

## **KCC - Growth, Environment and Transport Directorate (GET).**

### **Equality Analysis / Impact Assessment (EqIA) template**

#### **Name of decision, policy, procedure, project or service:**

To approve funding for a county wide pothole and patching programme.

#### **Brief description of policy, procedure, project or service**

To deliver a county wide Pothole Blitz programme in addition to our annual programmes in respect of the Highways Asset Management Plan.

#### **Aims and Objectives**

A well-maintained highways network supports actions to ensure Kent's homes and communities are well-connected and infrastructure supports Kent's long-term growth.

- Fewer people killed or seriously injured on Kent's roads
- Customer satisfaction by providing 'the right services in the right way for the right people'
- Growth and economic prosperity through efficient highway and transport infrastructure.
- Everyone can choose to travel safely, efficiently and pleasantly to employment, education, social and cultural opportunities
- Customer satisfaction by providing 'the right services in the right way for the right people'
- Maximising lifespan and minimising lifecycle costs of the highway and its assets and improving maintainability by embedding asset management principles into everything we do
- Cost effective statutory and discretionary services by commissioning well and being commercially astute.
- Zero waste to landfill by maximising the use of waste as a resource
- Maximise inward investment into Kent.
- Retaining a safe, healthy and motivated workforce with high levels of job satisfaction (creating 'more good days at work').

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## JUDGEMENT

Set out below the implications you have found from your assessment for the relevant Protected Groups. If any negative impacts can be justified, please clearly explain why.

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

I have found the Adverse Equality Impact Rating to be **Low**.

## GET Document Control


### Revision History

Version	Date	Authors	Comment

### Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

#### Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

Name	Signature	Title	Date of Issue
Andrew Loosemore		Head of Service	29/04/2022
Phil Lightowler		Director	

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## **Part 1 - Screening**

Regarding the decision, policy, procedure, project or service under consideration,

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

**Please note that** there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You <b>MUST</b> provide a brief commentary as to your findings, or this EqlA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
<b>Age</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
<b>Disability</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
<b>Gender</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to	Maintaining the asset will have a positive impact on the whole of the population

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			the rest of the population.	in the same way as this characteristic. There is no additional impact
<b>Gender identity/ Transgender</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact.
<b>Race</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
<b>Religion and Belief</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
<b>Sexual Orientation</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
<b>Pregnancy and Maternity</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
<b>Marriage and Civil Partnerships</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this

				characteristic. There is no additional impact
<b>Carer's Responsibilities</b>			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact

## **Part 2 - Full Equality Analysis /Impact Assessment**

### **From the screening grid, identify the Protected Groups impacted**

There are no changes envisaged by increasing the spending on highway repairs.

### **Information and Data used to carry out your assessment**

This is a county wide pothole and patching programme that has been delivered many times over many years. It provides increased benefit to highway users.

### **Who have you involved consulted and engaged with?**

No policy change no consultation required.

### **Analysis**

As this type of programme has been well established and received in previous years no further analysis necessary.

### **Adverse Impact,**

No adverse impacts.

### **Positive Impact:**

The positive effects of additional pothole and patching repairs over and above our Asset Management programmes positively impacts all highway users.

### **JUDGEMENT**

No major change: this work supports our approach to maintaining the highway.

## **Part 3 - Action Plan**

<b>Protected Characteristic</b>	<b>Issues identified</b>	<b>Action to be taken</b>	<b>Expected outcomes</b>	<b>Owner</b>	<b>Timescale</b>	<b>Resource implications</b>
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<b>N/A</b>						

**Have the actions been included in your business/ service plan?**

Yes/No