the County.

2.4 Are there any partners involved? E.g. NHS Trust, voluntary/community organisations, the private sector? If yes, how are partners involved?

District & Borough Councils/South Downs National Park Authority

The key partners include the district and borough councils of Lewes-Eastbourne, Wealden, Hastings, Rother and the South Downs National Park Authority. The networks and measures identified in the plan are reflected in the authority local plans, which will support the securing of funding through development focussed on housing and employment and other funding sources, particularly through the development of partnership bids.

Voluntary Sector/Charities/Workplaces/Education

These partners will help deliver and inform future packages of work in relation to travel behaviour change programmes.

2.5 Is this project or procedure affected by legislation, legislative change, service review or strategic planning activity?

No, but certain elements may be subject to changes if guidance from government in relation to transport scheme design is issued during the lifetime of the plan. The East Sussex LCWIP acknowledges that the plan will be reviewed and updated accordingly.

Part 3 – Methodology, consultation, data and research used to determine impact on protected characteristics.

3.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken.

Types of evidence identified as relevant have X marked against them			
	Employee Monitoring Data		Staff Surveys
	Service User Data		Contract/Supplier Monitoring Data
<input checked="" type="checkbox"/>	Recent Local Consultations	<input checked="" type="checkbox"/>	Data from other agencies, e.g. Police, Health, Fire and Rescue Services, third sector
	Complaints		Risk Assessments
	Service User Surveys	<input checked="" type="checkbox"/>	Research Findings
<input checked="" type="checkbox"/>	Census Data	<input checked="" type="checkbox"/>	East Sussex Demographics
	Previous Equality Impact Assessments	<input checked="" type="checkbox"/>	National Reports
	Other organisations Equality Impact Assessments		Any other evidence?

3.1.1 Evidence of complaints against the strategy or policy on grounds of discrimination.

N/A

3.3 If you carried out any consultation or research on the strategy or policy explain what consultation has been carried out.

Research has been undertaken by ESCC Research & Information Team to establish what national, sub – regional and local data in relation to the economy, environment and social sectors can be provided, to ensure that there is a strong evidence base for the LCWIP. This has been supplemented by research papers to support the delivery of cycling and walking infrastructure projects and initiatives.

3.4 What does the consultation, research and/or data indicate about the positive or negative impact of the strategy or policy?

The research indicates that the plan has the opportunity to have a positive impact, but there are a number of key areas which the plan should consider:-

- Considerable opportunities to increase levels cycling and walking across the key coastal growth areas within East Sussex.
- National research indicates that barriers to cycling and walking exist across different groups in society, namely young people, women, Black, Asian, Minority Ethnic (BAME) communities, older people and people with physical and hidden disabilities.
- Research and engagement with local stakeholders has highlighted the importance of ensuring that the plan is inclusive, i.e. considers the needs of those with both physical and hidden disabilities.

Part 4 – Assessment of impact

4.1 Age: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County /District/Borough?

The population of the County according to age is as outlined below:-

LTP areas (2017 data only)	Age 0-4	Age 5-10	Age 11-15	Age 16-17	Age 18-24	Age 25-29	Age 30-44	Age 45-64	Age 65-74	Age 75-84	Age 85+
Eastbourne and South Wealden	5.4%	6.7%	5.1%	2.1%	7.3%	5.0%	16.5%	26.2%	13.1%	8.3%	4.3%
Bexhill and Hastings	5.4%	6.7%	4.9%	2.1%	7.4%	5.8%	16.1%	27.2%	13.1%	7.5%	4.0%
Lewes and South Downs	4.0%	6.9%	6.0%	2.3%	6.0%	4.2%	15.8%	29.7%	13.2%	8.1%	3.6%
Newhaven, Peacehaven, Seaford	5.1%	6.7%	5.0%	2.1%	6.4%	5.1%	15.9%	27.0%	13.8%	8.5%	4.4%
North Wealden and North Lewes	4.4%	6.9%	6.0%	2.3%	6.4%	4.3%	14.9%	30.5%	13.5%	7.3%	3.4%
Rural Rother	4.1%	6.5%	5.4%	2.2%	6.1%	3.9%	12.6%	30.4%	16.3%	8.8%	3.6%

Source: Mid-year estimate data - 2017 for LTP areas

b) How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?

Eastbourne & South Wealden, Bexhill & Hastings and Newhaven, Peacehaven and Seaford has the largest proportion of children aged 0-4 years.

Lewes & South Downs and North Wealden and North Lewes has the largest proportion of children aged between 5-10 years and 16-17 years.

Eastbourne & South Wealden and Bexhill & Hastings has the largest proportion of young adults aged between 18 – 24.

