

Equality Impact Assessment for CAPITAL PROGRAMME 2025-26 to 2045-46

Following the introduction of the Equality Act 2010 ('the EA') a public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EA;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic (as defined by the EA) and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics set out in the EA are age, disability, gender reassignment, pregnancy/ maternity, race, religion or belief, sex and sexual orientation. Marriage and civil partnership are also protected characteristics for the purposes of the duty to eliminate discrimination. When making decisions the County Council also considers other matters such as the impact of rurality, deprivation and being a carer, where relevant.

The Capital Programme requires Members to have due regard to the Equality Duty contained in Section 149 of the EA as set out above.

Having “due regard” does not necessarily require the achievement of all the aims set out in section 149 of the EA. Instead it requires that Members understand the consequences of the decision for people in relation to their protected characteristics and consider these alongside other relevant factors when making the decision to pursue one course of action rather than another, alternative course of action that may have different consequences. The regard which is necessary will depend upon the circumstances of the decision in question and should be proportionate. Where a decision is likely to have an impact on a significant number of people, or where it is likely to have a significant impact on even a small number of people, the regard required will be high.

This means that in setting the Capital Programme, the three equality aims set out above have to be considered as a relevant factor alongside financial constraints and all other relevant considerations. Due to the ongoing financial pressures the Council is facing, the current Capital Programme focusses on a strategy to deliver core need as efficiently as possible. As agreed, service developments and investment opportunities that are outside core need are required either to be match funded or produce a business case that demonstrates benefits. Approved bids are added to the programme in line with current variation policy and financial regulations. Members must consider the equalities impacts, as identified, of agreeing this Capital Programme. Specifically, Members need to take account of what the potential impacts of spending on this proposed programme will be for the communities in East Sussex, and take the same account of equality impacts if proposing

amendments or alternative spending. It will be open to Directors and Lead Members at the time of taking those decisions to spend more on one activity and less or none on another, with due reference to equality impacts. Where further assessment of equality impact is needed to assess more detailed plans, this has been indicated, and Directors and Lead Members will need to further consider these impacts and their implications for decisions.

The EA does not require the use of a specific template for an equality impact assessment (EqIA); however the cases considering the public sector equality duty have held that a documented process is the best way to demonstrate that the equalities impacts have been identified and considered, proportionate to the impacts identified. All proposals have been assessed for their equality impacts. Where a project which was included in the Capital Programme is likely to have disproportionate impacts upon people sharing protected characteristics, officers have considered the consequences of that particular project or bid and have summarised these impacts for Members to consider and identified potential mitigating actions. Where impacts are potentially greater and a full EqIA has been conducted, these are available as background documents. Members must read the full version of the EqIAs and take their findings into consideration when determining these proposals.

Summary of equality assessment of Capital Programme proposals (also see attached EqlAs, as listed below)

Proposal	Equality assessment
Adult Social Care	
Learning Disability Support Living Scheme	<p>To inform the project an initial EqlA was created with involvement from the care provider and from the Community Learning Disability Team. This supported the way in which the Beckley Close clients were prepared for their move into temporary accommodation while the build was in progress, including ensuring continuity in staff support and familiarity with the temporary building.</p> <p>There were some unavoidable delays to the project and to minimise impacts, clients, parents and carers were kept updated, and clients' well-being and behaviour was evaluated on an ongoing basis. Clients' individual needs were continually monitored and assessed, and no specific equality impacts were identified. Phase 1 of the Supported Living project is now successfully complete, and clients have returned to their refurbished home providing a much-improved physical environment, offering security of tenure, embracing the ethos of supported living and providing access to and maximising community benefits that they are unable to access in a residential care setting. We have already been advised of some positive personal outcomes for the people supported at Beckley Close and some favourable feedback from families/carers.</p> <p>Lessons learned from the Beckley Close project will be applied to the Jasmine Lodge project, whereby clients have recently been supported to make the move to their temporary new homes. Again, fostering and maintaining positive partnership working continues to ensure a considered and planned transition.</p> <p>An EqlA has been completed for this proposal and is attached: 'A - Learning Disability Supported Living' (updated Nov 2024).</p>
Greenacres	<p>No disproportionate equality impacts are identified in relation to this funding. This funding is allocated for ongoing maintenance that ESCC is responsible for and also for specific adaptations required by new tenants to meet their identified needs. No further equality impact assessment is required.</p>
Business Services	

