Staffordshire County Council

Community Impact Assessment

Digital Infrastructure Programme

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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 victimisation 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	Supports work to reduce digital exclusion where "age" is a known contributor People of all ages could benefit from improved connectivity	Risk of older generation becoming more digitally excluded	Appropriate engagement and upskilling will be required to avoid people becoming more digitally excluded
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.	This programme acts as an enabler to other projects which are looking to reduce digital exclusion where disability may be a contributor	Risk of people with disabilities becoming more digitally excluded	Appropriate engagement and upskilling will be required to avoid people becoming more digitally excluded
Gender reassignment - those people in the process of transitioning from one sex to another			N/A
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work			N/A

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers			N/A
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins			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			N/A
Sex - men or women			N/A
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes			N/A

➢ Workforce Assessment

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**
The proposal would mean that staff who have been supporting the Superfast Staffordshire Programme will transition to working on the Digital Infrastructure Programme and have a change of reporting line to bring the programme together under the Assistant Director for Skills & Employability, reporting into the Head of Digital Infrastructure. There should be no impact on staff with protected characteristics.			

➢ Health and Care Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
The Digital Infrastructure Programme will act as an enabler to other projects and programmes that are designed to improve the health and wellbeing of Staffordshire residents. Improved digital infrastructure promotes independent living and self-help which encourages personal responsibility and independence. Many services are looking for digital solutions to enhance their provision, such as virtual GP appointments – appropriate digital connectivity will be a key part of ensuring people can access these services.	This work acts as an enabler to other projects to improve residents' health and wellbeing. Improved digital infrastructure promotes independent living and self-help. Improved digital infrastructure enables access to digital services (e.g. virtual GP appointments) Reduced demand for services if people can source the help/guidance they need digitally	There is a risk that people may become more isolated if they are unable to access services digitally which may lead to poor health and wellbeing. Residents may raise concerns about the health implications of electromagnetic radiation	There is a need to ensure engagement with vulnerable people to minimise the risk The Government states in its guidance "5G Technologies: Radio waves and health" that it is possible that there may be a small increase in overall exposure to radio waves when 5G is added to an existing network or in a new area. However, the overall exposure is expected to remain low relative to guidelines and, as such, there should be no consequences for public health. Public Health England (PHE) is committed to monitoring the evidence applicable to this and other radio technologies, and to revising its advice, should that be necessary. It is recommended that

Key considerations	Benefits	Risks	Mitigations / Recommendations
			SCC monitor and follow the guidelines issued by the Government and PHE.

➢ Communities Assessment

Key consideration	Benefits	Risks	Mitigations / Recommendations
This programme promotes inclusion of physical groups such as the rural communities that are digitally isolated, as well as looking at the social	This project will reduce digital exclusion for isolated / rural	Additional masts and poles required to improve connectivity	The taller the mast, the wider the area it can cover and the more people it can provide with a fast and

Key consideration	Benefits	Risks	Mitigations / Recommendations
communities that require different techniques and approaches to increase inclusion, such as improving digital skills. Better connectivity provides people with better job opportunities in addition to providing remote searching and remote working opportunities.	communities, meaning they are better connected to digital services and opportunities to enhance their lives Community capacity may be enhanced through the increased use of community assets (e.g. village halls)	may cause concern re eye sores. Digitally isolated people may lack digital skills and therefore may not benefit from the connectivity.	reliable mobile signal. Under current rules, most UK masts are around 25m (82ft) tall. 50m masts provide a better, more far-reaching signal in many areas. This would help increase the range of the wireless signal, and also makes it easier for masts to be potentially shared with other mobile network operators (Shared Rural Network a Government initiative), as more equipment can be fitted onto taller masts. So the compromise is less but more visible masts to ensure that rural communities have access to mobile services. Digital skills and education courses can be provided to ensure people have the skills to use the connectivity and become connected.

