

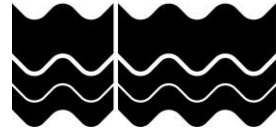
Equality Impact Analysis - Exceat Bridge CPO, Bridge Order and Side Roads Order

Equality Impact Analysis (EqIA) (or Equality Impact Assessment) aims to make services and public policy better for all service-users and staff and supports value for money by getting council services right first time.

We use EqIAs to enable us to consider all relevant information from an Equality requirements perspective when procuring or restructuring a service, or introducing a new policy or strategy. This analysis of impacts is then reflected in the relevant action plan to get the best outcomes for the Council, its staff and service-users.

EqIAs are used to analyse and assess how the Council's work might impact differently on different groups of people. EqIAs help the Council to make good decisions for its service-users, staff and residents and provide evidence that those decision conform with the Council's obligations under the Equality Act 2010.

Title of Project/Project	Exceat Bridge CPO, Bridge Order and Side Roads Order.
Team/Department	Contracts Management Group; Highway Service
Directorate	Communities, Economy and Transport
Provide a comprehensive description of your Project (Project, etc.) including its Purpose and Scope	<p>The Exceat Bridge project involves the realignment and replacement of the existing single lane bridge at the A259 over the river Cuckmere with a new two-lane bridge with a footway. The Project will deliver a major improvement in the highway connection between Eastbourne and Seaford. The Council needs to secure additional land for the Project, some of which will just be required for the construction period, some permanently. Whilst the Council is seeking to negotiate acquisition of the land by voluntary agreement, it is proposed to make a Compulsory Order in case any negotiations prove unsuccessful.</p> <p>Properties affected include:</p>



- Cuckmere Inn – public house.
- Blackberry Cottage – residential house.
- Dymock Farm – farmland - site of the proposed compound.
- Sustrans – national charity that owns a strip of land affected by the scheme.
- South Downs National Park Authority – statutory body from which we need to acquire permanent land and temporary rights.

This includes stopping up of part of the private access to some properties.

The Project will also require the stopping up (temporary or permanent) and/or diversion of part of two public footpaths and the stopping up of a short section of the A259 Eastbourne Road which will no longer be required for highway purposes (as a new section will be built).

Compulsory Purchase Orders, a Bridge Order and Side Road Orders are being made to enable this to happen.

Please note that a separate Equality Impact Assessment has been completed covering bridge design and construction.

Initial assessment of whether your project requires an EqIA

When answering these questions, please keep in mind all legally protected equality characteristics (sex/gender, gender reassignment, religion or belief, age, disability, ethnicity/race, sexual orientation, marriage/civil partnership, pregnancy and maternity) of the people actually or potentially receiving and benefiting from the services or the policy.

In particular consider whether there are any potential equality related barriers that people may experience when getting to know about, accessing or receiving the service or the policy to be introduced or changed.

Discuss the results of your Equality assessment with the Equality Lead for your department and agree whether improvements or changes need to be made to any aspect of your Project.

	Question	Yes	No	Don't Know
1	Is there evidence of different needs, experiences, issues or priorities on the basis of the equality characteristics (listed below) in relation to the project?	x		
2	Are there any proposed changes in the project that may affect how services are run and/or used or the ways the policy will impact different groups?		x	
3	Are there any proposals in the project that may affect service-users/staff/residents directly?	x		
4	Is there potential for, or evidence that, the project may adversely affect inclusiveness or harm good relations between different groups of people?		x	
5	Is there any potential for, or evidence that any part of the project could have a direct or indirect discriminatory effect on service-users/staff/residents ?	x		
6	Is there any stakeholder (Council staff, residents, trade unions, service-users, VCSE organisations) concerned about actual, potential, or perceived discrimination/unequal treatment in the service or the Policy on the basis of the equality characteristics set out above that may lead to taking legal action against the Council?		x	
7	Is there any evidence or indication of higher or lower uptake of the service by, or the impact of the policy on, people who share the equality characteristics set out above?		x	

If you have answered “YES” or “DON’T KNOW” to any of the questions above, then the completion of an EqIA is necessary.

The need for an EqIA will depend on:

- How many questions you have answered “yes”, or “don’t know” to;
- The likelihood of the Council facing legal action in relation to the effects of service or the policy may have on groups sharing protected characteristics; and
- The likelihood of adverse publicity and reputational damage for the Council.

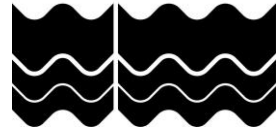
Low risk	Medium risk	High risk
x		

1. Update on previous EqlAs and outcomes of previous actions (if applicable)

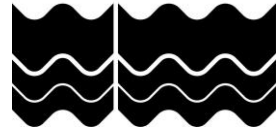
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Please note that a separate Equality Impact Assessment has been completed covering bridge design and construction. It includes the action to engage directly with landowners and residents affected by the project.	Engagement has taken place and mitigation measures in discussion.	Additional EqlAs when issues arise or further investigation necessary into specific aspects of the project.

