

Equality Impact Analysis Template

Section 1: Introduction

Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project
Award of Highways and Street Lighting Contract (P5735)
Service area and Directorate responsible
Highways & Transportation Public Realm/Place
Name of completing officer
Wajid Majid – Head of Highways & Transportation (interim)
Approved by (Corporate Director / Divisional Director/ Head of Service)
Date of approval
Click or tap to enter a date.

Where a proposal is being taken to a committee, please append the completed EIA(s) to the cover report.

Conclusion – To be completed at the end of the Equality Impact Analysis process

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the negative impact on a particular group was disproportionate and the appropriate actions cannot be undertaken to mitigate risk. Or, based on the EIA, the proposal was amended, and alternative steps taken.*

The focus of this is to analyse the impacts of the proposal on residents, service users and the wider community that are likely to be affected by the proposal. If the proposed change

also has an impact on staff, the committee covering report should provide an overview of the likely equality impact for staff, residents and service users and the range of mitigating measures proposed.

Conclusion	Current decision rating (see Appendix A)
<p>The highway works that are being carried out are there to create a better environment, which will provide a better quality of life for groups with protected characteristics.</p> <p>This proposal will have a positive impact on Pedestrians and users of public transport, particularly vulnerable users and people with mobility impairments are disproportionately affected by poorly maintained surfaces. Continuous investment in the maintenance of the highways infrastructure, delivered via this contract, will improve accessibility and ensure people can move around safely and easily throughout Tower Hamlets' public highways.</p>	

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with 'protected characteristics' and those without them
- Foster good relations between those with 'protected characteristics' and those without them

This Equality Impact Analysis provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above. For more information about the Council's commitment to equality, please visit the Council's [website](#).

Section 2: General information about the proposal

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010

The Council's current Highways and Street Lighting (CLC 4371) Contract will expire on the 30th June 2023. The Council must have a new contract in place, prior to expiry of CLC 4371 contract. A new contract will provide a continuity to deliver the statutory requirements noted below, and a wide range of projects and works that have a high level of public interest and priority.

As the Highway Authority, the Council has responsibilities for the borough public highway network, which includes roads, footways, footpaths, highways structures and bridges, street lighting, highways drainage, road markings and signage, among its many highways assets. The Council's statutory obligations under this Authority include a duty under section 41 of the Highways Act 1980 to maintain the highway in a safe condition. These duties shall be discharged via P5735 contract that includes maintenance and improvement of highways assets.

Section 3: Evidence (consideration of data and information)

What evidence do we have which may help us think about the impacts or likely impacts on residents, service users and wider community?

Resident survey (2021) results [Residents' survey \(towerhamlets.gov.uk\)](https://www.towerhamlets.gov.uk)
The effects of improved street lighting on crime: what works briefing. College of Policing [What works Street lighting briefing.pdf \(windows.net\)](#)
The nature of neighbourhood crime, College of Policing [The nature of neighbourhood crime | College of Policing](#)

Section 4: Assessing the impacts on different groups and service delivery

Groups	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?
Protected				
Age (All age groups)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Young people: Evidence from College of Police indicates that males and younger adults (aged 16-34) are more likely to be victims of personal and street robbery than other groups.</p> <p>The college of policing report, the effects of improved street lighting on crime indicated that improved street lighting has a positive effect in reducing crimes such as burglary or theft. Improved street lighting was associated with a relative reduction in crime of 21% in areas where it was introduced.</p> <p>Older People: Temporary: There is a potential for trip hazards and uneven footways and carriageways which could disproportionately affect older people who are more likely to have mobility issues.</p>

				<p>Long term: The aim of the works is to improve accessibility of footway and highway spaces and improve street lighting to deliver a safer and more pleasant public realm.</p> <p>Mitigating actions such as using hazard signs, and alternative pedestrian routes. These disruptions should be short lived.</p>
<p>Disability (Physical, learning difficulties, mental health and medical conditions)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Temporary: Disabled people, particularly those with mobility issues may be negatively impacted while works are carried out.</p> <p>Long term: The aim of the works is to improve accessibility of footway and highway spaces and improve street lighting to deliver a safer and more pleasant public realm.</p> <p>Mitigating actions such as using hazard signs, and alternative pedestrian routes. These disruptions should be short lived.</p>
<p>Sex</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Male: Evidence from College of Police indicates that males and younger adults (aged 16-34) are more likely to be victims of personal and street robbery than other groups.</p>

				<p>Female: Our most recent resident survey (2021) indicated women feel less safe outdoors in the local area at night than men. Improvements to highways, footways and street lighting should have a positive effect in perception of feeling safe in the local area.</p> <p>The college of policing report, the effects of improved street lighting on crime indicated that improved street lighting has a positive effect in reducing crimes such as burglary or theft. Improved street lighting was associated with a relative reduction in crime of 21% in areas where it was introduced.</p>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of gender reassignment.
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents who are married or in a civil partnership.

Religion or philosophical belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of religion or philosophical belief.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of religion or philosophical belief.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of religion or philosophical belief.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Temporary: pregnant people and those with babies and using prams or buggies or walking young children may be negatively impacted while works are carried out.</p> <p>Long term: The aim of the works is to improve accessibility of footway and highway spaces and improve street lighting to deliver a safer and more pleasant public realm.</p> <p>Mitigating actions such as using hazard signs, and alternative pedestrian routes. These disruptions should be short lived</p>

Other				
Socio-economic	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of religion or philosophical belief.
Parents/Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Temporary: parents / carers using prams or buggies or walking young children may be negatively impacted while works are carried out.</p> <p>Long term: The aim of the works is to improve accessibility of footway and highway spaces and improve street lighting to deliver a safer and more pleasant public realm.</p> <p>Mitigating actions such as using hazard signs, and alternative pedestrian routes. These disruptions should be short lived</p>
People with different Gender Identities e.g. Gender fluid, Non-Binary etc	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of different gender identities.
Any other groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Section 5: Impact analysis and action plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Update on progress

Section 6: Monitoring



What monitoring processes have been put in place to check the delivery of the above action plan and impact on equality groups?

At the last resident survey (2021), 66% of residents said that street lighting was good (excellent, very good and good). 38% of residents said that the repair of roads and pavements was good (excellent, very good and good). The service can use futures resident surveys as a benchmark to rate public perception of the service.

Regular performance management and monitoring of specific key performance indicators through meetings contract holder.

Appendix A

EIA decision rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act and appropriate mitigations cannot be put in place to mitigate against negative impact. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p>Suspend – Further Work Required</p>	<p>Red</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p>Further (specialist) advice should be taken</p>	<p>Red Amber</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Impact analysis and action plan</i> section of this document.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber</p> 