

Equality Impact Assessment (EIA)

Highways Asset Management Plan

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Highways Asset Management Plan

Assessment team leader name: Martin Follows

Department responsible: Regeneration & Community

Service Area: Highways

Name	Position	Area of expertise	Comments
Ann Webster	Equality and Diversity Manager	Equality issues	
Margaret Slack	Project Support Officer	Public Highway Issues	
Judi Bateman		Equality issues	
Nance Pountain		Equality issues	
Janet Warner		Equality issues	

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Other members of assessment team:

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Question	Response/ findings
What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	To incorporate the policies and maintenance requirements of highway assets into a single Highways asset Management plan

Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements

The Highways and Transport division of Regeneration and Community department.

Question

Response/ findings

Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?

All users of the Highway network in Derby City, residents, visitors and business users.

What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?

To ensure that the levels of service and lifecycle planning for the highway assets take full account of the needs of the users of the asset.

Question

Response/ findings

<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>There are currently no formal policy reviews or inspection reports.</p>
<p>Identifying potential equality issues and factors</p>	
<p>Question</p>	<p>Response/ findings</p>

What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring

We know from feedback that people with physical impairments have difficulty in accessing all parts of the city due partly to design and maintenance issues. Previous meetings with DPF have evidenced this. People with mobility problems and visual impairments face particular difficulties. Parents with pushchairs are also affected.

Question

Response/ findings

Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?

There is no documented evidence of a lower take up of the function for any particular group, but there is anecdotal evidence of the groups listed above not being able to take up the service to the extent that they would expect.

Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?

Population is growing older and so the number of groups who suffer from mobility and/or visual impairment can be expected to rise in line with this.

Question

Response/ findings

<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>No current Plan or policies in place. The plan is intended to help overcome the barriers experienced by the users.</p>
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>Minutes of meetings of DPF, held in Council's records.</p>

Question	Response/ findings
Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?	None
Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	Service has a negative impact on the groups already identified.

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	DPDF have considered the issues on a number of occasions.		There is a need to consider access and maintenance issues at the design stage of any development to the highway infrastructure.	
Consultation and community involvement	None to date			
Performance information including Best Value	None to date			

Take up and usage data	N/A			
Comparative information or data where no local information	None			
Census, national or regional statistics	None			
Access audits or assessments such as DDA assessments	Individual assessments made at specific locations, but no overall assessment made			

Workforce profile	N/A			
Where service delivered under procurement arrangements – workforce profile for deliverers	N/A			
Monitoring and scrutiny outcomes	None			

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	
Specific	Introduce HAMP
Measurable	Yes, to be approved by Council Cabinet
Achievable	Yes. Programme for completion by 2009/10
Relevant	Yes, whole purpose of the exercise
Timed	2009/10

Objective/Target:	
Specific	Train highway inspectors to identify opportunities for improvement
Measurable	Yes
Achievable	Yes, within existing budget constraints
Relevant	Yes
Timed	From implementation of the Plan

Objective/Target:	
Specific	Highway Maintenance and DPF to be involved in design stage through KDT
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	

Objective/Target:	
Specific	Reconvene meeting for update on progress in March 2009
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	2009

Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly

		2008/9	2009/ 10	2010/11		
Introduce HAMP	Complete HAMP project	Stage 2	Stage 3		M. Follows	
Train highway inspectors to identify opportunities for improvement	Arrange training for relevant inspectors	March 2009			M Follows / J Edgar	
Highway Maintenance and DPF to be involved in design stage through KDT	Report to KDT	Mar 2009			M. Follows	
Update on progress	Reconvene meeting	March 2009			M Follows/M Slack	