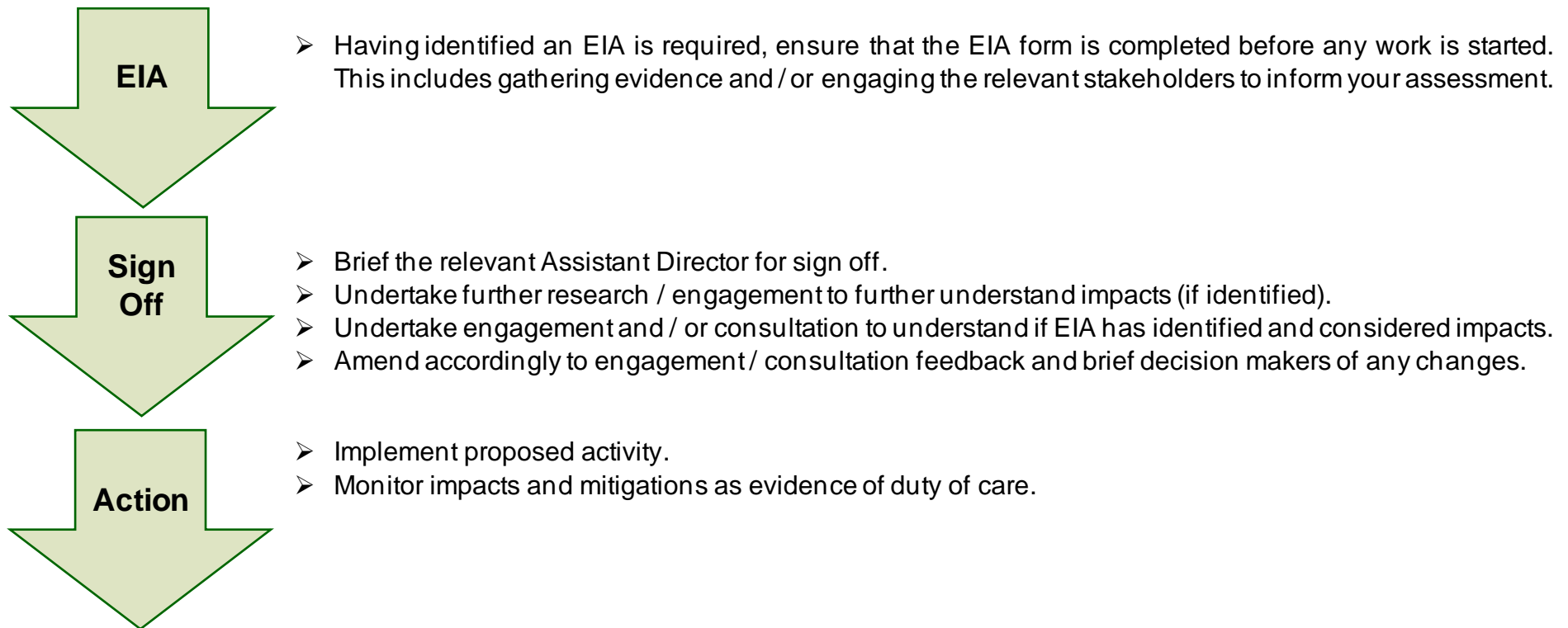


## Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or via [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk), or if it's relating to health inequalities please contact Ruby Dillon via [rubydillon@warwickshire.gov.uk](mailto:rubydillon@warwickshire.gov.uk).



## Section One: Essential Information

<b>Service / policy / strategy / practice / plan being assessed</b>	Warwickshire Design Guide
<b>Business Unit / Service Area</b>	Environment Services
<b>Is this a new or existing service / policy / strategy / practice / plan?</b>  If existing, please state date of last assessment.	The ' <i>Warwickshire Design Guide</i> ' is a new document which replaces ' <i>The Warwickshire Guide 2001 – Transport and Roads for Developments</i> '
<b>EIA Authors</b>  <b>N.B.</b> It is best practice to have more than one person complete the EIA to bring different perspectives to the table.	Sallie Langan / Chris Simpson
<b>Do any other Business Units / Service Areas need to be included?</b>	Communities
<b>Does this EIA contain personal and / or sensitive information?</b>	No
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?</b>	No  If <b>yes</b> , please let your Assistant Director and the Customer Relations Team know as soon as possible

**1. Please explain the background to your proposed activity and the reasons for it.**

As part of a review of internal communications for major schemes, it was identified that '*The Warwickshire Guide 2001 – Transport and Roads for Developments*' needed to be updated and that the current documentation setting out Warwickshire County Council's expectations was no longer fully supporting developers and designers preparing to deliver improvements on our highway network. It was therefore decided that a new '*Warwickshire Design Guide*' be produced that sets out the requirements in one document for developers and designers when planning and delivering highway infrastructure improvements to Warwickshire County Council's highway network. The guide will also be a highly important document for the wider community because it sets down the standards of safety, sustainability and accessibility of built development that will endure for generations.

