

# Equalities Impact Assessment: Full Assessment

Before completing this form, you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups, but it can also be used to highlight positive impacts.

## Summary of proposal

Name of proposal	Highways Term Service Contract 2022 - 2027
Reference number (if applicable)	
Service Area	Climate Change & Transport
Date assessment completed	19/05/2022

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk).

# 1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

All residents in Islington rely upon the Highway network for their own travel, the travel of their visitors, as well as the transport of goods and access to services. The Council has a duty as the Local Highway Authority to maintain the Highway Network and keep it safe in accordance with the Code of Practice for Well Managed Highway Infrastructure.

At present, this duty is delivered through a term service highways contract. The Council's current term contract also provides for the construction of civil engineering works on Islington's highways, including carriageway and footway surfacing, paving, maintenance repairs and renewals and highway drainage repairs. In addition to this, it provides for the construction of highway improvements to modernise the Highway in keeping with policy objectives and the Statutory function as the Highway Authority.

The impact of highways works must be considered when procuring a term service highways contract. By assessing these impacts in enables the Council to investigate the potential disruptions, and in particular how these disruptions impact groups with protected characteristics. By identifying these impacts at the early stages of a term service contract, it allows suitable mitigation to be considered and managed through the contract itself. Section 2 of this report identifies some of the early impacts from works on the highway undertaken by contractors, with Section 3 & 4 outlining potential mitigation measures that will be developed and monitored with this contract.

The contract will provide opportunities to take benefit of Value Engineering to develop an efficient partnership with the appointed contractor. Value Engineering looks at efficiencies in the process in delivering the same outcome and this may include the use of more efficient and economic materials and construction

Please provide:

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practices to minimise the impact on groups with protected characteristics. In addition to this it assists with streamlining the administrative steps followed by both parties. Value Engineering does not however involve compromising design quality and construction methods that safeguard the travelling public, Islington residents and groups with protected characteristics.

The Council has embraced the environmental challenge of climate change and has set a target of net zero carbon by 2030, as outlined in Islington's adopted Transport Strategy 2020-2041. The Highway Works Contract will be in place until 2027 with an option to extend to 2029 and so the contract provides an ideal mechanism to ensure environmental impacts and progress towards net zero carbon targets are achieved.

The Council recognises that construction and highway works tend to have a negative impact on the environment and groups with protected characteristics, which is usually a result of the ongoing use of plant and machinery when undertaking constructions works. Our aim is to deliver a cost-efficient and forward-thinking contract which will contribute towards achieving key council policies, whilst also minimising the impacts on groups with protected characteristics through suitable mitigation and efficient contract management.

## 2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

The appointment of a new term contractor has provided the Council with the opportunity to provide further mitigation for some of the general impacts that are created through the delivery of highway works and temporary highway arrangements. It has also enabled the Council to create a mechanism to monitor the contractor's performance in relation to some of the mitigation measures that have been developed. New processes set out in the contract will also work towards an efficient management system, which will also be used to challenge contractors if they are not meeting the Council's expectations.

The majority of people in Islington therefore rely on walking, cycling and public transport for their daily trips rather than driving, however consideration of those who rely on driving is important. When making temporary arrangements for works, there is a greater emphasis on the safety and convenience of pedestrians and cyclists, which if necessary may result in small additional and temporary delays for motorised traffic. Whilst this does further promote more sustainable travel and ensure any inconvenience to Islington's residents is minimised, this may however have an impact on those who are reliant on driving, such as blue badge holders and people with disabilities who rely on other means of transport.

Construction works on the Highway (roadworks) can be disruptive and involve temporary traffic management arrangements. There is guidance as to how to address the needs of vulnerable road users and this guidance forms part of the regulations that govern the operation of the Highway. Considerations of vulnerable road users and those with protected characteristics is important to understand how to mitigate them through highways contracts e.g. the impacts on the visually impaired, wheelchair users and mobility scooters. Greater emphasis

will be placed on better observing the guidance and regulations and whilst this is the responsibility of the new contractor, as overseen by the Council, the award of the new contract will better manage the contractor's overall performance in these areas.

