

Equality Impact Assessment [version 2.9]



Title: Structural Repairs to Avon Fixed Bridge and associated Cumberland Basin Complex Structures	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Shaun Taylor
Service Area: Highways and Traffic	Lead Officer role: Highway Service Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Introduction:

The main primary Objective and purpose being sought here in the Decision Pathway Report (basic narrative extract included below for information and context), to inform the Cabinet of the ongoing deteriorating condition of Avon Fixed Bridge and all the remaining associated bridge assets on the whole of Cumberland basin.

The proposal is to produce Active management plans for both Avon Fix Bridge and the wider Cumberland basin network.

The most recent inspection information has indicated and evidenced that at this present time and from the observed condition there will be a further requirement to undergo detailed investigations, inspections and testing regimes to enable the Authority to define the actual critical condition, current rate of deterioration and ultimately the cost that would be required to bring these assets back to proper condition level.

The proposal being put forward in this paper for which we are seeking approval and further Capital funding for is described below in great detail, but in essence can be summarised as follows:

Priority 1: Avon Fixed Bridge Phases 1 and 2 for the Inspection & investigations over the next 2 years
500- 750k

Priority 2: Cumberland Basin system Phases 1 to 3 Inspection & Investigations over the next 2 years
estimated £250K.

Further to the inspections and investigations further approvals will be sought and individual Equality impacts assessments undertake once the detail repairs are established.

The information that will be obtained through this additional inspection and investigation phases will also give the Authority the required new evidence and substantiation to allow the Authority to submit fully accurate CRSTS 2 Capital Bid submissions giving the Authority a much higher probability of being successful, due to the accuracy and contemporary nature derived from this new phases of inspections and investigations.

Evidence Based Introduction:

1. The Cumberland Basin Scheme was constructed between February 1963 and April 1965 and was officially opened to traffic on 14 April 1965. The overall cost of construction of the scheme then was £2,650,000. In developing the layout and capacity of the junction, emphasis was originally placed on the ultimate requirements of local traffic demands and forming new links with the City's other road systems. Full details of the overall Cumberland Basin can be found in the previous unsuccessful **£28 million** 2015 Challenge bid submission. Refer to Appendix A3 for comprehensive full details on original bid submission. Due to the recent inflation increases and delay in the work, thus the network continues to depreciate the estimated cost for the repairs to the Cumberland basin network is envisaged to be between £40m to 50m.

Overall Condition of the whole Cumberland Basin complex

2. Significant elements of the Cumberland Basin infrastructure are nearing the end of its intended working design life and are now deteriorating at a significant rate. The overall Cumberland Basin structure complex has deteriorated much faster than originally designed for, given that the current traffic figures are currently over 2.50 times the projected traffic figures in 1963-1965, with the resultant consequential increase in structural component deterioration. The complex contains a broad range of reinforced concrete structures with the required repairs and component replacements now including structural concrete repairs, expansion joint replacement, re-surfacing and re-waterproofing of bridge decks, bearing condition assessment and potential full bearing replacement and parapet containment barrier railing refurbishment and wholesale railing replacement.
3. Refer to Appendix A1 for the full layout and location of specific structures contained within the overall Cumberland Basin (excluding Junction Lock Bridge), and Appendix A2 for photo images of general condition of Avon bridge and examples of overall condition for the remainder of the full Cumberland Basin Complex.
4. There is now a requirement for significant future Capital investment for the whole of the existing infrastructure contained within the Cumberland basin complex. It is therefore imperative to have some degree of insight and steer as to what the current overall political desire/vision is held within the Organisation to support and realise (along with timescales), the proposed Western Harbour Development aspirations, as this will have a significant impact as to how the Transport Authority manages the overall decline and future Capital investment requirements for the overall Cumberland basin complex.
5. As with all major Capital Projects, "Lessons Learnt" from previous Bridges and Structures Projects has shown, that it is not until any Project and scheme is actually physically executed on site (despite all reasonable investigations and previous Inspections), that there will still be many "unknowns" which will only become apparent when the works are being executed on site and consequently a large contingency in terms of Capital Costs and Programmes adjustments will need to be always considered and fully managed within these Projects. It is stressed that the estimated costs contained in this paper at this stage, may be subject to considerable increase once in depth surveys have been completed.

Avon Fixed Bridge – Priority 1

6. The Avon Fixed Bridge supports the main arterial route Brunel Way, the A3029, over the tidal River Avon in the south-west of Bristol City. Road above consists of dual carriageway and pedestrian footwalks on both sides. The twin deck structure, is formed in three spans, including a central portion suspended on reinforced concrete half-joints. Each deck consists of three longitudinal voids separated by vertical concrete walls, containing post tensioning internal strand tendons.