Hollington Youth Centre	The update to Hollington Youth Hub will improve facilities for local young people, providing a building with flexibility to offer more activities and support for more young people, with increased opening times. No negative impacts on people sharing protected characteristics are identified. An EqlA has been completed for this proposal and is attached: 'B - Grant funding for Hollington Youth Hub' (reviewed Nov 2024).
Special Educational Needs Provision	The EqlA for the schools' basic need capital programme includes information about the need for more SEND places. In addition, parents/carers and school communities were consulted on our SEND place planning strategy in May / June 2021. Respondents agreed with our priorities for provision and also identified further gaps in SEND provision across the county. A report on the findings of the consultation was shared with the East Sussex Parent and Carer Forum and posted on the ISEND local offer pages. The School Organisation Plan 2023 to 2027 sets out our SEND place planning strategy in further detail. An EqlA has been completed for this proposal and is attached: 'C - Schools Basic Need Capital Programme' (reviewed Jan 2025).
Special Educational Needs Provision Grove Park	The EqlA for the schools' basic need capital programme includes information about the need for more SEN places. In addition, we consulted parents/carers and school communities on our SEND place planning strategy in May / June 2021. Respondents agreed with our priorities for provision and also identified further gaps in SEND provision across the county. An EqlA has been completed for this proposal and is attached: 'C - Schools Basic Need Capital Programme' (reviewed Jan 2025). A full EqlA specifically for the Grove Park proposal will be undertaken at the stage of statutory proposals.
Schools Basic Need Provision	An EqlA has been completed for this proposal and is attached: 'C - Schools Basic Need Capital Programme' (reviewed Jan 2025).
Capital Building Improvement (Schools)	Work related to legislation, statutory requirement, health and safety and urgent repair work, as identified via the condition surveys and plans that ensure that schools are maintained at a minimum requirement. No EqlA needed as spend is prioritised according to agreed Capital Programme priorities.
Capital Building Improvement (Corporate)	Work related to legislation, statutory requirement, health and safety and urgent repair works. No EqlA needed as spend is prioritised according to agreed Capital Programme priorities.
IT & Digital Strategy Implementation	The IT & Digital Core Capital Programme provides the basic technology capabilities that support the underpinning functioning of the organisation. This programme funds activity that is described as Core Need. This means providing technology that enables staff to connect, collaborate and work efficiently from wherever they need to be whilst operating highly available, secure and reliable services to support the continuous working of everything else. An EqlA has been completed for this proposal and is attached: 'D - IT&D Core Programme' EqlA (reviewed Nov 2024).

IT & Digital Strategy implementation - Oracle Implementation	Finance, Recruitment, Procurement, Payroll and HR will all be adopting Oracle, a modern system that will provide the Council with a reliable platform for the administration of core Finance and HR processes. Via employee self-service (ESS), equalities data will be visible to the employee and enable them to update their data in real time, which means that equalities data is more likely to be up to date and accurate. At this stage no negative equality implications have been identified, but an ongoing review process means that any disproportionate impacts will be identified and further equality consideration will take place if needed. No further equality impact assessment is required at this time.
Children's Services	
Schools Delegated Capital	No disproportionate equality impacts are identified. Schools delegated capital is funding that comes into the LA for maintained schools and then delegated to each school via a formula to be used for small capital works. No further equality impact assessment is required.
Children's Services Essential System Developments	No equality impacts are identified. The aim is to ensure that ICT systems are fit for purpose for delivering modern council services in a digital era and protecting data. Improvements will enable better monitoring of people's legally protected characteristics to inform service delivery. No further equality impact assessment is required.
Communities, Economy and Transport	
Broadband	No disproportionate equality impacts are identified. Equality impacts were assessed prior to contract award for each of the three infrastructure delivery contracts (2013, 2015 and 2018) and prior to becoming a "top up" funder to DCMS's Gigabit Voucher Scheme (2020). No disproportionate impacts were identified, as eligibility is based on technical criteria relating to properties not occupiers. No further equality impact assessment is required. The project is now in contract closure and no further build will take place. ESCC remains a "top up" funder although the Voucher Scheme is currently on hold.
Economic Intervention Fund – Loans	No disproportionate equality impacts are identified. The ESI Loan fund is currently aimed at supporting existing businesses to grow or create employment. Loans are made to qualifying business entities not to individuals. No further equality impact assessment is required.
Community Match Fund	Equality Impact Assessments are completed for each project within this fund. Impacts may vary depending on the project funded. Funding for this scheme was agreed previously. Funding allocation is per agreed annual spend and follows agreed spend criteria.
Community Road Safety Interventions	No disproportionate equality impacts are identified. Allocation from the current Community Match underspend to provide community focused road safety interventions, based on two stage appraisal process and criteria. Criteria include

