

Community Impact Assessment

Highway Infrastructure Asset Management Plan

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➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010, and this Duty requires us as a public body to have ‘due regard’ to eliminating discrimination, harassment and victimization and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘relevant protected characteristic’ and people who don’t.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	The HIAMP recognises the impact well maintained footways, can have on promoting a healthier lifestyle and ensuring elderly residents stay active and connected with their communities.	Funding is not sufficient to maintain all footways in a condition that the elderly would consider navigable.	A risk-based approach is advocated in the HIAMP which will be implemented in scheme prioritisation to reflect community need and priorities.
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	The HIAMP encourages that when highway maintenance work is undertaken, existing access provision should be reviewed to see how it can be improved.	No risk identified	n/a.
Gender reassignment - those people in the process of transitioning from one sex to another	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a
Sex - men or women	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No specific benefit identified for this protected characteristic	No specific risks identified for this protected characteristic	n/a

➤ Workforce Assessment

Key considerations:

- Consider the impact of your proposal on staff with different **protected characteristics** – the staffing profile data can be a useful source of evidence and can be presented below in graph form to supplement your narrative.
- You should consider the impact of job losses (pre and post change), changes to terms and conditions, available support for staff and what the HR protocols are.
- For support to complete this section, please contact your People Operations Adviser.

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
n/a			

➤ Health and Care Assessment

Key considerations:

- Determine how the proposal will impact on resident's health and wellbeing (mental and physical), and whether the proposal will impact on the demands for, or access to health and care services for those eligible for care and support under the Care Act 2014.
- Also consider whether your proposal promotes healthy lifestyles, personal responsibility, and independence (including independent living) with support from family, friends and/or the community.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity?</p> <p>Does the road network provide accessibility to healthcare facilities?</p> <p>Does the proposal reduce or increase the risk of falls in older people?</p> <p>Will the proposal impact on people's ability to live independently in their own home with care and support from family, friends, and the community?</p>	<p>The HIAMP recognises that the quality and condition of our highway network impacts on the ability of people to of people to travel to health and care services, to receive support in their homes and to engage in leisure activities which promote good mental and physical health.</p> <p>Reducing exposure to defects manages the risk of accidents and falls on our highway network.</p>	<p>The HIAMP sets out the increasing demands placed on the management of our highway which is reflected in increased numbers of enquiries, defects and maintenance backlog.</p> <p>Funding is reducing in real terms and the ability to maintain the current condition of the entire highway network is impractical.</p>	<p>The HIAMP promotes a more sustainable planned maintenance provision which ensures that available funding is targeted in the right place at the right time which optimises network condition and reduces the likelihood of defects forming.</p>

Key considerations:

- Determine whether your proposal will provide opportunities to strengthen community capacity to create safer and stronger communities and provide opportunities for volunteering.
- Consider the different localities and communities your proposal may impact, identifying any communities that could be more adversely impacted than others, for example, rural communities.
- Engage with [Strategic Delivery Managers](#) (SDMs) – they have a great deal of knowledge about their relevant localities and will be key to providing insight and expertise.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal affect the ability of people/ communities/ business to travel?</p> <p>Will the proposal impact on walking/ cycling opportunities?</p>	<p>The HIAMP recognises that the quality and condition of the highway network impacts on the ability of people, communities, and businesses to travel.</p> <p>The HIAMP also recognises the opportunities and benefits to a modal transport shift.</p>	No risks identified	n/a

 ➤ **Economic Assessment**

Key considerations:

- Determine whether the proposal will impact economic growth and whether it will promote Staffordshire as a 'go to' location for new businesses to invest and start up and existing businesses to grow.
- Consider whether the proposal will impact upon resident's income and access to good quality jobs.
- Also consider how the proposal will allow residents to improve, diversify and adapt their skills and qualifications.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal promote the county as a "go to" location for business, and make it easy for businesses to start up, innovate and expand?</p>	<p>A well-managed highway network is essential to attracting business enterprise and investment and to making the county a great place to live and work.</p> <p>A well-managed highway network also drives local economic activity - it enables new housing and business developments, encourages trade, and attracts investment to local areas.</p>	<p>No risk identified</p>	<p>n/a</p>

➤ **Climate Change Assessment**

Key considerations:

- Our mission is to ‘Make Staffordshire Sustainable’, and we have made a commitment to achieve net zero emissions by 2050 across every aspect of our service provision and estate. Our [Climate Change StaffSpace page](#) sets out our plans to achieve this which will help you to consider the impact of your proposal on Climate Change and how it helps us to achieve our vision of “net zero”.
- If the project has some negative aspects with this strategic goal in mind, then you should demonstrate how this is to be mitigated.
- It would also be useful if there could be a carbon impact (tons of CO2e), attributed to the completion of the entire project.
- Any carbon saving that can be attributed to the proposal, should also be explained and quantified.
- If there are no climate change implications arising as a result of the project, you can provide background to show this has been considered.

Key considerations	Benefits	Risks	Mitigations / Recommendations
Does this proposal have any Climate Change implications?	<p>The new HIAMP recognises the challenges faced with Climate Change and documents approaches which can be considered for reducing the carbon footprint of maintenance activities to achieve the Council’s net zero targets.</p> <p>For example, the HIAMP aims to encourage the use of</p>	No risk identified.	n/a

Key considerations	Benefits	Risks	Mitigations / Recommendations
	recycled materials and the re-use of existing materials when carrying out maintenance activities to reduce the carbon footprint.		

➤ Environment Assessment

Key considerations:

- consider whether your proposal will affect: the built environment; the rural environment including agriculture; air, water and land quality; waste and recycling; and ability to travel/access to transport, particularly sustainable methods.

Key considerations	Benefits	Risks	Mitigations / Recommendations
How does the management of the highway network affect the built environment and the wellbeing of the community?	A well-manged highway improves the journey experience and minimises the negative impacts of transport such as noise, air pollution and accidents.	No risk identified.	n/a