Construction activities can be particularly harmful to the environment, and whilst good progress is being made within the civil engineering profession and in the construction industry, further progress is still required. Focusing on the impacts on local residents and those with protected characteristics, the new contract includes a much greater level of green working. This includes promoting the use of electric plant, machinery and vehicles reducing emissions at works and associated with works and improving local air quality with lower noise levels. Not just promoting it, but also managing this to ensure improvements are occurring throughout the delivery of the contract.

Roadworks currently involve the use of heavy plant and tools commonly powered by diesel and diesel generators. These create noise and reduce air quality at street level. The construction industry is moving towards electric powered plant and equipment and whilst the performance of electric plant and equipment is not yet fully practical the rate of change within the industry is accelerating. During the contract period it is anticipated that electrically powered plant and equipment will become more common and the new contract encourages investment and use of this cleaner, quieter plant and equipment with a costed method statement on progress towards net zero carbon.

The new contract is being awarded on a number of considerations and each of these were scored with the tender receiving the highest score being awarded the contract. Within the tender questions, bidders were required to outline their plans for their commitment to environmental performance, including towards the council's target of net zero carbon by 2030. The recommended contractor has put forward several proposals for mitigating environmental impacts from works, as outlined in the main report.

Recruitment of local employees, Islington and neighbouring boroughs will be a focus in this new contract. KPI's are also to be included in the contract for use of local supply chain partners, community support projects, reduction in total travel

miles for suppliers and staff, communication with the local residents on works and use of local apprentices as part of the contract delivery.

Social value will form an integral part of the award of the new contract. This is to include employees' terms and conditions to ensure the Council is working with a "good employer" based around best practice. Flexible working, training and development, diversity policies, trade unions and the like will all be factors in this evaluation. The London Living Wage to be a condition of the contract.

As part of the proposed management team for the Council, the recommended term service contractor will appoint a dedicated social value officer (SVO) who will help to develop an Islington Employment and Skills Plan, supported by the Contracts Manager and HR team. They have outlined their commitments to creating local sustainable jobs within the local community and have detailed their systematic approach to delivering social value to help support the Council's Community Wealth Building Strategy.

In addition to this, an Islington Social Value Plan (SVP) will be drafted by the SVO. This plan will help to explain how the social value elements of the contract will be delivered and monitored, and furthermore how it will be utilised to improve how social value is delivered through the contract.

The new contractor under the Council's supervision is responsible for making proper temporary arrangements for the travelling public during works and those with protected characteristics. The new contract will continue to maintain this responsibility but will also include overall monitoring of the contractor's performance by means of Key Performance Indicators. This will emphasise the importance of making safe and convenient temporary provision for pedestrians including the mobility and visually impaired, cyclists during all works under the contract. Key Performance Indicators will be monitored with scheme and project specific shortfalls addressed not only as part the management of those schemes and projects but also as part of the contract management and any decision to enter into a contract extension after five years.

### 3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

#### 3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Table 1 below provides a demographic breakdown of Islington, compared to London as a whole. A review of this will be completed when the 2021 Census data is released in 2022.

	London	Islington
	Total: 8,173,941	Total: 206,125
Gender: Female	51%	51%
Gender: Male	49%	49%
Age: Under 16	20%	16%
Age: 16-24	12%	14%
Age: 25-44	36%	42%
Age: 45-64	21%	19%
Age: 65+	11%	9%
Disabled	14%	16%
Ethnic group: BME	40%	32%
Ethnic group: White	60%	68%
Religion or belief: Christian	89%	40%
Religion or belief: Muslim	12%	9%
Religion or belief: Other	10%	4%

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Religion or belief: No religion	21%	30%
Religion not stated	9%	17%

Table 1 - demographics of London and Islington

Source: 2011 Census data available at: <https://www.nomisweb.co.uk/>

There are more people who identify themselves as having a disability in Islington than the London average. The larger percentage of Islington people who have a disability is particularly significant for this assessment.