**2. Please outline your proposed activity including a summary of the main actions.**

- To produce a new 'Warwickshire Design Guide' that will provide comprehensive guidance in respect of all transportation infrastructure and the design of roads having regard to current trends in national and local transportation policies, the call for the flexible application of design standards and to take account of their environmental impact.
- Set up Project Team and Project Board
- Produce initial draft
- Carry out stakeholder engagement exercises
- Review feedback
- Amend document if required
- Produce final version
- Gain approval and publish document
-

### 3. Who is this going to impact and how?

Customers	Members of the Public	Employees	Job Applicants
NA	Development proposals are better quality	Reduced resources and less abortive work.	NA
<b>Other, please specify:</b>	Developers – setting out expectations for them to follow regarding development infrastructure. This should result in less abortive work being carried out and inclusive design.		

#### Section Two: Evidence

Please include any evidence or relevant information that has influenced the decisions contained in this EIA. This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups and additional groups outlined in Section Four.

#### A – Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

This can't be quantified but the document signposts to relevant existing national standards such as the Design Manual for Roads and Bridges (DMRB) and Manual for Streets (MfS), which will have gone through consultation processes prior to their publication. The document supports the delivery of the objectives outlined in Warwickshire's Local Transport Plan (LTP). The LTP considers travel needs for all users including those from the protected characteristic groups.

#### B – Qualitative Evidence

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

The 2001 guidance document was not being used as the standards referred to in it were not up to date which is why this update is necessary.

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**Section Three: Engagement**  
 Engagement with individuals or organisations affected by the proposed activity must take place. For further advice and support with engagement and consultations, click [here](#).

<b>Has the proposed activity been subject to engagement or consultation with those it's going to impact, taking into account their protected characteristics and socio-economic status?</b>	Yes	
<b>If YES, please state who with.</b>	Internal and external stakeholders including developers, designers and the District and Borough Councils. Local Members	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>Yes / No</b>	<b>What were the results from the engagement? Please list...</b>
<b>Focus Groups</b>	No	
<b>Surveys</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	No	
<b>Displays / Exhibitions</b>	No	

<b>Other (please specify)</b>	Yes – virtual seminars and published on website	Feedback was received from various stakeholders. General feedback from developers was positive.
<b>Has the proposed activity changed as a result of the engagement?</b>	No	Feedback received was considered and amendments have been made to the document, but the activity has not changed.
<b>Have the results of the engagement been fed back to the consultees?</b>	No	
<b>Is further engagement or consultation recommended or planned?</b>	No	
<b>What process have you got in place to review and evaluate?</b>	It is proposed that the document will be reviewed annually and if amendments are required, the Strategic Director for Communities can approve them.	

## Section Four: Assessing the Impact

### Protected Characteristics and other groups that experience greater inequalities

What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposed activity? This section also allows you to consider other impacts, e.g. health inequalities such as deprivation, socio-economic status, vulnerable groups such as armed forces, carers, homelessness, people leaving prison, young people leaving care etc.

On the basis of evidence, has the potential impact of the proposed activity been judged to be positive (+), neutral (=), negative (-), or positive and negative (+&-), for each of the protected characteristic groups below and in what way?

**N.B** In our Guidance to EIAs we have provided you with potential questions to ask yourself when considering the impact of your proposed activity. Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at Section Six.

	<b>Impact type (+) (=) (-) or (+&amp;-)</b>	<b>Nature of impact</b>
<b>Age</b>	+	The guidance encourages development to be responsive to the needs of different age groups because it refers to national standards. The document will be made available on the County Council website which is equipped with reading software which may help the visually impaired. Design Team will consider font size and layout design.
<b>Disability</b> Consider: <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g. dyslexia)</li> <li>• Mental health conditions (e.g. depression)</li> <li>• Medical conditions (e.g. diabetes)</li> </ul>	+	The guidance encourages development to be responsive to the needs of different disabilities because it refers to national standards. The document will be made available on the County Council website which is equipped with reading software which may help the visually impaired. Design Team will consider font size and layout design. Developers will have to consider safe and active travel which will have an impact on those with disability needs.
<b>Gender Reassignment</b>	=	No impacts have been identified. This will be monitored and changes made if required.

