

Equality Impact Assessment for CAPITAL PROGRAMME 2026-27 to 2035-36

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, care experience 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 EqlA has been conducted these are available as background documents. Members must read the full version of the EqlAs and take their findings into consideration when determining these proposals.

Summary of equality assessment of Capital Programme proposals

(also see attached Equality Impact Assessments (EqIA) as listed below)

Proposal	Equality assessment
<i>Adult Social Care</i>	
Learning Disability Support Living Scheme	<p>To inform the project an initial EqIA 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 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 have been applied to Phase 2 of the project for Jasmine Lodge whereby clients were supported to make the move to their temporary new homes in September 2024. Again, fostering and maintaining positive partnership working continues to ensure a considered and planned transition. It is anticipated that mobilisation of Jasmine Lodge will commence in January 2026 with clients moving back to their newly refurbished home utilising a phased approach to meet individual's needs. An EqIA has been completed for this proposal.</p> <p>A - Learning Disability Supported Living' (updated Nov 2025).</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.</p> <p>No further equality impact assessment is required.</p>

Business Services	
Hollington Youth Centre	<p>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.</p> <p>B - Grant funding for Hollington Youth Hub (reviewed Nov 2025).</p>
Special Educational Needs Provision	<p>The EqlA for the schools' basic need capital programme includes information about the need for more SEND places. Information is taken from the School Organisation Plan 2024 to 2028 which sets out our SEND place planning strategy in further detail.</p> <p>C - Schools Basic Need Capital Programme (reviewed Jan 2025).</p>
Special Educational Needs Provision Acre Wood Academy (Grove Park)	<p>An EqlA for the proposed reorganisation and expansion of Grove Park School (now Acre Wood Academy) was completed in March 2025 as part of the statutory process to make a significant change to the school:</p> <p>D - Grove Park School (completed March 2025)</p>
Schools Basic Need Provision	<p>An EqlA has been completed for this proposal.</p> <p>C - Schools Basic Need Capital Programme (reviewed Jan 2025).</p>
Capital Building Improvement (Schools)	<p>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.</p> <p>No EqlA needed as spend is prioritised according to agreed Capital Programme priorities.</p>
Capital Building Improvement (Corporate)	<p>Work related to legislation, statutory requirement, health and safety and urgent repair works.</p> <p>No EqlA needed as spend is prioritised according to agreed Capital Programme priorities.</p>
IT & Digital Strategy Implementation	<p>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.</p> <p>E - IT&D Core Programme EqlA (reviewed Nov 2025).</p>

IT & Digital Strategy implementation - Oracle Implementation	<p>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.</p> <p>No further equality impact assessment is required at this time.</p>
Children's Services	
Children's House Adaptations	<p>The proposal has the potential for positive impact on the protected characteristic of 'age' and 'disability' - as the capital for house adaptations is aimed at support children and young people who are disabled. The aim is to improve the adaptability of homes so that disabled children have accessible living spaces that enable them to fully participate in family life.</p> <p>The Disabled Facility Grant (DFG) is allocated by central Government direct to District and Borough Councils. The grant is intended to provide for adaptations to the homes of adults and children with disabilities. Where the needs of young people cannot be met by the DFG then the councils can approach ESCC for additional capital funding (with a fixed maximum). Each application is assessed against previously agreed criteria to ensure fair allocation of resource.</p> <p>No further equality assessment is required.</p>
Schools Delegated Capital	<p>No disproportionate equality impacts are identified. Schools delegated capital is funding that comes into the local authority for maintained schools and then delegated to each school via a formula to be used for small capital works. Where pupils need physical school adaptations a careful assessment is made, case by case, involving discussion with the school and parents/carers, exploration of options, and a feasibility study, where appropriate.</p> <p>No further equality impact assessment is required.</p>
Children's Services Essential System Developments	<p>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.</p> <p>No further equality impact assessment is required.</p>
Communities, Economy and Transport	

Broadband	<p>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) which have now concluded. Equality impacts were also assessed prior to becoming a “top up” funder to the Department for Culture, Media and Sport’s Gigabit Voucher Scheme in 2020, and this is the current model of infrastructure delivery although the Voucher Scheme is currently on hold. No disproportionate impacts were identified, as eligibility is based on technical criteria relating to properties not occupiers.</p> <p>No further equality impact assessment is required.</p>
Economic Intervention Fund - Loans	<p>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.</p> <p>No further equality impact assessment is required.</p>
Community Road Safety Interventions	<p>No disproportionate equality impacts are identified. Community focused road safety interventions are based on a 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.</p> <p>No further equality impact assessment is required.</p>
Real Time Passenger Information	<p>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 EqlA has been completed for this proposal.</p> <p>F - Bus Service Improvement Plan EqlA (reviewed Nov 2024).</p>
Bus Service Improvement Plan (BSIP) - Bus Prioritisation	<p>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 BSIP and its associated schemes. An EqlA has been completed for this proposal.</p> <p>G - Bus Prioritisation Eastbourne Station (completed Jun 2025)</p>