	assessment of location, including proximity to schools, GP surgeries, hospitals and shops where road users may be more vulnerable. No EqIA is needed.
Real Time Passenger Information	The project is an ongoing one, based on previously agreed principles. Impacts are positive in that the project aims to provide additional, accessible information to support people to access bus services. An EqIA has been completed for this proposal and is attached: 'E - Bus Service Improvement Plan' EqIA (reviewed Nov 2024).
Bus Service Improvement Plan - Bus Prioritisation	The improvements made by the BSIP aim to improve accessibility for all. There is an ongoing engagement mechanism, including with disabled users, through bus user groups and the Enhanced Partnership Forum. No disproportionate negative equality impacts are identified from the delivery of the Bus Service Improvement Plan and its associated schemes. An EqIA has been completed for this proposal and is attached: 'E - Bus Service Improvement Plan' EqIA (reviewed Nov 2024).
Bus Service Improvement Plan 2025-26	This is new funding and proposals have not been fully developed. An EqIA will be developed in 2025 to inform proposals and implementation.
The Keep	<p>No equality impact is required. There are four proposals:</p> <ol style="list-style-type: none"> 1. Internal/external building maintenance: No equality impacts are identified as there will be no changes to accessibility within the building. No further assessment required. 2. Building Maintenance System (BMS): No equality impacts are identified as the BMS regulates only temperature and humidity of building. No further assessment required. 3. Changes to order production software: No equality impacts are identified. Changes are to back-office systems only, not to customer ordering system. No further equality assessment is required. 4. Potential additional concession (income) contract making documents available online via an online genealogy provider. Positive impact on equality as it will make documents accessible to a larger audience.
Other Integrated Transport Schemes	EqIAs are completed for each project in this programme. Impacts may vary according to the detail of the project. Impacts and actions are identified in the specific EqIA for each project and Members can request these.
Exceat Bridge Replacement	Work on this project is ongoing and impacts identified in the EqIA remain accurate. An EqIA has been completed for this proposal and is attached: 'F - Exceat Bridge' EqIA (reviewed in 2023), and also 'G - Exceat Orders' EqIA (on the side roads orders and compulsory purchase orders), completed in June 2023.

Emergency Active Travel Fund - Tranche 2	With the agreement of Active Travel England, the Emergency Active Travel Fund (Tranche 2) has been re-allocated to the School Streets project (see below). An EqlA has been completed on this approach and will be used to support individual EqlAs on each specific project. It is attached: 'H – Schools Streets' EqlA (completed Nov 2024)
Area-wide Traffic Management Scheme - Schools Streets	<p>The aim of the School Street scheme is to support a healthier local environment near to schools, by making it safer and more enjoyable for everyone to walk, wheel or cycle to and from the school.</p> <p>This is achieved by restricting access to motor vehicles to the streets around the school during the peak school run times. Residents, and Emergency services are exempt from these restrictions. An EqlA has been completed on this approach and will be used to support individual EqlAs on each specific project. It is attached: 'H – Schools Streets' EqlA (completed Nov 2024)</p>
Hastings Town Centre Public Realm and Green Connections	As part of the Hastings Town Deal, the Hastings Town Centre Public Realm and Green Connections project looks to improve connectivity within the town centre, prioritise active travel and increase greening and biodiversity. An EqlA has been completed on designs for this proposal and continues to be reviewed and updated as the design progresses. It is attached: 'I - Hastings Town Centre Public Realm and Green Connections' EqlA (completed Jan 2024)
Libraries Basic Need	An EqlA and access audit will be completed for each of the two planned refurbishments once initial scoping has been completed. Opportunities to improve access to the buildings, review stock, and to increase accessibility will all be assessed and built into the developments, where feasible. As part of our customer-led design we aim to minimise disruption and impact to customers (as well as to our teams) as much as possible. We aim to positively impact the customer experience after a capital project to ensure that the library building, furniture and fittings are safe and in a good state of repair so that they are appropriate to provide the services they need to deliver.
Highways Structural Maintenance	No disproportionate equality impacts are identified. Maintenance of public highways and public rights of way across the county is a statutory requirement of the County Council under the Highways Act. Priorities are defined based on the overarching principle of 'Asset Condition', which is that the Council ensures that it is investing in its assets to maintain a basic level of condition, which allows the Council to deliver its Priority Outcomes, meeting any security and health and safety requirements. All potential projects are assessed against agreed criteria. No further equality impact assessment is required.
Safer Roads Fund	The schemes are nationally grant funded and will benefit road users through engineering interventions that improve safety. This scheme is expected to lower speeds, improve pedestrian facilities and to encourage active travel along the length of the A2101 that is covered by a 30mph speed limit. No disproportionate negative equality impacts are identified and no further equality impact assessment is required.