Eastbourne & South Wealden, Bexhill & Hastings, Newhaven, Peacehaven, Seaford and Lewes & South Downs have the largest proportion of people aged 30-44 years.

Lewes & South Downs, North Wealden and North Lewes & Rural Rother has the highest proportion of people aged 45-64 years.

Rural Rother has the largest proportion of people aged 65 – 74 years and 75 - 84 years.

c) Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?

No, they will not be more affected, because the evidence base of the plan highlights the needs of certain sectors of the population and age, and these will be considered as part of infrastructure and initiative design.

d) What is the proposal, strategy or policy's impact on different ages/age groups?

The plan is people focussed; therefore infrastructure and future design of schemes will consider the needs of local populations.

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

EQIA's will be undertaken at an early stage of scheme design.

f) Provide details of the mitigation.

An action is included in Stage 6, which outlines that a review will undertaken on how EQIA's should be undertaken as part of scheme design, and whether the extent of a scheme should determine the detail which is attributed to this.

g) How will any mitigation measures be monitored?

This will be monitored through the LCWIP monitoring framework.

4.2 Disability: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

District/Borough	Overall disability	Higher severity disability	Lower severity disability	Locomotor disability	Personal care disability	Hearing disability	Sight disability
Eastbourne	20,053	6,344	13,708	15,212	7,914	5,675	2,917
Hastings	18,030	5,574	12,455	13,598	7,094	5,042	2,391
Lewes	18,402	5,769	12,633	13,885	7,220	5,160	2,735
Rother	19,595	6,134	13,462	14,865	7,647	5,458	2,703
Wealden	26,686	8,259	18,428	19,896	10,387	7,405	3,919

Source: Disability projections - Dwelling led 2020 - All people (aged 10+) ESCC

b) How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?

It is projected that there will be a higher proportion of people with overall disability within Wealden followed by Eastbourne.

c) Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?

The plan is underpinned by the need to ensure that scheme design and delivery is inclusive and considers the needs of all users, but with an emphasis on those with physical and hidden disabilities.

d) What is the proposal, strategy or policy's impact on people who have a disability?

The plan will have a positive impact on people with disability because inclusive design is an integral element of the LCWIP. Therefore subject to the securing of funding and the delivery of future infrastructure and initiatives there are opportunities to improve access to key services across the County.

The LCWIP also includes specific policies, which through close working with representatives of access groups in the County, have been developed, and most notably in relation to a policy to support the delivery of dropped kerbs. It also refers to other policy areas which will be included (i.e. implementing shared space schemes and enforcing pavement parking), once national guidance is published.

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

The critical action that will be undertaken through the delivery of the plan will be through consultation with access groups and other key stakeholders at key points in the design process or future travel initiative design.

EQIA's will be undertaken at an early stage of scheme design.

f) Provide details of any mitigation.

ESCC will raise awareness of inclusive design with East Sussex Highways.

An action is included in Stage 6, which outlines that a review will be undertaken on how EQIA's should be undertaken as part of scheme design, and whether the extent of a scheme should determine the detail which is attributed to this

g) How will any mitigation measures be monitored?

This will be monitored through the LCWIP monitoring framework.

4.3 Ethnicity: Testing of disproportionate, negative, neutral or positive impact.

- Nationality e.g. being a British, Australian or Swiss citizen
- Ethnic or national origins e.g. being from a Roma background or of Chinese Heritage

a) How is this protected characteristic reflected in the County/District/Borough?

	All usual residents	All White	White British	All White other	Other White groups			Mixed/multiple ethnic groups	Asian/Asian British	Black/African / Caribbean/ Black British	Other ethnic group
					White: Irish	White: Gypsy or Irish Traveller	White: Other White				
LTP areas (2017 data only)											
Eastbourne and South Wealden	100.0%	95.3%	90.0%	5.3%	0.9%	0.2%	4.3%	1.5%	2.2%	0.6%	0.4%
Bexhill and Hastings	100.0%	94.6%	90.7%	3.9%	0.8%	0.2%	3.0%	1.9%	2.1%	0.9%	0.5%
Lewes and South Downs Newhaven, Peacehaven, Seaford	100.0%	96.3%	91.5%	4.9%	0.8%	0.3%	3.8%	1.7%	1.4%	0.4%	0.2%
North Wealden and North Lewes	100.0%	96.5%	92.8%	3.7%	0.8%	0.0%	2.9%	1.2%	1.6%	0.5%	0.3%
Rural Rother	100.0%	97.5%	93.4%	4.1%	0.7%	0.2%	3.3%	1.0%	1.1%	0.2%	0.2%
Rural Rother	100.0%	97.8%	94.7%	3.1%	0.5%	0.2%	2.4%	1.0%	0.9%	0.2%	0.1%

Source: 2011 Census

b) How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?