7. This type of structural design arrangement and construction, is no longer specified or approved in the UK for any new proposed highway structures as the potential risk profile of potential catastrophic failure is considered to be unacceptably high, based on previous historic world wide similar bridge failures, of this type of construction. The recent 2020 morandi Genoa bridge failure in Italy, was deemed to be caused by the ultimate catastrophic failure of critical prestressed tendons in the support pillars struts. This generally because the nature of this type of construction, i.e post tensioning/prestressing and also half joint construction has been found to be extremely vulnerable to the initial build quality of on site construction, failure of initial designed protection measures systems to post tensioned/prestressed tendons, with the consequential infiltrations of water moisture and sulphide salts from winter gritting, resulting in corrosion and progressive strand failure.
8. Due to the ongoing concerns about the structural integrity of this “half jointed”/post tensioned fixed bridge and to determine the current overall structural condition a post-tensioned special inspection (PTSI) was completed in early 2021 to assess the structural existing performance of the bridge and these half joints.
9. The bridge consists of a considerable number of inherent high-risk construction design features and including its increasing age, the high number of traffic usage (2.50 times its original design consideration), with the full combination of the high risk of catastrophic failure potential of the post-tensioning and/or half-joints, tendons in box-beam bottoms, and the ongoing road-water and gritting salt ingress leakage, the “Do Nothing Option” cannot be considered for Avon Fixed Bridge as due to its nature of original construction and the rate of decline for the major component structural elements not being linear in nature, and ultimately will lead to a sudden unwarned consequential catastrophic bridge failure event.
10. There was also extensive issues found with the the expansion joints and widespread concrete spalling around the half-joints and soffit. However, visual and limited evidence to date suggests currently there no “known” and observable significant loss of structural performance at this present time. As a result of the 2021 (PTSI) Special Inspection an “Active Management Regime”, will now be critical to continue to sustain and further monitor the continuing remaining performance assessment life of Avon Bridge. Following the (PTSI) report, urgent strategic capital works were undertaken in 2022 to re-waterproof and re-surface the bridge deck and replace all four expansion joints to mitigate the issue of water ingress into the structure, to reduce and de accelerate immediate rates of the deterioration cycle.
11. Now that the water ingress into the structure has been addressed, an “Active Management Plan” is now essential to avoid uncontrolled deterioration of the structure. Whilst further deterioration is likely given the age of the structure, the role of the Authority here is to manage the decline of the whole of the Cumberland Basin until its overall future is clearly defined and possibly the eventual fulfillment of the visions set out in the Western Harbour Development proposals.
12. The precise management of the rate of ongoing depreciation, of Avon Fixed Bridge can be generally planned and programmed, once there is more clarity regarding the future and viability of the Western Harbour development . It could be very probable that after even these further “Active Management Plan measures”, it may well still be necessary to impose load and width restrictions on the bridge and even have an action plan ready to ultimately close the bridge and replace with a newer design of bridge. However at this stage this level of asset condition information and assessment is not known, hence the real need to approve and progress the recommended phased Active Management Plan, to enable this critical transport decision. The lead in time for the design and construction of a new bridge would be in the region of 5 to 7 years, if this was the ultimate decision made after the “Active Management Plans” Project had been concluded. This proposed programme of work would be split into distinct phases over the next three years to five years as follows:

Phase 1 – 2023/24 – Produce Active Management Plan using WECA Framework (circa £120,000 - £150,000)

- Undertake Desk study of existing bridge records and inspection reports (£15-20k).
- Undertake Condition Assessment of the bridge using remote access where needed (£30-40k).
- Fully costed “Active Management Plan”, outlining the necessary works programme (£30-40k)
- Temporary Works Scaffolding Design for access to the bridge soffit, half joints and piers, always keeping all four lanes of Brunel Way fully operational (possibly underslung scaffolding beneath Avon Bridge) (£15-20k).

Phase 2 – 2024/25 – Full Access and monitoring Investigation (circa £500,000-750,000)

- Installation of temporary scaffolding access to soffit and piers in order to undertake structural repairs.
- Principal Inspection of all bridge elements now accessible from the temporary access scaffolding arrangement
- Installation of required necessary monitoring equipment to enable further loss of structural performance to be measured, analysed and closely understood.
- Full Structural assessment of overall bridge Performance based on monitoring and inspection data and implication of this on the repair and monitoring regimes and associated costs.
- Full costing and proposed Programme and Priority Risk Matrix interventions from Condition Assessment.
- Production of Outline “Active Management Plan” for Strategic Repairs.