Whilst private cars, taxis, and private hire vehicles can be an important means of transport for disabled people, the main means of transport used by disabled Londoners at least once a week are walking (81%), bus (58%), car as passenger (42%) and car as driver (24%). (Source: Travel in London: Understanding our diverse communities 2019, (TfL, 2019). Table 2 below shows the percentages of different trips by mode by different users, showing that disabled people in Islington as more likely to be car passengers (16.7% of trips) than non-disabled people (6.2% of trips).

<b>Mode</b>	<b>All users in London</b>	<b>Disabled people in Islington</b>
Walk	42.0%	41.2%
Pedal cycle	4.9%	1.2%
Car driver	7.4%	8.9%
Car passenger	6.2%	16.7%
Motorcycle	0.1%	0.0%
Van	0.3%	0.2%
Bus (public)	14.3%	14.4%
Underground	15.0%	11.4%
National Rail train	4.9%	1.7%
Taxi - London black cab	0.8%	1.7%



Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Taxi - other/minicab	1.6%	1.5%
London Overground	2.2%	1.1%

Table 2 - Percentages of different trips by mode by different users

Source: Analysis of the London Travel Demand Survey (LTDS) during the period 2016-19 (London Travel Demand Survey: <https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1>)

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
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Age	Positive and Negative	<p><b>Negative:</b></p> <p>Children, young people and the elderly travelling through roadworks could be impacted by the workspace, including the impact of poor air quality and unsafe work areas.</p> <p>Older people, with disabling conditions travelling through roadworks could be faced with issues which could impact their routing.</p>	<p><b>Negative:</b></p> <p>Reduced air pollution at works due to the increasing use of electric plant and equipment benefit younger people who have lungs that are still developing. Contractor performance in these areas will be monitored closely both on site and through ongoing public communications.</p> <p>The Council will seek to minimise construction impacts by avoiding work near schools during term-time when possible. In addition to this the Council will aim to minimise the use of plant and equipment outside schools and nurseries during pick-up and drop-off times, when works need to be carried during term-time. When working in the immediate vicinity, the Council will consider the use of dust and sound-proof barriers.</p>
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		<p>Older people, with disabling conditions will benefit from a high standard of temporary arrangements during road works. The Council will be working with the contractor to ensure that all temporary working arrangements are implemented to the highest standard, whilst also ensuring they are implementing in accordance with current regulations, including the Traffic Signs Manual Chapter 8, and the Safety at Street Works and Road Works Code of Practice.</p> <p>Older people, who are more likely to live with dementia, will benefit from reduced noise levels associated with increasing use of electric plant and equipment.</p> <p>The Council will continue to factor in the impacts on the elderly and disabled people when designing and implementing both permanent and</p>
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		<p><b>Positive:</b></p> <p>The Fair Futures Commission found that some of the barriers to children and young people travelling independently revolved around concerns for personal safety. Reduced perceived danger and reduced inconvenience associated with a high standard of temporary arrangements during road works should help encourage independent travel for children and young people, which is crucial to healthy child development.</p> <p>Older people, who have higher instances of disabling conditions such as mobility impairment, deafness or blindness will benefit from a high standard of temporary arrangements during road works. In addition, older</p>	<p>temporary road traffic schemes. The Council will monitor the contractor's commitments for shifting towards electric tools and plant, throughout the duration of the contract through key performance indicators.</p> <p>These elements will be managed as part of ongoing contract management processes and contractor commitments. This will include regular meetings where contractor performance will be reviewed by the Council and monitoring of the contractor's commitments for shifting towards improved air quality e.g. the transition to electric tools and plant, throughout the duration of the contract as outlined in the key performance indicators.</p> <p><b>Positive:</b></p> <p>The Council will continue to work towards delivering road safety</p>
