

# Equality & Health Impact Assessment (EHIA)

## Document control

<b>Title of activity:</b>	<i>EqHIA – Highways Maintenance Plan Policy</i>
<b>Lead officer:</b>	<i>James O'Regan</i>
<b>Approved by:</b>	<i>Mark Hodgson, Head of Highways, Traffic and Parking</i>
<b>Version Number</b>	<b>V0.1</b>
<b>Date and Key Changes Made</b>	25/10/2024
<b>Scheduled date for next review:</b>	TBC

<p><b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>  Please note that the Corporate Policy &amp; Diversity and Public Health teams require at least <b><u>5 working days</u></b> to provide advice on EqHIAs.</p>	Yes / <del>Ne</del>
<p><b>Did you seek advice from the Public Health team?</b></p>	Yes / <del>Ne</del>
<p><b>Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>  See Publishing Checklist.</p>	Yes / No

Please note that EHIAs are **public** documents and unless they contain confidential or sensitive commercial information must be made available on the Council's [EqHIA webpage](#).

**Please submit the completed form via e-mail to**

[READI@havering.gov.uk](mailto:READI@havering.gov.uk) **thank you.**

# 1. Equality Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EHIA and ensure you keep this section for your audit trail. If you have any questions, please contact [READI@haverling.gov.uk](mailto:READI@haverling.gov.uk) for advice from either the Corporate Diversity or Public Health teams. Please refer to [this Guidance](#) on how to complete this form.

## About your activity

1	Title of activity	Highways Maintenance Plan Policy		
2	Type of activity	Policy		
3	Scope of activity	The new draft policy seeks to replace the existing Highways Maintenance Policy		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes / <del>No</del>	If the answer to <u>either</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people from different backgrounds?	Yes / <del>No</del>		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes / <del>No</del>	<i>Please use the <a href="#">Screening tool</a> before you answer this question.</i> If you answer 'YES', please continue to question 5.	

5	If you answered YES:	Please complete the EHIA in Section 2 of this document. Please see Appendix 1 for Guidance.
6	If you answered NO:	N/A

Completed by:	James O'Regan
Date:	25/10/2024

## 2. The EHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

<b>Background/context:</b>
<p><i>A national code of practice for highways maintenance and management (Well Managed Highway Infrastructure: A Code of Practice (the “Code”)), sponsored by the Department for Transport (DfT) and produced by the United Kingdom Roads Liaison Group (UKRLG) was published in late 2016. The 2016 Code replaces the previous 2005 Code. The Code was introduced with a transition period in which to allow local highway authorities, such as the London Borough of Havering, to review their existing highway maintenance policies and delivery arrangements, consider which applicable aspects of the Code to adopt (in whole or in part) and to develop new maintenance policies and arrangements (where required) reflecting the recommendations of the Code.</i></p>

*Adherence to the Code is not a statutory requirement, and there has been no recent change in law, but it follows national good practice shared by many local highway authorities in establishing highway maintenance policy, strategy and operations of the highway maintenance service. The Code provides highway authorities with guidance on highways management but adoption of the recommendations in the Code is a matter for the Council (as a local highway authority), based on its interpretation, assessment of risks, local needs and priorities.*

*Whilst the Code is not a legal / statutory document the significance of it is that the Courts will view it as a benchmark of best practice in discharging the statutory duty to maintain the highway. Failure to follow the guidelines and recommendations could be used against the Council in the assessment of claims. A new Highway Maintenance Policy and Delivery Plan (HMPP) for Havering has been produced to document the Council's approach to highway maintenance and ensure the authority has a statutory defence against all public liability claims arising on the Borough's highway. Additionally, the introduction of a risk-based approach is aimed at optimising the use of resources and value for money. The new Code has seen a shift in emphasis and has removed the reliance on specific guidance and recommendations in the previous Codes to a risk-based approach determined by each highway authority. Very few standards are prescribed in the new Code and the intention is that authorities will develop their own levels of service taking account of local need and assessment of risk.*

*\*Expand box as required*

### **Who will be affected by the activity?**

*All highway users that travel through the borough and use the Council's Highway Infrastructure.  
Council Officers will also be affected particularly those in Highways and the Council's Insurance Teams.*