Phase 3 – 2025/26 – Structural repairs and establishment of ongoing management (circa £2,000,000 - £3,000,000)

- Completion of the works outlined as essential in the “Active Management Plan”, this includes works such as:
 - Concrete repairs to half-joints, soffit, bridge piers and main cantilevered bridge spans.
 - Installation of drip rails on each side of the half-joints to stop water tracking onto cantilevered sections
 - Other works as defined in the Active Management Plan and subsequent Principal Inspections
- Establishment of ongoing monitoring, inspection and bespoke maintenance regime programmes.

Phase 4 - 2026/TBD – Structural repairs and establishment of ongoing management (Capital Amount to be determined)

- Based on the findings of previous three phases, there will be the required known level of detail to implement and appropriate evidenced active management plan.
- The priority of this Active Management plan will be determined and fully costed to unstand the additional Capital that will now be required.
- This increased additional Capital Cost of this will be then sought and approved to reflect the need to execute these strategic Capital works on an ongoing annual basis.

Summary of Priority 1 proposed phased costs on Avon Fixed Bridge and proposed timescales

PHASE	DATES	TITLE	COST
1	2023/24	Produce Active Management Plan	£120,000-£150,000
2	2024/25	Establish access and monitoring regime	£500,000-£750,000
3	2025/26	Structural repairs and ongoing management	£2M-£3M
4	2026/TBD	Ongoing identified increase in Annual Capital Funding, based on findings of Phases 1 – 3	To be determined, but would be considered to be up to £500k
TOTAL ESTIMATED COST			£3M-£4M with a 40% Contingency

Ongoing management and future maintenance of remaining Cumberland Basin structures complex – Priority 2

13. Whilst the Priority 1 programme presented above addresses the immediate needs of Avon Bridge based on the information gathered during the PTSI in 2021, the same clear level of structural condition knowledge is currently not known of the remainder of the Cumberland Basin complex, other than ongoing statutory inspections and the original information submitted within the unsuccessful 2015 Challenge Bid submission. Therefore at this juncture it is further recommended that an additional regime of special inspections is also undertaken on the remaining structures within the complex, with the aim of producing a master ongoing “Active Management Plan”, to manage the continuing decline in structural performance of the entire complex. It is anticipated that a range of maintenance will be now required across the structures, will be the following:

- Establishment of structural performance monitoring systems.
- Strategic ongoing structural concrete repairs.
- Expansion joint replacement.
- Bearing replacement and refurbishments.

- Deck re-waterproofing in some areas.
 - Parapet replacement throughout as currently railing do not meet standards and are in a very poor condition.
 - Ongoing Drainage Repairs and/or rerouting and replacment.
 - Ongoing miscellaneous maintenance repairs.
14. Given that the most recent unsuccessful Central Government DfT Challenge Find Bid back in 2015 is now eight years on since, the submitted Challenge Fund Bid in had estimated the costs to be in the region of **£28 million** pounds and was originally programmed to be the region of at least three years to execute, the continuing ongoing deterioration cycle is now accelerating all the time, despite the authority annually spending in the region of £250k to 500k on the whole complex.
15. The Structures Team has however endeavoured to continue to manage strategically the overall decline of the whole complex using the allocated Annual Bridges Capital Budget and year on year have been undertaking the following Capital Works:
- Strategic identified Concrete Repairs.
 - Strategic Expansion Joint Replacement.
 - Re-waterproofing of certain identified sections of elevated structures.
 - Resurfacing of certain identified areas of main carriageways along elevated structures.
 - Reactive ongoing Parapet railing RTC Repairs or replacement of any failed sections
 - Isolated identified drainage repairs due to faulty drainage
 - Ongoing miscellaneous repairs.
16. The Annual Structures Capital Budget is currently only about **£1.0 million** for the full complement of structures within the whole city and approximately 33% of this **£1.0 million** is currently being spent on the Cumberland basin complex annually with the remainder Capital allocation then being spent on the remaining critical bridges throughout the city.
17. Clearly the ongoing Structures Capital Budget is never going to keep ahead of the degradation curve regarding the rate of depreciation of the overall Cumberland Basin Complex and therefore the Authority now needs to consider how to find the required Capital Funding to put in place an “active management plan” to ascertain critical strategic regimes of repair and/or replacement of components.
18. Similar logic would apply, in terms of having allocated funding over the next 3 years, to bring the rest of the Cumberland basin complex up to the required level to maintain performance ability and to introduce an “Active Management Plan” as a separate Project, outside the normal Annual Capital programme of works.
19. Currently the structures team do not have the same level of condition information like the extent of condition information held on Avon fixed bridge. To get to this level of asset condition information I believe the Authority now needs to undertake a review of asset condition data, which could be executed using the existing WECA Framework Agreement. The intention would be to put in place and Active Management Plan to achieve this the Authority would need to undertake the following asset condition works investigation.

