

North East Lincolnshire Council Impact Assessment Tool

Context

The Impact Assessment Tool helps us identify how a planned service, policy or strategy impacts on local issues such as our key priorities of Stronger Economy and Stronger Communities, protected characteristics as defined within the Equality Act 2010 and on our families and family life.

What is the Impact Assessment for?

The impact assessment tool must be used by staff who are involved in developing policies and strategies, plans or projects and is an integral part of the project management process. The initial assessment should be completed as soon as sufficient information about changes in policy, delivery or practice is known and then refreshed during the life of the project to ensure all impacts - both positive and negative - are captured and addressed as appropriate.

The impact assessment enables the project manager or policy developer to assess the intended and unintended impacts of the changes being proposed. This tool is essential as it forms the Council's response to the general equality duty (Section 149 of the Equality Act 2010) 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.

Having "due regard" for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics (race, gender, marital status etc.);
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

This tool also includes an assessment of the impact of a project against the Council's key priorities of Stronger Economy and Stronger Communities and encompasses the new guidance regarding the government's new family test.

Guidance on completion

This table can be completed on-screen. It is designed to be completed in around half an hour. A Findings Report and an Action Plan may fall naturally from it (see the final pages of this document). Work through the questions and where applicable to the subject, note the level of impact. The bullet points in each section are designed to help you make the assessment. Ideally, it should be completed with someone who is an expert on the subject being assessed. Don't over-think any question, it is not designed to be an arduous task. Note: It is OK to be "neutral" or even "not applicable" if this is the reality. Use the comments boxes to high-light any issues with a question to put towards the findings and action plan.

SUBJECT OF ASSESSMENT: DfT Challenge Fund Bid 2017		ASSESSED BY: Holly Hall		DATE: 07/03/17			
Impact Assessment Tool		Level of impact					
		Very positive	Positive	Neutral	Negative	Very negative	Not Applicable
		+2	+1	0	-1	-2	
Q1	Level of differential impact on the grounds of race <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals from black and minority ethnic (BME) Communities? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: None of the planned activity should impact in either a negative or positive way on BME groups.							
Q2	Level of differential impact on the grounds of religion / belief <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals with a religious/non-religious preference? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments None of the planned activity should impact in either a negative or positive way on the grounds of religion/ belief.							
Q3	Level of differential impact on the grounds of disability <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals with a disability? 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Any improvement in the surface of the footways/cycleways carriageways will improve access and usability of the proposed routes, thus having a positive impact for disabled users with improved access to key areas of employment.							
Q4	Level of differential impact on the grounds of age <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals covering all relevant age categories? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: The proposed works will have neither a positive or negative impact on people of all ages using the area.							
Q5	Level of differential impact on the grounds of sexual orientation <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals from our Lesbian, Gay, Bi-sexual and Trans (LGBT) communities? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: None of the planned activity will impact on the grounds of sexual orientation							
Q6	Level of differential impact on the grounds of gender <ul style="list-style-type: none"> How does this strategy/policy review meet/support/promote the needs of individuals based on their gender? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Comments: None of the planned activity will impact on the grounds of gender.							
Q7	Level of differential impact on the grounds of gender re-assignment <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals based on an individual's gender reassignment? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: The proposed works will have neither a positive or negative impact on the grounds of gender re-assignment.						
Q8	Level of differential impact on the grounds of marriage and civil partnership <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals based on marriage and civil partnership? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: The proposed works will have neither a positive or negative impact on the grounds of marriage and civil partnership						
Q9	Level of differential impact on the grounds of pregnancy and maternity <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of individuals based on pregnancy and maternity? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: The proposed works will have neither a positive or negative impact on the grounds of pregnancy and maternity						
Q10	Level of differential impact on the grounds of Looked After Child status <ul style="list-style-type: none"> How does this strategy/policy review meet/support/advance the needs of Looked After Children? 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: The proposed works will have neither a positive or negative impact on the grounds of looked after child status						

