

Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM):	Highways Planned Maintenance Programme Delivery 2024-25
Budget booklet code (if applicable):	
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
Name of author (Assigned to Pentana):	Lyndsey Morrison
Department:	Resident Services
Director:	Mary Lester
Division:	Neighbourhood Services
Contact details:	Lyndsey.morrison@nottinghamcity.gov.uk
Strategic Budget EIA:	No Highways Planned Maintenance Programme is wholly grant-funded by the Department for Transport and does not come from NCC-held budgets
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Document Amendment Record

Version	Author	Date
V 01	Lyndsey Morrison	June 24

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Nasreen Miah	Equality & Employability Consultant	14/06/24

Rosey Donovan	Equality and Employability Consultant	17/06/2024
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Glossary of Terms

Term	Description
LTP	Local Transport Plan
NCC	Nottingham City Council
EIA	Equality Impact Assessment
ITB	Integrated Transport Block

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

This EIA supports the Highways Planned Maintenance Programme Delivery 2024-25 report to Executive Board for July 2024. The Highways Planned Maintenance Programme ensures that Nottingham City Council (NCC) fulfils its duty to maintain the public highway (Under [Section 41 of the Highways Act 1980](#))

1. b. Information used to analyse the equalities implications

This £5.6m programme funded from the Local Transport Plane maintenance funding is to deliver statutory highway maintenance (under Section 41 of the Highways Act 1980) including carriageways, footpaths and structures.

Schemes to be delivered through the project are identified through survey data taking in to account the category of the road, surrounding amenities and citizen and inspector feedback in accordance with the [Highway Infrastructure Management Strategy](#).

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Citizens	People from different ethnic groups	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the	The current system of highway inspections and surveys will

					<p>sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community. Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated</p>	<p>continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	Men	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our

					<p>infrastructure. In accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the</p>	<p>statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						project team in case of any specific requirements	
Citizens	Women	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy , works provide a highway environment that is safe, secure and	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged. Feedback requests to be sent to all citizens following the

					accessible for all our citizens.	by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	completion of works.
Citizens	Trans	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety	The current system of highway inspections and surveys will continue as part of 'business as

					<p>orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme.</p>	<p>usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	Disabled people/ carers	X	X		Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty

					<p>the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>to create a danger or serious inconvenience to users of the network or the wider community. Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. There may be periods of small inconveniences as these routes are rearranged but stie staff will be informed to assist users in these periods. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme and, in the case of residential roads, informed by priorities of Ward Councillors.</p>	<p>and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	Pregnancy and maternity	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our

					<p>accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>are creating or likely to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case</p>	<p>statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						of any specific requirements	
Citizens	Marriage/Civil Partnership	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy , works provide a highway environment that is safe, secure and accessible for all our citizens.	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community. Suitable pedestrian routes will be maintained at all times which may be by the use of	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged. Feedback requests to be sent to all citizens following the completion of works.

						diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	People of different faiths/ beliefs and those with none	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual	The current system of highway inspections and surveys will continue as part of 'business as usual' in

					<p>physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community. Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme.</p>	<p>delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	Lesbian/ Gay/ Bisexual people	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty

					<p>the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case</p>	<p>and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						of any specific requirements	
Citizens	Older	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy , works provide a highway environment that is safe, secure and accessible for all our citizens.	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community. Suitable pedestrian routes will be maintained at all times which may be by the use of	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged. Feedback requests to be sent to all citizens following the completion of works.

						diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	Younger	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual	The current system of highway inspections and surveys will continue as part of 'business as usual' in

					<p>physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens. It will also encourage more pupils to walk and cycle to school will help to keep them healthier</p>	<p>to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme.</p>	<p>delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements	
Citizens	Care Experience (Please refer to the guidance notes for further information)	X			Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with	Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely	The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty

					<p>the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case</p>	<p>and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>
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						of any specific requirements	
	<p>Other (e.g. cohesion/ good relations, vulnerable children/ adults), socio-economic background.</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>	X			<p>Improvement to the adopted highway asset is of benefit to all citizens, regardless of sex, age, race, religion, sexual orientation, or physical or mental ability. These improvements will however represent an overall gain in the long term for the local infrastructure. In accordance with the Highway Infrastructure Management Strategy, works provide a highway environment that is safe, secure and accessible for all our citizens.</p>	<p>Nottingham City Council manages and risk-assesses the maintenance of its highway asset in accordance with the Nottingham Highways Safety Inspection Manual to fulfil its statutory obligations and deliver a safe, serviceable and resilient highway network. Highway safety inspections are undertaken to identify defects that are creating or likely to create a danger or serious inconvenience to users of the network or the wider community Suitable pedestrian routes will be maintained at all times which may be by the use of</p>	<p>The current system of highway inspections and surveys will continue as part of 'business as usual' in delivering the statutory obligations of Nottingham City Council as the highway authority. This is part of our statutory duty and will remain unchanged.</p> <p>Feedback requests to be sent to all citizens following the completion of works.</p>

						<p>diversions or ramps. Priorities are determined through inspections and condition surveys, taking account of co-ordination with the integrated transport block programme. All citizens and business will receive information on the works to take place at their location prior to the works which will include contact details for the project team in case of any specific requirements</p>	
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1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

For the environmental impact of this scheme please see associated carbon impact assessment (link to be inserted when published).

The procurement and award of contract associated with this project will also have a potential positive social impact. This impact will be measured through our framework management processes with includeds but is not limited to the following key performance indicators:

- Greater than 5% of the workforce will be 'Women in Construction'.
- Greater than 4% being Apprentices.
- Greater than 65% of the supply chain being Small, Medium size Enterprises (SME's).

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	To ensure historic standards are maintained through a period of monitoring and clear outcomes.	Meagan Milic	September 24	

	<p>Monitoring will take place through quarterly engagement with framework contractors.</p> <p>Any breaches of the Equality Act 2010 highlighted as part of that engagement will lead to the contractor being in special measures, thereafter contract procedures would commence.</p>			
<p>Advance equality of opportunity between those who share a protected characteristic and those who don't</p>	<p>To ensure historic standards are maintained through a period of monitoring and clear outcomes.</p> <p>Monitoring will take place through quarterly engagement with framework contractors.</p> <p>Any breaches of the Equality Act 2010 highlighted as part of that engagement will lead to the contractor being in special measures, thereafter contract procedures would commence.</p>	<p>Meagan Milic</p>	<p>September 24</p>	
<p>Foster good relations between those who share a protected characteristic and those who don't</p>	<p>To ensure historic standards are maintained through a period of monitoring and clear outcomes.</p> <p>Monitoring will take place through quarterly engagement with framework contractors.</p> <p>Any breaches of the Equality Act 2010 highlighted as part of that engagement</p>	<p>Meagan Milic</p>	<p>September 24</p>	

	will lead to the contractor being in special measures, thereafter contract procedures would commence.			
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	None	N/A	N/A	

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Chris Keane, Head of Highways, Chris.Keane@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p> <p>14/6/24</p>
<p>Approving Manager Signature:</p> 	<p>Date of final approval:</p> <p>17/06/2024</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
 Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.