2. Review of information, equality analysis and potential actions

Protected characteristics groups under the Equality Act 2010	What do you know/what do people tell you?	What does this mean?	What can you do?
Age	<p>We have been made aware of age being a factor at some properties.</p> <p>Diversions on some footpaths will mean that people have to walk further in some cases.</p>	<p>Some people at properties affected by the project will have particular needs.</p>	<p>Mitigation options are being explored with those affected to identify their needs and mitigate impacts as far as possible.</p> <p>Where full details of affected occupiers have not yet been received, this EqlA will be reviewed when details are available, to assess impacts.</p> <p>The Environmental Statement Addendum, 5 September includes a full analysis of the physical impact of the proposals on the residences, bridge and footpaths and mitigations identified. See sections 4.6.43 and 13.5.5. In addition direct engagement will take place with property landowners and residents.</p> <p>Notices will be erected on roads and footpaths to let people know of the changes well in advance. It will include</p>



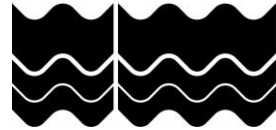
			<p>information on who to contact if there are any issues.</p> <p>Mitigations or compensation will be put in place to minimise the impact e.g. creating new accesses, relocation, carrying out work at times of the year when there are less walkers etc.</p>
Disability	<p>We have been made aware of disability being a factor in some cases at the properties.</p> <p>It is possible that temporary or permanent changes to footpaths may affect those with some disabilities e.g. if the diversion is longer than expected or if the ground is not equally accessible as the original.</p>	<p>Some people at properties affected by the project will have particular needs.</p> <p>Some people may find it harder to access footpaths.</p>	<p>Mitigation options are being explored with those affected to identify their needs and mitigate impacts as far as possible.</p> <p>Where full details of affected occupiers have not yet been received, this EqlA will be reviewed when details are available, to assess impacts.</p> <p>The Environmental Statement Addendum, 5 September includes a full analysis of the physical impact of the proposals on the residences, bridge and footpaths. See sections 4.6.43 and 13.5.5. In addition direct engagement will take place with property landowner and residents and notices erected on roads and footpaths to let people know of the changes well in advance. It will include information on who to contact if there are any issues.</p>



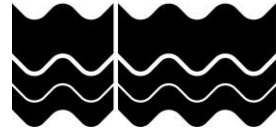
			Mitigations or compensation will be put in place to minimise the impact e.g. creating new accesses, relocation, carrying out work at times of the year when there are less walkers etc.
<p>Gender reassignment, Pregnancy and maternity, Race (ethnicity) Including migrants, refugees and asylum seekers, Religion or belief, Sex, Sexual orientation, Marriage and civil partnership, Armed Forces, Impacts on community cohesion</p>	<p>It is unlikely that anyone with these characteristics would be disproportionately affected by the proposals. We have not received any information that the project will impact people because of these characteristics.</p>	N/A	<p>We will update the EqIA if we are made aware of any impact on people with this protected characteristic as a result of our engagement with landowners and residents.</p>

Additional categories

(identified locally as potentially causing / worsening inequality)



Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
Rurality	Excerpt is a rural area, but it is not expected that the orders will have any additional impact because of this.	We have not had any complaints that the project will impact people because of this characteristic.	N/A	We will update the EqlA if we are made aware of any impact on people with this protected characteristic as a result of our engagement with landowners and residents.
Carers	It is unlikely that anyone with this protected characteristic would be disproportionately affected by the proposals, except where providing care is more difficult as a result of the orders.	We have not had any complaints that the project will impact people because of this characteristic.	Mitigation may be necessary to minimise impact.	Mitigations or compensation will be put in place to minimise the impact where necessary. For example alternative access, relocation, compensation etc.
Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers etc)	It is unlikely that anyone with other characteristics would be disproportionately affected by the proposals.	We have not had any complaints that the project will impact people because of other characteristics.	N/A	We will update the EqlA if we are made aware of any impact on people with other groups as a result of our engagement with landowners and residents.



Assessment of overall impacts and any further recommendations

The orders will mainly affect the landowners and residents of the properties listed above. This will vary depending on the nature of the orders and individual circumstances. Good relations and continued engagement will be essential so that impacts are fully understood and can be mitigated as appropriate. Information is being sought on the legally protected characteristics of all those affected by the proposals.

Avison-Young or ESCC will engage directly with all landowners and residents affected to ensure we fully understand the impact of the project on them. Any protected characteristics will be taken into account and mitigation/compensation carried out to minimise disruption. We will provide them with a contact so that they can let us know of any issues during the process.

A communications tracker is being used to record details of engagement and issues raised.

There could potentially be some impact on walkers using the footpaths, however the plans in place and mitigations in the Environmental Statement should make this minimal. However we will respond to any additional concerns raised over the course of the project.

3. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Environmental Statement submitted as part of the planning application. It responded to concerns raised in connection with the planning application (1008 responses) and included an assessment of the impact on people as well as the landscape, plus mitigation plans.	September 2021	N/A	N/A
Conversations, emails and letters to landowners and residents.	Ongoing	Further engagement required	Continued engagement during project.

4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
All	Continued engagement	Landowners and residents affected let us know of any issues and they are mitigated appropriately	We are made aware of issues in good time.	Throughout project
Disability	Notices regarding stopping up orders to be placed on affected routes	Walkers are informed of changes and can make plans appropriately or contact us if there is an issue.	Minimal complaints.	Throughout project

(Add more rows as needed)