Bridge Assessment and Strengthening	No disproportionate equality impacts are identified. As traffic continues to increase on our roads there is requirement for a programme of bridge strengthening and replacement to ensure they remain safe. Priorities are defined based on the overarching principle of 'Asset Condition', which ensures the Council is investing in its assets to maintain a basic level of condition; allowing the Council to deliver its Priority Outcomes as well as meeting any security and health and safety requirements. All potential projects are assessed against agreed criteria. No further equality impact assessment is required.
Street Lighting Replacement Programme	No disproportionate equality impacts are identified. Programme ensures that street lighting is adequate and, as the existing stock comes to the end of its life, it is replaced with modern, energy efficient, technology that also addresses the issue of light pollution. Also ensures that the maintenance of traffic signals is adequate to meet the needs of maintaining safe roads and that meet the needs of all users. Priorities are defined based on the overarching principle of 'Asset Condition', which is that the Council ensures that it is investing in its assets to maintain a basic level of condition, which ensures the Council is investing in its assets to maintain a basic level of condition; allowing the Council to deliver its Priority Outcomes as well as meeting any security and health and safety requirements. All potential projects are assessed against agreed criteria. No further equality impact assessment is required.
Rights of Way Programme	No disproportionate equality impacts are identified. Programme maintains and protects the public's right to use the 2000 miles (3,500km) of footpaths, bridleways and byways in East Sussex. Priorities are defined based on the overarching principle of 'Asset Condition', which is that the Council ensures that it is investing in its assets to maintain a basic level of condition, which ensures the Council is investing in its assets to maintain a basic level of condition; allowing the Council to deliver its Priority Outcomes as well as meeting any security and health and safety requirements. All potential projects are assessed against agreed criteria. No further equality impact assessment is required.
Gypsy and Traveller Site Refurbishment	ESCC own and manage four permanent Travellers' sites and one transit site across the County. Gypsies, Roma and ethnic Travellers are racial groups as defined in s9 Equality Act 2010. ESCC is responsible for providing and maintaining communal amenity block facilities, including a kitchen and bathroom. Capital funding for a rolling basic refurbishment and maintenance programme is required to ensure that amenity block facilities are safe and meet the basic needs of our Gypsy and Traveller communities. No further equality impact assessment is required.
Visibly Better Roads	No disproportionate equality impacts are identified. Maintenance of public highways and public rights of way across the county is a statutory requirement of the County Council under the Highways Act. All potential projects are assessed against agreed criteria. No further equality impact assessment is required.
Local Electric Vehicle Infrastructure	Equality requirements have been considered and will be built into the specification. Disability is an area which needs to be considered as the location of charge-points on the pavement is likely to have an impact on pavement users, especially

