

EQUALITY IMPACT ASSESSMENT

New Roads & Street Works Permit Team (NRSWA Permit Team), Specified Licences and Footway Crossings Functions

Reference: EIA000297

Date: 25/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000297
Date Submitted	25/01/2024
Subject of the EIA	New Roads & Street Works Permit Team (NRSWA Permit Team), Specified Licences and Footway Crossings Functions
Brief description of the policy, service or function covered by the EIA	The Specified Licence and Footway Crossing (Dropped Kerbs) functions to be moved out of Highway Services and included in the redesigned Network Management & Highway Approvals Team. (formally the NRSWA Permit Team). The Network Management and Highway Approvals Team will then deal with a range of highway activities that require a license or permit in relation to the Highways Act 1980, Traffic Management Act 2004 and New Roads & Street Works Act 1991. The operating model for the Network Management and Highway Approvals Team will be designed with multi-skilled staff, robust working practices and exploitation of technology at its core, resulting in consistent, measurable high level of performance in service delivery and the ability to deliver the same volumes of work, at less cost to the council.
Equality Assessment is in support of...	["Amended service", "Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Not required
Due date of the first review	2024-01-25

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Highways and Infrastructure
Service area	New Roads & Streetworks Permit Team
Budget Saving	Yes

Officers

Responsible officer	Luke Keen
Accountable officer	Mark Shelswell

Data Sources

Data sources	["Quantitative data (please specify in the box below)", "Relevant research", "Oracle"]
--------------	--



Data source details	Review of the financial data in Oracle. Bench-marking exercise completed regards to the structures of other local authority Highway departments. Analysis of available performance and KPI data.
---------------------	--

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment



Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race



Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring



How will you ensure any adverse impact and mitigation measures are monitored?	No adverse impact as non of the protected characteristics are impacted by this proposal.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Luke Keen

