

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Environment, Economy & Infrastructure
Service area	Strategic Infrastructure – Transport Planning
Title of the activity being assessed i.e. the strategy, plan, policy or service	A417 Missing Link – Delegating Authority
Brief outline of the proposal(s)	To seek Cabinet Member decision that formally delegates authority to GCC officers to represent the Council and through the Development Consent Order process
Who is affected by the proposals?	Service users <input type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 200px;" type="text" value="All"/>
Decision to be taken and decision maker	To delegate authority to allow GCC officers to; <ul style="list-style-type: none"> - Progress the A417 Missing Link project on the Council's behalf. Respond formally as a statutory consultee to the Development Consent Order (DCO) on the Council's behalf in consultation with the LCM.
Person(s) responsible for completing this assessment	David Simmons
Date of this assessment	July 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	This ICM decision does not require consultation or engagement. However, the Development Consent Order will involve engagement with interested parties and stakeholders. The following outlines briefly when such engagement and with whom it may occur.

	Service users can provide comments during the examination period of the Development Consent Order. All documents are publicly available for viewing.
Workforce	It is likely that the Development Consent Order process will involve the participation of the following internal GCC workforce teams such as; <ul style="list-style-type: none"> - GCC Archaeology & Heritage - GCC Ecology - GCC Flood Risk Management - GCC Development Management (Highways and Planning) - GCC Integrated Transport Unit - GCC Local Highway Managers - GCC Thinktravel Team - GCC Public Rights of Way - GCC Road Safety - GCC Strategic Infrastructure - GCC Communities Infrastructure
Partners	Engagement with key stakeholders is a part of the Development Consent Order process.
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	The proposal to delegate authority does not differentiate or discriminate on the basis of age.	Not affected
Disability	The proposal to delegate	Not affected

	authority does not differentiate or discriminate on the basis of disability.	
Sex	The proposal to delegate authority does not differentiate or discriminate on the basis of sex.	Not affected
Race	The proposal to delegate authority does not differentiate or discriminate on the basis of race.	Not affected
Gender reassignment	The proposal to delegate authority does not differentiate or discriminate on the basis of Gender reassignment	Not affected
Marriage & civil partnership	The proposal to delegate authority does not differentiate or discriminate on the basis of Marriage or Civil Partnership.	Not affected
Pregnancy & maternity	The proposal to delegate authority does not differentiate or discriminate on the basis of Pregnancy & Maternity	Not affected
Religion and/or belief	The proposal to delegate authority does not differentiate or discriminate on the basis of Religion and/or Belief	Not affected
Sexual orientation	The proposal to delegate authority does not differentiate or discriminate on the basis of Sexual Orientation	Not affected

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
n/a	

n/a	
n/a	

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:


Potential impact (positive or negative)	Action	By when	Owner
N/A			

6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
This decision will not require Monitoring or Reviewing of the EIA.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Colin Chick
Date	10.11.2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr David Gray
Date	9.11.21

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity as summarised from Highways England EIA submitted for the Development Consent Order.

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Cotswold District: Children (under 16 years of age): 16% Young people (16-24 years of age): 9% Older people (Over 65): 25%</p> <p>National Average: Children (under 16 years of age): 19% Young people (16-24 years of age): 11% Older people (Over 65): 18%</p> <p>The percentage of children and young people is lower than the national average but the proportion of older people is higher by 7%. This age bracket makes up 25% of the total population of Cotswold district.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>Cotswold District: Day to day activities limited: 16% Day to day activities not limited: 84%</p> <p>National average: Day to day activities limited: 18% Day to day activities not limited: 82%</p> <p>The percentage of people defined as disabled (physical or mental impairment and the impairment has a substantial and long-term effect on their ability to carry out normal day to day activities) is lower than the national average.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>There is a slightly higher female population compared with males across the study area which is slightly higher than the national average.</p> <p>Cotswold District: Female – 52% Male – 48%</p> <p>National Average: Female – 51% Male – 49%</p>

Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	No evidence has been found to suggest this protect characteristic will experience disproportionate impacts, therefore it has not been necessary to collate baseline data.
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	No evidence has been found to suggest this protect characteristic will experience disproportionate impacts, therefore it has not been necessary to collate baseline data.
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	No evidence has been found to suggest this protect characteristic will experience disproportionate impacts, therefore it has not been necessary to collate baseline data.
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	1% of the children in the Cotswold District area are aged under 1. This is the same as the national average.
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	No indications have been found to suggest this protected characteristic will experience disproportionate impacts during construction or operation, therefore it has not been necessary to collate baseline data.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	No evidence has been found to suggest this protect characteristic will experience disproportionate impacts, therefore it has not been necessary to collate baseline data.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	

Disability	Workforce are considered under the general protected groups above.
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