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Q11	Level of impact on our Stronger Economy priority via: Skills and Employability: <ul style="list-style-type: none"> Education and training opportunities which build the skills and capacity of the local population to meet present and future demand Improvements to employment prospects for young people The creation of clear pathways to employment The ability to support closer working between schools and businesses Local Employment: <ul style="list-style-type: none"> Good quality employment opportunities available to everyone Increased levels of business investment into the area Business Support and Innovation: <ul style="list-style-type: none"> The numbers of sustainable businesses starting up Support to a thriving social enterprise sector Support for businesses to grow and innovate Sustainable Environment: <ul style="list-style-type: none"> A transport network which maximises access whilst minimising detrimental impacts A quality built environment and efficient land use patterns that make good use of derelict sites, minimise travel and promote balanced development A bio-diverse and attractive natural environment Minimisation of pollution levels including greenhouse gas emissions and a managed response to the effects of climate change Prudent and efficient use of energy and natural resources with minimal production of waste Geographic adaptation to the needs of rural and urban communities A reduction in the number of people who experience fuel poverty 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: Improving access to employment areas and improving streets for sustainable travel modes will have a very positive impact on the transport network in the area.						
Q12	Level of impact on our Stronger Communities priority via:						

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<p>Independence:</p> <ul style="list-style-type: none"> Social inclusion and equity across all sectors <p>Sustainable Housing:</p> <ul style="list-style-type: none"> Making quality housing available to everyone Prevention and reduction of homelessness <p>Active Citizens:</p> <ul style="list-style-type: none"> Improved safety and security for people and property Vibrant communities: will it encourage participation in decision making Development of community capacity and community resilience <p>Healthy Lives:</p> <ul style="list-style-type: none"> Conditions and services which engender good health Making culture, leisure and recreation (CLR) available to all Focused investment on preventative action 		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Improvement of footways and introduction of off road cycleways will promote healthy and active travel.							
Q13	<p>Level of impact on a partnership, participative and creative approach</p> <ul style="list-style-type: none"> Does the planning of the activity involve working in partnership and with the involvement of affected groups? Does the activity enable less well- resourced groups to take part? Does the activity take steps to consult and involve “difficult to reach” groups? Does the management of the activity involve stakeholders? Does the activity take steps to increase innovation? Does the activity take steps to use technology appropriately? 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: prior consultation has been carried out with stakeholders regarding proposals							
Q14	The family test						

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Level of differential impact on families going through key transitions: <ul style="list-style-type: none"> • Becoming parents • Getting married • Fostering or adopting • Bereavement • Redundancy or retirement • New caring responsibilities • Separation or divorce 		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Level of differential impact on family members ability to play a full role in family life: <ul style="list-style-type: none"> • Parenting • Role of fathers in raising children • Single parents • Grandparents supporting parents • Caring for elderly relatives or disabled family 		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Level of differential impact on families most at risk of deterioration of relationship quality and breakdown: <ul style="list-style-type: none"> • Substance misuse • Domestic abuse • Problem gambling • Poor physical and/or mental health • Financial problems • Poverty • Unemployment 		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments: N/A							

Use the Findings Report and Action Plan template below to answer the identified issues and plan mitigating action.

Findings Report & Action Plan

Issues identified and recommended actions		Responsible Officer	Desired outcome with timescale	Will this action sufficiently reduce or eliminate risks/negative impacts (Yes/No)? (Please explain your answer)	Date action completed
1	No Issues Identified	P. Hutson	N/A		
2					
3					

Details of people completing the assessment		Date of Completion
Impact assessment completed by (name and post):	Holly Hall – Highway Asset Engineer	07/03/17
Findings report & action plan completed by (name and post):	Paul Hutson – Highway Asset Manager	08/03/17
Recommendations & actions agreed by (lead officer):	Mark Scarr – Head of Highways and Transport	10/03/17