



Equality Impact Assessment (EqIA) Template

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Use the [Hemingwayapp](#) to check the readability of your document, to do this, click the edit button on the top right of the hemminwayapp screen, paste your text and the app will highlight if there are any problem areas.

Some key tips

- avoid tables and charts, if possible please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something
- date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

1. Initial information

Name of the policy, project, strategy, project or service being assessed:

Dorset Highways Asset Management Plan Review 2021

2. Is this a (please delete those not required):

Review of policy, project, strategy, project or service

3. Is this (please delete those not required):

Both internal and external

4. Please provide a brief overview of its aims and objectives:

The aim of this document is to set out Dorset Council's policy and strategy and how it manages its highway assets, supporting key Council priorities. It also sets out how Dorset Council plans to invest across all of its highway assets.

5. Please provide the background to this proposal?

The HAMP is linked to up to £2million of Incentivised Department for Transport funding, and must be reviewed every two years.

It sets out an appraisal of each highway asset and defines what we know about each asset, and what we don't. It also documents investment scenarios which have been discussed through the Highways and Transport Task and Finish Group.

Finally it documents our investment strategy across each of our highway assets.

Evidence gathering and engagement

6. What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data):

Dorset Council Plan

Highways Service Plan

National Highways and Transportation Public Satisfaction Survey

APSE benchmarking

PMF Highways Benchmarking

Asset condition / performance data

7. What did this tell you?

The NHT Public satisfaction survey is our link to stakeholder feedback and this routinely tells us that highway safety, condition of roads, and condition of footways is the most important part of the service we provide.

This survey also provides feedback, which this year told us the way we manage drainage and signs has dropped in terms of public satisfaction.

Benchmarking reports show how we are performing in terms of comparison to other highway authorities, and a further study demonstrates how efficient we are performing.

8. Who have you engaged and consulted with as part of this assessment?

Highways and Transport Task and Finish Group

Cabinet Portfolio Holder Highways Travel and Environment

Lead member for Highways

9. Is further information needed to help inform decision making?

No.

Is an EQIA required?

Not every proposal will need an EqIA. The data and research should inform your decision whether to continue with this EqIA. If you decide that your proposal does not need an EqIA, please answer the following question:

This policy, strategy, project or service does not require an EqIA because (provide details):

I believe that this policy review will mostly have a neutral impact on all protected characteristics groups.

The fact that our approach supports key Dorset Council priorities means for example, we are investing in protecting network resilience, which includes links to communities which addresses those in groups such as rural communities or those with caring responsibilities.

Our asset management approach affects everybody, as everyone uses our networks to get work, school, for business, for recreational purposes, access to or from emergency services (hospitals, police).

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.
- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

Positive Impact	<ul style="list-style-type: none"> • the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	<ul style="list-style-type: none"> • protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	<ul style="list-style-type: none"> • no change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> • not enough data/evidence has been collected to make an informed decision.

Impacts on who or what?	Choose impact	How
Age	Neutral	
Disability	Neutral	
Gender reassignment and Gender Identity	Neutral	
Marriage or civil partnership	Neutral	
Pregnancy and maternity	Neutral	
Race and Ethnicity	Neutral	
Religion and belief	Neutral	
Sex (consider men and women)	Neutral	

Impacts on who or what?	Choose impact	How
Sexual orientation	Neutral	
People with caring responsibilities	Neutral	Access to those requiring care could be impacted.
Rural isolation	Neutral	Access to rural communities could be impacted. Our resilient road network includes community link roads.
Socio-economic deprivation	Neutral	
Armed forces communities	Neutral	

Please provide a summary of the impacts:

The HAMP would include reference to links via carriageway, footway, and cycleway to communities including rural areas, and those with caring responsibilities, which may be impacted.

Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by

Sign Off

Officer completing this EqIA: Mike Hansford

Officers involved in completing the EqIA:

Date of completion: 15 November 2021

Version Number: 1

EqIA review date:

Inclusion Champion Sign Off:

Equality Lead Sign Off: Becky Forrester, 18 November 2021

Next Steps:

- the EqIA will be reviewed by Business Intelligence & Performance and if in agreement, your EqIA will be signed off.
- if not, we will get in touch to chat further about the EqIA, to get a better understanding.
- EqIA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)