*\*Expand box as required*

Protected Characteristic - Age: Consider the full range of age groups																		
Please tick (✓) the relevant box:		<b>Overall impact:</b>																
<b>Positive</b>	✓	<table border="1"> <thead> <tr> <th>Age Group</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Age 0-15</td> <td>44,388</td> <td>18.7</td> </tr> <tr> <td>Age 16-64</td> <td>150,567</td> <td>63.5</td> </tr> <tr> <td>Age 65+</td> <td>42,277</td> <td>17.8</td> </tr> <tr> <td>Total</td> <td>237,232</td> <td>100.0</td> </tr> </tbody> </table>		Age Group	Total	Percentage	Age 0-15	44,388	18.7	Age 16-64	150,567	63.5	Age 65+	42,277	17.8	Total	237,232	100.0
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Age 0-15	44,388	18.7																
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Age 65+	42,277	17.8																
Total	237,232	100.0																
<b>Neutral</b>		<p>Source: ONS, 2011 Census</p> <p>The 2011 Census records that almost 18% of the population of the London Borough of Havering as being over the age of 65. Given that older people are more likely to experience mobility problems, it is likely that they are more likely to benefit from a well maintained footway and carriageway network. The implementation of the new HMPP will have a positive impact on these residents.</p>																
<b>Negative</b>		<p style="text-align: right;">*Expand box as required</p>																
<b>Evidence:</b>																		
<p>A third (33%) of people aged 50+ had one or more impairments - The most common impairments were around mobility and the ability to lift, carry or move objects, both experienced by around one in five people (19%).</p> <p style="text-align: right;">*Expand box as required</p>																		
<b>Sources used:</b>																		
<p>Capability, health and travel behavior of older people. January 2020, Department For Transport - <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/935822/capability-health-and-travel-behaviour-of-older-people.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/935822/capability-health-and-travel-behaviour-of-older-people.pdf</a></p> <p>ONS 20211 Census Data - KS102EW  <a href="https://www.nomisweb.co.uk/reports/localarea?compare=E09000016#section_6_1">https://www.nomisweb.co.uk/reports/localarea?compare=E09000016#section_6_1</a></p>																		

\*Expand box as required

**Protected Characteristic - Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓)  
the relevant box:

**Positive**



**Neutral**

**Negative**

**Overall impact:**

*The 2011 Census recorded that 17.3% of the London Borough of Havering's residents are living with a long-term health problem or disability that limits their day-to-day activities, and has lasted, or is expected to last, at least 12 months (source: ONS - 2011 Census - KS301EW).*

*Given that disabled people are more likely to experience mobility problems, it is likely that they are more likely to benefit from a well maintained footway and carriageway network. The implementation of the new HMPP will have a positive impact on these residents.*

\*Expand box as required

**Evidence:**

*The 2011 Census recorded that 17.3% of the London Borough of Havering's residents are living with a long-term health problem or disability that limits their day-to-day activities, and has lasted, or is expected to last, at least 12 months*

\*Expand box as required

**Sources used:**

ONS 20211 Census Data - KS301EW

[https://www.nomisweb.co.uk/reports/localarea?compare=E09000016#section\\_6\\_1](https://www.nomisweb.co.uk/reports/localarea?compare=E09000016#section_6_1)

*\*Expand box as required*

**Protected Characteristic - Sex/gender: Consider both men and women**

Please tick (✓)  
the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

*The HMPP has been assessed in relation to the protected characteristic of sex/gender and no impacts have been identified.*

*\*Expand box as required*

**Evidence:**

N/A

*\*Expand box as required*

**Sources used:**

N/A

*\*Expand box as required*



<b>Protected Characteristic - Ethnicity/race:</b> Consider the impact on different ethnic groups and nationalities	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<input type="checkbox"/>
<b>Neutral</b>	<input checked="" type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>
<b>Overall impact:</b> <i>The HMPP has been assessed in relation to the protected characteristic of ethnicity/race and no impacts have been identified.</i>	
<i>*Expand box as required</i>	
<b>Evidence:</b>	
N/A	
<i>*Expand box as required</i>	
<b>Sources used:</b>	
N/A	
<i>*Expand box as required</i>	

<b>Protected Characteristic - Religion/faith:</b> Consider people from different religions or beliefs including those with no religion or belief	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<input type="checkbox"/>
<b>Neutral</b>	<input checked="" type="checkbox"/>
<b>Overall impact:</b> <i>The HMPP has been assessed in relation to the protected characteristic of religion/faith and no impacts have been identified.</i>	

<b>Negative</b>			<i>*Expand box as required</i>
<b>Evidence:</b>			
N/A			
<i>*Expand box as required</i>			
<b>Sources used:</b>			
N/A			
<i>*Expand box as required</i>			

<b>Protected Characteristic - Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual			
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>	
<b>Positive</b>		<i>The HMPP has been assessed in relation to the protected characteristic of sexual orientation and no impacts have been identified.</i>	
<b>Neutral</b>	✓		
<b>Negative</b>			
<i>*Expand box as required</i>			

**Evidence:**

N/A

*\*Expand box as required*

**Sources used:**

N/A

*\*Expand box as required*

**Protected Characteristic - Gender reassignment:** Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>The HMPP has been assessed in relation to the protected characteristic of gender reassignment and no impacts have been identified.</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

