

Section 4

Equality

Analysis Toolkit

East Lancashire Retaining Walls DfT Bid

For Decision Making Items

Spring 2018

Question 1 - What is the nature of and are the key components of the proposal being presented?

Bid to DfT for funding to support maintenance to large retaining walls in Easy Lancashire

Question 2 - Scope of the Proposal

Is the proposal likely to affect people across the county in a similar way or are specific areas likely to be affected – e.g. are a set number of branches/sites to be affected?

The walls are in east Lancashire as the geography of east Lancashire has meant a large number of retaining walls built during the industrial revolution to support the highway network

Question 3 – Protected Characteristics Potentially Affected

Could the proposal have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely:

- Age
- Disability including Deaf people
- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership Status

And what information is available about these groups in the County's population or as service users/customers?

The proposal does not impact on any one group or individuals with protected characteristics.

Question 4 – Engagement/Consultation

How have people/groups been involved in or engaged with in developing this proposal?

Specific groups or people with protected characteristics have not been consulted

Question 5 – Analysing Impact

Could this proposal potentially disadvantage particular groups sharing protected characteristics and if so which groups and in what way? This pays particular attention to the general aims of the Public Sector Equality Duty:

- To eliminate unlawful discrimination, harassment or victimisation because of protected characteristics;
- To advance equality of opportunity for those who share protected characteristics;
- To encourage people who share a relevant protected characteristic to participate in public life;
- To contribute to fostering good relations between those who share a relevant protected characteristic and those who do not/community cohesion;

Specific groups or people with protected characteristics will not be disadvantaged

Question 6 –Combined/Cumulative Effect

Could the effects of this proposal combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?

no

Question 7 – Identifying Initial Results of Your Analysis

As a result of the analysis has the original proposal been changed/amended, if so please describe.

no

Question 8 - Mitigation

Will any steps be taken to mitigate/reduce any potential adverse effects of the proposal?

no

Question 9 – Balancing the Proposal/Countervailing Factors

This weighs up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of the analysis.

Question 10 – Final Proposal

In summary, what is the final proposal and which groups may be affected and how?

As original

Question 11 – Review and Monitoring Arrangements

What arrangements will be put in place to review and monitor the effects of this proposal?

Monitored by the Bridges Capital monitoring group

Equality Analysis Prepared By Paul Binks

Position/Role Highway Asset Manager

Equality Analysis Endorsed by Line Manager and/or Service Head Mel Ormesher

Decision Signed Off By: Mike Kirby

Cabinet Member or Director: Director of Strategy & Performance

For further information please contact

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