Phase 1

- Review of existing Asset Condition Data and Production of a suitable “Draft Active Management Plan”
- Provide Preliminary cost estimates based on existing Asset data and report.
- Provide preliminary draft inspection programme of delivery based on existing data, with costs.
- Production of Risk Management Plan to manage the decline of this complex of structures.

Phase 2

- Plan and programme detailed special Inspections on whole complex to investigate and confirm condition, with particular attention to Bearings, parapets, drainage, expansion joints, waterproofing and concrete condition.
- Programme and cost inspection regimes of inspection, including access cost and specialist inspection costs.
- Production of proposed new Risk Management Plan to manage the decline of this complex of structures

Phase 3

- Plan and execute agreed programme of Inspections in accordance with agreed Phase 2 programme.
- Provide full costing of findings after completion of new special inspections
- Production of new revised Risk Management Plan to manage the decline of this complex of structures

Phase 4 - 2026/?? – Structural repairs and establishment of ongoing management (Capital Amounts to be determined)

- Based on the findings of previous three phases, there will be the required known level of detail to implement and appropriate evidenced active management plan.
- The prior of this Active Management plan will be determined and fully costed to unstand the additional Capital that will now be required.
- This increased additional Capital Cost of this “Ask” will be then sought and approved to reflect the need to execute these stretgic Capital works on an ongoing annual basis.

Summary of Priority 2 proposed phased costs for Cumberland Basin and proposed timescales

PHASE	DATES	TITLE	COST
1	2023/24	Phase 1 – Review of Asset Data	£10,000 - £15,000
2	2023/24	Phase 2 – Plan Inspections and Programme	£25,000 - £35,000
3	2024/25	Phase 3 – Excution of Specialist Inspections	£150,000-£200,000
4	2026/TBD	Ongoing identified increase in Annual Capital Funding, based on findings of Phases 1 – 3	To be determined
TOTAL ESTIMATED COST			£250,000.00

20. Based on this proposed “Active Management Plan” approach, the Authority will be sufficiently armed with the required level of new and complete asset condition data, which will be accurate, up to date and fully costed out. This will allow the Authority to further plan the ongoing management of the current “Cumberland basin Complex” and possibly seek further Capital funding to undertake further strategic targeted component replacement or repairs. This new asset condition data will be an essential tool to facilitate for further potential central government Capital funding bid submissions, which can be fully evidenced and quantified to promote higher quality successful bid submissions, unlike the unsuccessful 2015 Challenge fund bid.

21. Notwithstanding the requirement real urgent need of further Capital injection of funding, this information will allow the Authority to accurately fully manage the ongoing decline of the Cumberland basin until wider Western Harbour Development visions are nearer to be being in the construction pipeline and become a reality on site to determine how the whole Cumberland basin is to be fully managed in the interim.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: All as this is a statutory duty which currently is not being done properly, due to lack of staff resources.		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Yes No [please select]

We have not currently identified any Project specific overall encompassing Equality Impact from this proposal. The proposal is to undertake to produce Active management plans for the repair and maintenance of the assets. As part of the current Active Management plans a specific Structure Site specific Project Equality Impact assessment will be undertaken, purely based on the ultimate design requirements, which have yet to be fully designed, detailed and approved.

Currently, the Project is at very early Project enabling and investigation stages, so therefore there is no generic overarching Project Impact Assessment at this present time. Once the active management plans have been detailed detailed Equality impact assessments will be produced for approval. Currently there are too many unknown variables yet to be detailed and decisions made on how we are to progress overall Project.

The Cabinet approval and therefore EQIA approval is on for Avon Fixed Bridge up to phase 2 and Cumberland Basin phase 3 as explained in the cabinet report. Therefore further Cabinet and EQIA's reports will be necessary once we to design and build.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](http://bristol.gov.uk); [Joint Strategic Needs Assessment \(JSNA\)](http://bristol.gov.uk); [Ward Statistical Profiles](http://bristol.gov.uk).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](http://sharepoint.com) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](http://bristol.gov.uk) and [Stress Risk Assessment](http://bristol.gov.uk)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<i>None at this present time</i>	
Additional comments:	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	

Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Other groups [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.


Improvement / action required	Responsible Officer	Timescale

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:  Patsy Mellor, Director Management of Place
Date: 22/08/2023	Date: 22/08/2023

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.