*\*Expand box as required*

**Evidence:**

N/A

*\*Expand box as required*

**Sources used:**

N/A

*\*Expand box as required*

**Protected Characteristic - Marriage/civil partnership:** Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>The HMPP has been assessed in relation to the protected characteristic of marriage/civil partnership and no impacts have been identified.</i>  <i>*Expand box as required</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

**Evidence:**

N/A

*\*Expand box as required*

**Sources used:**

N/A

*\*Expand box as required*

**Protected Characteristic - Pregnancy, maternity and paternity:** Consider those who are pregnant and those who are undertaking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>Residents who have babies and small children, and who use pushchairs, will be positively impacted by the new HMPP. It will make it easier to use pushchairs when walking on a well maintained highway network. The new HMPP provides more focus to assessing areas with higher footfall.</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

*\*Expand box as required*

**Evidence:**  
  
*None available.*

*\*Expand box as required*

**Sources used:**

*\*Expand box as required*

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>
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<b>Positive</b>	<input checked="" type="checkbox"/>	<p><i>Given that those with a lower socio economic status are more likely to experience mobility problems, it is likely that they are more likely to benefit from a well maintained footway and carriageway network. The implementation of the new HMPP will have a positive impact on these residents.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<p><b>Evidence:</b></p> <p>N/A</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p><b>Sources used:</b></p> <p>N/A</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		

<p><b>Health &amp; Wellbeing Impact:</b> Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.</p>	
<p><i>Please tick (✓) all the relevant boxes that apply:</i></p>	<p><b>Overall impact:</b></p> <p><i>Maintaining a well-maintained highway is a vital part of protecting residents and visitors utilising roads, cycleways and walkways across</i></p>
<b>Positive</b>	<input checked="" type="checkbox"/>

<b>Neutral</b>	<i>the borough from the potential physical harms of defect-related accidents, trips and falls.</i>
<b>Negative</b>	<p><i>Within the draft Highways Maintenance Policy, the proposed adoption of a risk-based approach to defect assessment and response offers an important means by which those defects which pose the greatest risk are appropriately prioritised, helping to reduce the overall risk of physical harm.</i></p> <p><i>Providing cycleways and walkways that are safe and with easily navigable surfaces is an important part of enabling residents and visitors to utilise sustainable transport methods, supporting efforts to increase physical activity and reduce emissions through reduced car use, both of which have positive implications for health and wellbeing.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p> <p><b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<b>Evidence:</b>	
<p style="text-align: right;"><i>*Expand box as required</i></p> <p><b>Sources used:</b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>	

### 3. Health & Wellbeing Screening Tool

Will the activity / service / policy / procedure affect any of the following characteristics? Please tick/check the boxes below

The following are a range of considerations that might help you to complete the assessment.




Lifestyle YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Personal circumstances YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Access to services/facilities/amenities YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Diet <input checked="" type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input checked="" type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input type="checkbox"/> to Shops (to supply basic needs) <input type="checkbox"/> to Community facilities <input checked="" type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Environmental Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Social contact <input checked="" type="checkbox"/> Social support <input type="checkbox"/> Neighbourliness <input checked="" type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input checked="" type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input type="checkbox"/> Fear of discrimination <input checked="" type="checkbox"/> Public safety measures <input checked="" type="checkbox"/> Road safety measures	<input checked="" type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input checked="" type="checkbox"/> Business activity <input type="checkbox"/> Job creation <input type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input checked="" type="checkbox"/> Noise levels <input checked="" type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input checked="" type="checkbox"/> Landscape, including green and open spaces <input checked="" type="checkbox"/> Townscape, including civic areas and public realm <input type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input type="checkbox"/> Solid waste management <input checked="" type="checkbox"/> Public transport infrastructure



## 4. Outcome of the Assessment

The EHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	<p>1. The initial screening exercise showed a strong indication that there will be no impacts on people and need to carry out an EHIA.</p> <p>2. The EHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p><b>Proceed with implementation of your activity</b></p>
	<p>3. The EHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u></p>		<p><b>COMPLETE SECTION 5:</b> <b>Complete action plan</b> with measures to mitigate the and finalise the EqHIA</p>
	<p>4. The EHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level</p>		<p><b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly</b>. <b>Complete an EqHIA on the revised proposal.</b></p>

## 5. Action Plan

The real value of completing an EqHIA comes from identifying the actions that can be taken to eliminate/minimise **negative** impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will mitigate or reduce any **negative** equality and/or health & wellbeing impacts, identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; if required, will amend the scope and direction of the change; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer

### Add further rows as necessary

\* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts.

\*\* Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## 6. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

**Review:**

As and when change in policy

**Scheduled date of review:**

TBC

**Lead Officer conducting the review:**

Head of Service or Group Manager

*\*Expand box as required*

**Please submit the completed form via e-mail to [READI@havering.gov.uk](mailto:READI@havering.gov.uk) thank you.**