The Keep	<p>No equality impacts are identified. There are three proposals:</p> <ol style="list-style-type: none"> 1. Building Maintenance System (BMS): No equality impacts are identified as the BMS regulates only temperature and humidity of building. No further assessment required. 2. 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. 3. 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. <p>No further equality assessment is required.</p>
Other Integrated Transport Schemes	EqlAs are completed for each project in this programme. Identified impacts may vary according to the scale/scope of the project and where the project is at in its development and delivery cycle. Impacts and actions are identified in the specific EqlA for each project and Members can request these.
Exceat Bridge Replacement	<p>Work on this project is ongoing and impacts identified in the EqlA remain accurate. Two EqlAs have been completed for this proposal.</p> <p>H - Exceat Bridge EqlA (reviewed Oct 2025), and also</p> <p>I - Exceat Orders EqlA (on the side roads orders and compulsory purchase orders, completed in June 2023).</p>
Waste Transfer Stations Fire Suppression	<p>The proposal to install fire suppression systems is supported by the East Sussex Fire Service, the Environment Agency and insurers, and is considered industry good practice. There are no equality impacts identified in relation to this proposal.</p> <p>No further equality impact assessment is needed.</p>
Eastbourne Liveable Town Centre	<p>Both positive and potentially negative impacts have been identified in relation to disabled people, race/ethnicity and pregnancy and maternity, in the designs for Memorial Roundabout, the Ring Road Relocation and pedestrianisation. Issues identified are being incorporated into the designs.</p> <p>An EqlA has been completed for this proposal.</p> <p>J - Eastbourne Town Centre MAP P2b (reviewed Dec 2025).</p>
Hastings Town Centre Public Realm and Green Connections	<p>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. An EqlA has been completed for this proposal.</p>

	K - Hastings Town Centre Public Realm and Green Connections EqlA (reviewed Nov 2025)
Libraries Basic Need	<p>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.</p> <p>EqlA to align with the scoping and detailed plans.</p>
Highways Structural Maintenance	<p>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.</p> <p>No further equality impact assessment is required.</p>
Safer Roads Fund	<p>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.</p> <p>No further equality impact assessment is required.</p>
Bridge Assessment and Strengthening	<p>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.</p> <p>No further equality impact assessment is required.</p>
Street Lighting Replacement Programme	<p>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</p>

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Rights of Way Programme	<p>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.</p> <p>No further equality impact assessment is required.</p>
Gypsy and Traveller Site Refurbishment	<p>ESCC owns and manages 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.</p> <p>No further equality impact assessment is required.</p>
Local Electric Vehicle (EV) Infrastructure	<p>The procurement exercise to identify an operator to support the delivery of EV charge-points across the County has almost concluded. The proposal aligns with the guidance published by the Department for Transport, which has consulted with specialists in this sector, and is expected to have a positive equality impact by improving access to EV charging, especially in areas with limited provision, and support residents without private parking to use electric vehicles more easily.</p> <p>The operator promotes a strong focus on accessibility and follows the principles of PAS 1899, which guides how public charging should meet the needs of disabled people. This helps ensure sites are safe, easy to reach, and simple to use for people with different mobility or access needs, as well as older users and those new to EVs.</p> <p>The operator also proposes a range of easy-to-use payment options, such as contactless bank card payment and a straightforward app, helping ensure people are not excluded by complex digital processes. Any temporary disruption from installation will be managed by the operator through clear communication and careful planning.</p>

	No further equality impact assessment is required.
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.</p> <p>L - Blue Heart Flood Resilience EqlA (completed Jan 2025).</p>
Urban Tree Challenge	<p>No equality impact assessment required: the original project ensured that trees planted on verges do not create accessibility barriers or affect sightlines. Ongoing funding is for ongoing maintenance of planted trees.</p> <p>No further equality assessment 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 completed on designs for this proposal and continues to be reviewed and updated as the design progresses.</p> <p>M - Eastbourne Town Centre Phase 2a EqlA (updated November 2025).</p>
Eastbourne / South Wealden Walking & Cycling Package	<p>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.</p> <p>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.</p>

<p>Hailsham / Polegate / Eastbourne Movement & Access Corridor</p>	<p>The Hailsham/Eastbourne/Polegate Movement and Access Corridor package comprises two elements. The first involves an improvement to the A2270/Polegate High Street/Wannock Road junction in Polegate. This includes walking, wheeling and cycling improvements which will support accessibility for vulnerable road users around the junction as well as upgrades to the existing lighting. The second element comprises the introduction of bus lanes on Eastbourne Road between Broad Road and Huggetts Lane in south Polegate/north Willingdon as well as the introduction of an off-road walking and cycling route that will improve access, signage, lighting, crossing / tactile paving for the benefit of all users.</p> <p>Both elements of the package will have a positive impact on key characteristic groups including disabled and older people, and women with supportive measures to ensure their access and use of the facility.</p> <p>The scheme is currently at detailed design and a full Equality Impact Assessment will be undertaken as the detailed design is being completed in 2026, with the EqlA outcomes reflected in the final design. The EqlA will be informed by the outcomes of previous public consultation engagement/feedback undertaken on the scheme.</p>
<p>Hastings / Bexhill Movement and Access Package</p>	<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"> • 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 (reviewed October 2025). • 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 (reviewed November 2025).