The population of those which will be impacted upon, particularly within the main urban centres in the County, are classified as white, alongside the slightly higher percentage of Asian/Asian British and mixed/multiple ethnic groups.

c) Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?

No, the plan is people focussed and the schemes and initiatives will be accessible to all users.

d) What is the proposal, strategy or policy's impact on those who are from different ethnic backgrounds?

National research indicates that particularly with cycling it is underrepresented in people of an older age, women, and Black, Asian and minority ethnic (BAME) groups. Therefore the plan will seek to identify if this issue is also represented at a local level through future monitoring and evaluation of travel behaviour change programmes.

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

As stated above the plan will seek to identify if the national underrepresentation of people from BAME groups cycling is reflected locally. If so, the design of future travel behaviour change programmes will be updated to reflect the any identified barriers.

f) Provide details of any mitigation.

As above.

g) How will any mitigation measures be monitored?

N/A at this stage.

4.4 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact

a) How is this protected characteristic target group reflected in the County/District/Borough?

	Percentage of age group who are male				Percentage of age group who are female			
	Male All Ages	Male Aged 0 to 15	Male Aged 16 to 64	Male Aged 65+	Female All Ages	Female Aged 0 to 15	Female Aged 16 to 64	Female Aged 65+
	LTP areas (updated 2018 data)							
Eastbourne and South Wealden	48.9%	44.3%	51.9%	48.8%	51.1%	55.7%	51.1%	55.7%
Bexhill and Hastings	49.0%	44.8%	51.6%	48.6%	51.0%	55.2%	51.0%	55.2%
Lewes and South Downs	49.9%	43.8%	51.3%	47.7%	50.1%	56.2%	50.1%	56.2%
Newhaven, Peacehaven, Seaford	49.1%	44.9%	51.5%	47.8%	50.9%	55.1%	50.9%	55.1%
North Wealden and North Lewes	49.0%	45.8%	51.3%	48.0%	51.0%	54.2%	51.0%	54.2%
Rural Rother	49.3%	46.4%	51.1%	47.5%	50.7%	53.6%	50.7%	53.6%

SOURCE: Source: Mid year estimate data for 2018

b) How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?

There is a slightly higher proportion of females compared to males within the County. However, the largest differentiation is between the proportion of males and females aged 65+, with a higher proportion of females as indicated above.

c) Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?

The people with the protected characteristic will not be affected more than the general population, but there are opportunities to provide positive impacts, including ensuring that design is inclusive.

d) What is the proposal, strategy or policy's impact on different genders?

National research indicates that particularly with cycling it is underrepresented in people of an older age, **women**, and Black, Asian and minority ethnic (BAME) groups. Therefore the plan will seek to identify if this issue is also represented at a local level through future monitoring and evaluation of travel behaviour change programmes.

- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

As stated above the plan will seek to identify if the national underrepresentation of women cycling is reflected locally. If so, the design of future travel behaviour change programmes will be updated to reflect the any identified barriers.

- f) **Provide details of any mitigation.**

As above.

- g) **How will any mitigation measures be monitored?**

N/A at this stage.

4.5 Marital Status/Civil Partnership: Testing of disproportionate, negative, neutral or positive impact.

N/A

- a) **How is this protected characteristic target group reflected in the County/District/Borough?**
- b) **How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?**
- c) **Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?**
- d) **What is the proposal, strategy or policy's impact on people who are married or same sex couples who have celebrated a civil partnership?**
- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**
- f) **Provide details of any mitigation.**

g) How will any mitigation measures be monitored?

4.6 Pregnancy and maternity: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic target group reflected in the County/District/Borough?

b) How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?

c) Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?

d) What is the proposal, strategy or policy's impact on pregnant women and women within the first 26 weeks of maternity leave?

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

f) Provide details of the mitigation

g) How will any mitigation measures be monitored?

4.7 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact.

N/A

- a) **How is this protected characteristic reflected in the County/District/Borough?**

- b) **How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?**

- c) **Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic.**

- d) **What is the proposal, strategy or policy's impact on the people with different religions and beliefs?**

- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

- f) **Provide details of any mitigation.**

- g) **How will any mitigation measures be monitored?**

4.8 Sexual Orientation - Gay, Lesbian, Bisexual and Heterosexual: Testing of disproportionate, negative, neutral or positive impact.

