

Equality Impact Assessment Form **Reference – PTH6**

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| **Department** | Place | **Version no** | 0.1 |
| **Assessed by** | Richard Gelder | **Date created** | 24/11/2022 |
| **Approved by** | Chris Eaton | **Date approved** |  |
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The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

Establish events / street works management operation to support delivery of licensed events and filming activities in the district.

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

Current arrangements for the approval of events on the highway consist of technical assessments of event organiser’s proposals for traffic management and are conducted under the Council’s statutory duty to co-ordinate activity on the highway. The quality of event management proposals which are received vary significantly and often do not correlate to the standard required for the size of event planned. This leads to significant discussion and revision of proposals by organisers to ensure that arrangements are developed to an acceptable standard. Operation of the Traffic management arrangements in general then passes to a private Traffic Management contractor to install and operate on the day of the event. However, some events organisers claim that they are unable to afford the cost of employing fully qualified TM contractors and therefore provide the TM themselves using ‘loaned’ council equipment (traffic signs, cones etc).

With the introduction of the PROTECT duty the Council will need to take a greater role in supporting such events placing an additional call on its already stretched internal resources. The establishment of an internal ‘Events & Street Works team’ will allow this activity to be appropriately resourced and provide an opportunity for revenue income to be secured via recharging to fund the team.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

The proposal will support the advancement of equality of opportunity amongst the protected characteristics by providing an end-to-end service which is capable of supporting the full range of events from large parades to small residential street events. It will remove the need to event organisers to identify reputable traffic management companies capable of supporting their events in a way which is acceptable to the Council and it will help foster good relations amongst these groups as there will be a ‘balanced’ playing field where irrespective of the size of the event to be managed there is a consistent approach provided by the Council.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

The establishment of an internal events management operation will remove the need to event organisers to identify reputable traffic management companies capable of supporting their events in a way which is acceptable to the Council and it will help foster good relations amongst these groups as there will be a ‘balanced’ playing field where irrespective of the size of the event to be managed there is a consistent approach provided by the Council.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

The biggest impact of this proposal on protectect characteristics will be financial in that the cost for the service being provided by the Council will increase to include event management costs in addition to the current licencing arrangement.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | L |
| Disability | L |
| Gender reassignment | L |
| Race | L |
| Religion/Belief | L |
| Pregnancy and maternity | N |
| Sexual Orientation | L |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | M |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

The disproportionate impacts identified above consider the range of events currently operated on the highway across the district which are organised by groups from these protected characteristics. Whilst removing the need to appoint an independent third-party Traffic Management company by event organisers would result from this proposal the increased costs of this servce being provided as a ‘turn-key’ solution will invariably raise concerns from organisers of smaller events. The fees and charges approach will therefore need to be carefully designed in terms of recognising the scale of event being organised and the proportionality of the traffic management being provided. However, some of this mitigation will also be down to event organisers recognising that hosting events of major highways will significantly increase costs in order to ensure the safety of participants. This may mean that arrangements for events need to be negotiated with organisers to reduce the overall costs involved.

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

There are no impacts with other associated services as a result of this proposal. All services would be provided by the highways function of Planning, Transportation & Highways.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

Feedback from users of the current process of licencing events on the highway and post-event assessments of the operation of traffic management for events undertaken by the Council’s Traffic officers.

**4.2 Do you need further evidence?**

No

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development****.**

There has been no previous consultation on this proposal as the proposition has been developed from the perspective of feedback on the current system by service users.

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

Not applicable

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

No equality feedback received

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

Not applicable