	<p>where other street furniture may be present, and could be restricting for people with a mobility or visual impairment. Access to charge-points must also be considered to ensure that dropped kerbs and buildouts are provided where required to support Blue Badge spaces with EV provision particularly for wheelchair users. Consideration of these points will be built into the procurement specification, and follow the principles outlined in the publicly agreed specification PAS 1899 which provides guidance to support the building of an inclusive electric vehicle charging infrastructure in the UK. No further equality impact assessment is required.</p>
Flood & Coastal Resilience Innovation Programme	<p>The project monitors water levels to understand and then better manage flooding risk in the catchment area. Communications and engagement plans have been designed to identify, understand and be responsive to diverse people's needs. This includes reaching out to individuals and groups that may have been under-represented in the past, to ensure their views are included and considered; communicating across different platforms and using a wide range of methods; and following best practice in design and programming to reduce the barriers to involvement. An ongoing process of evaluation throughout the programme ensures any additional impacts are identified to improve engagement over time.</p> <p>An EqlA has been completed on the engagement and communications approach for this project. It is attached: 'J - Blue Heart Flood Resilience' EqlA (completed Jan 2025).</p>
Urban Tree Challenge	<p>No equality impact assessment required: The project is to plant trees on verges. Clear guidance is followed to ensure that planting does not create accessibility barriers: trees are selected that won't obstruct the footway if it is narrow, including for wheelchair users; don't affect sightlines at bends or junctions, or block a drivers view of traffic signs and signals; or affect access to bus stops. No further equality assessment is required.</p>
Climate Emergency Works	<p>No equality impacts are identified in this proposal because the Climate Emergency Plan (CEP) is a high-level plan and, as such, much of the implementation detail will be in plans and strategies that fit in below the main CEP and because the Plan will not have a direct impact on services provided to East Sussex residents. Individual EqlAs are being developed for specific sub-plans (eg. staff travel), where this is required and all identified impacts and mitigating actions are being addressed within these sub-plans. No further equality impact assessment on the CEP is required.</p>
Eastbourne Town Centre Phase 2a	<p>This project is specifically focused on a key Eastbourne town centre corridor between the junction of Cornfield Road and Terminus Road (known locally as 'Bankers Corner'), extending along Terminus Road to Langney Road and Bolton Road. The scheme consists of a complementary package of improvements, building on the already completed Phase 1 improvements. The development of the scheme aims to support and increase access to the town centre for all service users, by balancing the needs of local businesses, disabled users, cyclists and delivering a scheme within the funding available and to the highways design standards such transport and public realm schemes are required to meet. An EqlA has been</p>

	completed on designs for this proposal and continues to be reviewed and updated as the design progresses. It is attached: 'K - Eastbourne Town Centre Phase 2a' EqlA (completed Jul 2021).
Eastbourne Town Centre Phase 2b	This project forms part of the Eastbourne Town Centre Improvement and Access package. The main focus is on Terminus Road, which involves upgrading the existing pedestrianised area to provide a continuation of design features and enhancements as in Phase 1 and 2a of the Eastbourne Town Centre Improvement and Access package. An EqlA has been completed on designs for this proposal and continues to be reviewed and updated as the design progresses. The EqlA will be reviewed and updated in light of the Traffic Regulation Order consultation that concluded in October 2024. It is attached: 'L - Eastbourne Town Centre Phase 2b' EqlA (completed Oct 2022).
Eastbourne / South Wealden Walking & Cycling Package	The package primarily focuses on improving traffic congestion to support sustainable economic growth; supporting the growing demand for improved walking and cycling infrastructure in this area; increasing levels of cycling; and tackling health and wellbeing issues resulting from physical inactivity. This project builds on 5 previous schemes across Eastbourne and South Wealden. An initial EqlA was completed on the original overarching scheme in 2019. New, updated EqlAs for each of the revised and reprofiled projects will be developed alongside the detailed design task proposals to inform them and the construction phases.
Hastings / Bexhill Movement and Access Package	<p>EqlAs are developed for each scheme to identify specific impacts. The schemes all form part of the Local Growth Fund funding Hastings and Bexhill Movement and Access Package.</p> <ul style="list-style-type: none"> • HBMAP Albert Road Pedestrian Crossings: The project is a junction improvement scheme at Albert Road, Hastings. The purpose is to improve the safety of the crossings for pedestrians and create easy movement between the town centre and the seafront. See 'M - HBMAP - Albert Road' EqlA (completed Nov 2024) • Station Approach: The project is a junction improvement and pedestrian access scheme at Station Approach, Hastings. The purpose of the scheme is to make the crossings more desirable for pedestrians to increase usage and improve the safety of the junction for pedestrians and vehicles and to create easy movement between the train station and town centre. See: 'N - HBMAP – Station Approach' EqlA (completed Nov 2024) • Bexhill Cycle Route A: The project is a cycling and walking improvement scheme from the seafront by Collington Train Station to the North Bexhill development area (Worsham). The purpose of the scheme is to improve the active travel provision in Bexhill, improve safety for pedestrians and cyclists and encourage active travel by connecting the existing NCN2 and existing facilities at the Bexhill Enterprise Park with key locations throughout the town. See: 'O - HBMAP - Bexhill Cycle Route EqlA' (completed Dec 2024).