



Equality Screening Assessment (ESA)

This form must be completed to evidence what impact the proposal may have on protected groups within our community and/or workforce. Please complete with reference to the [Guidance Notes](#).

1: Proposal

Requirement	Details
Title of proposal:	Update of Highway Asset Management Policy documents
Type of proposal: <ul style="list-style-type: none">• new or change of policy,• new or change to service.	Change of Policy
What is the objective of this proposal?	To update old Northamptonshire County Council documents to NNC Documents in line with current best practice and guidance.
Who will be consultation on this proposal? And when? (List all the groups / communities, including dates)	No consultation. The updated documents align the Councils Highway Maintenance activities with current best practice and its corporate commitments. Specific projects and schemes delivered through the councils Highways Contract will undertake their own EIA's as required.
Did the consultation highlight any impact on protected groups? (If yes, give details)	None
What processes are in place to monitor and review the equality impact of this proposal?	This is ongoing as part of the Highway Contract Service Delivery

Requirement	Details
Who will approve this proposal? (Committee, PGG, CLT)	Committee

2: Equality Consideration

In turn, consider each protected group and question whether the proposal seeks to:

- Eliminate discrimination,
- Foster good relations,
- Remove barriers,

Protected Groups	General Equality Duty Considerations	Opportunities	Impact
Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	<ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	<ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	<ul style="list-style-type: none"> • Positive • Neutral • Negative
Age Are different age ranges impacted differently?	No specific impact	None	Neutral
Sex Is one sex impacted more than another?	No specific impact	None	Neutral
Disability Is one type of disability impacted more than others?	No specific impact	None	Neutral
Gender Reassignment Will there be an impact on people who are trans?	No specific impact	None	Neutral
Race Are people from one ethnic group affected more than people from another?	No specific impact	None	Neutral

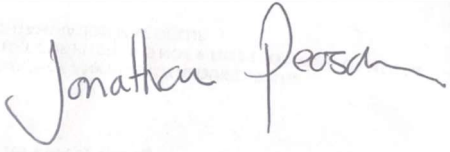
Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	No specific impact	None	Neutral
Marriage & Civil Partnership Note: Applies to employment proposals only.	No specific impact	None	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, impacted by this proposal?	No specific impact	None	Neutral
Religion or Belief Does the proposal impact people differently depending on their religion or belief?	No specific impact	None	Neutral
Care Experience Does the proposal impact someone who has been in care differently to someone who has not. Please also refer to the care experience guidance notes .	No specific impact	None	Neutral
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation)	No specific impact	None	Neutral

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3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).			

3: Equality Impact

Question	Response
What impact does the proposal have on the protected groups? No Impact, Positive Impact, Negative Impact or a combination? Any negative impact will result in an overall negative impact.	No Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No
Is this document going to be published with the relevant report? If yes, include link to location.	No
Does the associated proposal meet our accessibility requirements? Writing for Inclusion Guidance	Yes

4: Ownership

Question	Response
Directorate	Place and Economy
Service area	Highways and Waste
Lead officer's name	Jonathan Pearson
Lead officer's job title	Highways Contract Service Manager
Lead officer's email address	jonathan.pearson@northnorthants.gov.uk
Lead officer's signature	
Date completed	8/10/24
Confirm Lead Officer has completed Equality Impact Assessments iLearn Module.	Yes

Completed forms must be sent to [NNC Equalities](#)