➢ Economic Assessment

Key consideration	Benefits	Risks	Mitigations / Recommendations
This project supports economic growth, attracting new businesses to Staffordshire, which will lead to more good jobs in the County. Advanced connectivity will improve access for people to skills development opportunities and qualifications.	Improved digital connectivity could attract new businesses to Staffordshire which will lead to more good jobs.	People already "digitally included" are prioritised for new jobs / opportunities People may lack the digital skills to benefit these opportunities.	Digital skills and education courses can be provided to ensure people have the skills to develop their careers. Work with organisations that provide support for people that require

Key consideration	Benefits	Risks	Mitigations / Recommendations
Staffordshire will be a more attractive place to invest due to improved connectivity. Staffordshire will be a more attractive place to live and to partake in leisure activity if there is better connectivity. This project will reduce the amount of people who are currently digitally isolated, bringing together communities.	Advanced connectivity will improve access for people to training and development opportunities. Increased investment in Staffordshire.		further assistance using a device or connecting to the internet.

➢ Climate Change Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
Digital connectivity can help to reduce the need to travel by providing residents with the ability to work, shop and access services such as GP appointments from home. In doing so we can reduce the number of trips made by car, improving air quality and creating more welcoming places for people to walk and cycle.	Enabler to better connectivity to allow people to work from home more effectively. Enabler to connect digitally to a range of	CO2e through operator works. Risk of overbuild.	Work with the operators to suggest working in a more efficient way (only accessing the road once for example) As part of the Counties red carpet and barrier busting approaches, we are trying to ensure the

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According to the World Economic Forum, digital technologies could reduce global carbon emissions by 15% - almost one third of the 50% reduction required by 2030. The DISF allows the teams to work with the relevant stakeholders to accelerate this innovation in Staffordshire. Supporting the SRN project will reduce the number of masts installed by the mobile operators.	services which will reduce transport, etc Having fewer masts installed means there will be less emissions caused during the installation process.		Coordination of works across operators and providers to minimise disruption and maximise opportunities for scalability (e.g. when adding new technologies to lampposts such as 5G, to include EV charging points, environment monitoring at the same time). The joint work would also ensure a consistent and high standard re-instatement Encourage connectivity into rural areas and ensure rigorous re-instatement (i.e. multiple reinstatement is bad for the environment as well as our asset – road)

➢ Environment Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
There could be more masts, cabinets and street poles deployed through the programme while delivering mobile connectivity in both rural and urban setting, which may cause some disruption to travel and will impact the built environment. Planning of new infrastructure could be limited due to protected areas, such as a conservation areas. Having better connectivity allows people to work from home, attend GP appointments from home, reducing emissions caused by travel.	Shared use of public sector assets will reduce number of masts and equipment that is deployed. Improved connectivity reduces emissions caused by travel. Smart agriculture- Lower impact on natural resources, Biodiversity restoration, Better animal welfare, Fewer	There could be increased pollution while the physical infrastructure is being installed. Residents may raise concerns re the visual impacts of aerial	Work with the operators to suggest working in a more efficient way (only accessing the road once for example). Planning deployment will be approved by the relevant bodies to protect the areas that require enhanced permissions or protection. The taller the mast, the wider the area it can cover and the more people it can provide with a fast and reliable mobile signal. Under current rules, most UK masts are around

Key considerations	Benefits	Risks	Mitigations / Recommendations
Improved connectivity provides the opportunity for broader applications with the potential to make systems cleaner and more reliable, allowing intelligent transportation solutions to monitor vehicle and pedestrian flows.	emissions from fertilisers, Regenerative agriculture, Smaller land use.	cabling and mobile telephone towers.	25m (82ft) tall. 50m masts provide a better, more far-reaching signal in many areas. This would help increase the range of the wireless signal, and also makes it easier for masts to be potentially shared with other mobile network operators (Shared Rural Network a Government initiative), as more equipment can be fitted onto taller masts. So the compromise is less but more visible masts to ensure that rural communities have access to mobile services.