N/A

- a) **How is this protected characteristic reflected in the County/District/Borough?**

- b) **How is this protected characteristic reflected in the population of those impacted by the proposal, strategy or policy?**

- c) **Will people with the protected characteristic be more affected by the proposal, policy or strategy than those in the general population who do not share that protected characteristic?**

- d) **What is the proposal, strategy or policy's impact on people with differing sexual orientation?**

- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

- f) **Provide details of the mitigation**

- g) **How will any mitigation measures be monitored?**

4.9 Other: Additional groups/factors that may experience impacts - testing of disproportionate, negative, neutral or positive impact.

N/A

- a) **How are these groups/factors reflected in the County/District/Borough?**

- b) **How is this group/factor reflected in the population of those impacted by the proposal, strategy or policy?**

- c) **Will people within these groups or affected by these factors be more affected by the proposal, policy or strategy than those in the general population who are not in those groups or affected by these factors?**

- d) **What is the proposal, strategy or policy's impact on the factor or identified group?**

- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

- f) **Provide details of the mitigation.**

- g) **How will any mitigation measures be monitored?**

4.10 Human rights- Human rights place all public authorities – under an obligation to treat you with fairness, equality, dignity, respect and autonomy. **Please look at the table below to consider if your proposal, policy or strategy may potentially interfere with a human right.**

Articles	
A2	Right to life (e.g. pain relief, suicide prevention)
A3	Prohibition of torture, inhuman or degrading treatment (service users unable to consent, dignity of living circumstances)
A4	Prohibition of slavery and forced labour (e.g. safeguarding vulnerable adults)
A5	Right to liberty and security (financial abuse)
A6 & 7	Rights to a fair trial; and no punishment without law (e.g. staff tribunals)
A8	Right to respect for private and family life, home and correspondence (e.g. confidentiality, access to family)
A9	Freedom of thought, conscience and religion (e.g. sacred space, culturally appropriate approaches)
A10	Freedom of expression (whistle-blowing policies)
A11	Freedom of assembly and association (e.g. recognition of trade unions)
A12	Right to marry and found a family (e.g. fertility, pregnancy)
Protocols	
P1.A1	Protection of property (service users property/belongings)
P1.A2	Right to education (e.g. access to learning, accessible information)
P1.A3	Right to free elections (Elected Members)

Part 5 – Conclusions and recommendations for decision makers

5.1 Summarise how this proposal/policy/strategy will show due regard for the three aims of the general duty across all the protected characteristics and ESCC additional groups.

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

5.2 Impact assessment outcome Based on the analysis of the impact in part four please mark below ('X') with a summary of your recommendation.

X	Outcome of impact assessment	Please explain your answer fully.
X	A No major change – Your analysis demonstrates that the policy/strategy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	No discrimination has been identified because the LCWIP Strategy and Infrastructure Plan are underpinned by inclusiveness in both policy and delivery. Where potential underrepresentation of certain groups in participating in cycling has been identified nationally. ESCC will look to seek local data through future monitoring and evaluation, to advance equality in the future delivery of the plan.
	B Adjust the policy/strategy – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.	
	C Continue the policy/strategy - This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate	
	D Stop and remove the policy/strategy – If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy/strategy altogether. If a policy/strategy shows unlawful discrimination it <i>must</i> be removed or changed.	

5.3 What equality monitoring, evaluation, review systems have been set up to carry out regular checks on the effects of the proposal, strategy or policy?

The review of this will be part of quarterly monitoring as outlined in stage 1 of the plan.

5.4 When will the amended proposal, strategy or policy be reviewed?

Equality Impact Assessment

The policy will be reviewed on an annual basis.

Date completed:	April 2020	Signed by (person completing)	Lisa Simmonds
		Role of person completing	Principal Transport Planner
Date:	April 2020	Signed by (Manager)	Andrew Keer

Part 6 – Equality impact assessment action plan

If this will be filled in at a later date when proposals have been decided please tick here and fill in the summary report.

The table below should be completed using the information from the equality impact assessment to produce an action plan the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact
4. **If no actions fill in separate summary sheet.**

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area for improvement	Changes proposed	Lead Manager	Timescale	Resource implications	Where incorporated/flagged? (e.g. business plan/strategic plan/steering group/DMT)
EQIA – Scheme Design	To be reviewed	Andrew Keer	2020-2021	Strategic Economic Infrastructure/East Sussex Highways	LCWIP

(a) 6.1 Accepted Risk

From your analysis please identify any risks not addressed giving reasons and how this has been highlighted within your Directorate:

Area of Risk	Type of Risk? (Legal, Moral, Financial)	Can this be addressed at a later date? (e.g. next financial year/through a business case)	Where flagged? (e.g. business plan/strategic plan/steering group/DMT)	Lead Manager	Date resolved (if applicable)