<b>Marriage and Civil Partnership</b>	=	No impacts have been identified. This will be monitored and changes made if required.
<b>Pregnancy and Maternity</b>	=	No impacts have been identified. This will be monitored and changes made if required.
<b>Race</b> Including: <ul style="list-style-type: none"> <li>• Colour</li> <li>• Nationality</li> <li>• Citizenship</li> <li>• Ethnic or national origins</li> </ul>	=	No impacts have been identified. This will be monitored and changes made if required.
<b>Religion or Belief</b>	=	No impacts have been identified. This will be monitored and changes made if required.
<b>Sex</b>	=	No impacts have been identified. This will be monitored and changes made if required.
<b>Sexual Orientation</b>	=	No impacts have been identified. This will be monitored and changes made if required.
<b>Vulnerable People:</b> <ul style="list-style-type: none"> <li>• Armed Forces (WCC signed the <a href="#">Armed Forces Covenant</a> in June 2012)</li> <li>• Carers</li> <li>• Homelessness</li> <li>• People leaving Prison</li> <li>• People leaving Care</li> </ul>	=	No impacts have been identified. This will be monitored and changes made if required. National standards will ensure that all communities have their considerations accommodated in road design specifications.
<b>Health Inequalities (HI)</b> Many issues can have an impact on health: is it an area of deprivation, does every population group have equal	+	What health inequalities already exist? Effective road design will ensure access to medical services for people of all backgrounds when needed. Will your proposal have a negative or positive implications on health inequalities?



access, unemployment, work conditions, education, skills, our living situation, rural, urban, rates of crime etc		The guidance encourages incorporation of facilities for active travel for people of all backgrounds. What can you do to mitigate any identified health inequalities? None identified. This will be monitored.
<b>Other Groups</b> If there are any other groups		

### **Public Sector Equality Duty (PSED)**

Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

	<b>Evidence of Due Regard</b>
<b>Eliminate unlawful discrimination (harassment, victimisation and other prohibited conduct):</b>	National guidance and planning process will ensure inclusive design at every stage.
<b>Advance equality of opportunity:</b>  This involves <ul style="list-style-type: none"> <li>removing or minimising disadvantages suffered by people due to their protected characteristics;</li> <li>taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people, for example, taking steps to take account of people with disabilities;</li> </ul>	All modes of public transport will be considered as part of the design to encourage modal shift.

<ul style="list-style-type: none"> <li>encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.</li> </ul>	
<p><b>Foster good relations:</b></p> <p>This means tackling prejudice and promoting understanding between people from different groups and communities.</p>	National guidance and planning process will ensure inclusive design at every stage.

**Section Five: Partners / Stakeholders**

Which sectors are likely to have an interest in or be affected by the proposed activity?	Yes / No	Describe the interest / affect
<b>Businesses</b>	No	
<b>Councils</b>	Yes	As part of the planning process.
<b>Education Sector</b>	No	
<b>Fire and Rescue</b>	No	
<b>Governance Structures</b>	No	
<b>NHS</b>	No	
<b>Police</b>	No	
<b>Voluntary and Community Sector</b>	No	
<b>Other(s): please list and describe the nature of the relationship / impact</b>		Developers / Highway Designers to design the necessary infrastructure required as part of the planning conditions.

## **Section Six: Action Planning**

If you have identified impacts on protected characteristic groups in Section Four please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

### **Mitigating Actions**

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts or build on positive impacts for protected groups or health inequalities
- Whether you could do more to fulfil the aims of the PSED
- How you will monitor and evaluate the effect of this work
- Anything else you can think of!

Identified Impact	Action(s)	Timescale incl. evaluation and review date	Name of person responsible
Guidance document to be reviewed and monitored.	Review and monitor EIA in line with developments, including engagement and consultation	Document to be reviewed annually after adoption.	Garry Palmer

**No Mitigating Actions**

<b>Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.</b>

**Section Seven: Assessment Outcome**

<b>Only one of following statements best matches your assessment of this proposed activity. Please select one and provide your reasons.</b>		
<b>No major change required</b>	X	Ongoing monitoring and referring to national guidance.
<b>The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities</b>		

<b>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities</b>		
<b>Stop the proposal as it is potentially in breach of equality legislation</b>		

**Section Eight: Sign Off**

**N.B** To be completed after the EIA is completed but before the area of work commences.

<b>Name of person/s completing EIA</b>	Sallie Langan / Chris Simpson / Joanna Kemp
<b>Name and signature of Assistant Director</b>	Scott Tompkins
<b>Date</b>	30/11/21
<b>Date of next review and name of person/s responsible</b>	January 2023 – Garry Palmer (Strategy & Policy Team in Transport and Highways)

Once signed off, please ensure the EIA is recorded on the following document: [WCC EIA Recording Document](#)