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		<p>people, who are more likely to live with dementia, will benefit from reduced noise levels associated with increasing use of electric plant and equipment.</p> <p>Reduced air pollution at works due to the increasing use of electric plant and equipment benefit younger people who have lungs that are still developing. A growing body of research demonstrates that this impact can result in significant health complications later in life impacting on their life expectancy and quality of life. Older adults are also known to be particularly sensitive to air pollution.</p>	<p>improvements through this highways contract.</p> <p>Key performance indicators will enable the Council to regularly review contractor's progress in working towards improved air quality, including the transition to greener vehicles, plant and machinery throughout the duration of the contract.</p>
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<p>Disability (include carers)</p>	<p>Positive and Negative</p>	<p><b>Negative</b></p> <p>Disabled people may be more reliant on motor transport for many journeys. Providing a high standard of temporary arrangements during road works may potentially lead to marginally increased delays to motorised traffic.</p> <p>The visually impaired can be impacted by temporary working arrangements, such as footway closures and temporary walkways. Wheelchair users and mobility scooters can also be impacted by similar arrangements, especially if not setup in line with guidance by contractors.</p> <p>People with sensory sensitivities could be disturbed by the noise</p>	<p><b>Negative</b></p> <p>The Council has a duty as Local Highway Authority to maintain the Highway Network and keep it safe in accordance with the Code of Practice for Well Managed Highway Infrastructure. In addition to this the Council’s Highways Contract provides for the construction of civil engineering works on Islington’s highways, including carriageway and footway surfacing, paving, maintenance repairs and renewals and highway drainage repairs.</p> <p>The council is committed to engaging with disabled people and has undertaken pre-consultation engagement with disabled people and groups representing in relation to the delivery of projects.</p> <p>The Council will strive to ensure that the impact on disabled people’s journeys is</p>
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		<p>caused by construction activities.</p>	<p>minimised through pre-construction assessments. This will also include a focus on ensuring there is adequate provision for safe access in and around work locations for everyone, including wheelchair users and mobility scooters.</p> <p>The Council will limit its working operational hours to 8am to 6pm Monday–Friday, 8am–1pm on Saturdays and at no time on Sundays or bank holidays. The Council undertakes communication and engagement with schools, parents, residents and the wider community when undertaking highways works. In the event that a concern is raised to the council in relation to someone with sensory sensitivities, then the council will seek to utilise sound-proofing barriers to help reduce the noise of the works.</p>
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		<p><b>Positive</b></p> <p>A high standard of design elements for civil engineering projects and during road works will particularly benefit those with disabilities as this will minimise the impact.</p> <p>Reduced air pollution at works due to the increasing use of electric plant and equipment will be of benefit to those with asthma. Those with cognitive disabilities could benefit from reduced levels of noise pollution as a result of the increasing use of electric plant and equipment. A high standard of temporary arrangements during road works will support disabled cyclists.</p>	<p>The processes and contract management that will be in place for this contract will enable temporary arrangements to be managed efficiently and safely. The Council will work towards ensuring the successful contractor designs and implements temporary arrangements in line with current regulations. Council officers will also be observing and monitoring these arrangements to ensure they minimise any negative impacts on disabled people. Specific impacts will be scheme dependent and individual scheme equality impact assessments will be carried out to determine these specific impacts.</p> <p><b>Positive</b></p> <p>The Council will continue to design civil engineering projects in accordance with current guidance to ensure they provide the best experience for those with disabilities or protected characteristics.</p>
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		<p><b>Positive</b></p> <p>Those with disabilities will benefit from a better walking and cycling environment through the Council’s ongoing footway and carriageway repaving and resurfacing programmes.</p>	<p>This includes engaging with the relevant groups and holding workshops.</p> <p>Research has shown that one of the main reasons that disabled people do not cycle more is due to inaccessible infrastructure, even though 75% of disabled cyclists report that they find cycling easier than walking (Assessing the needs and experiences of disabled cyclists 2018). The Council key transport objectives include making Islington more accessible. In addition to this the council funds Pedal Power sessions for all-ability cycling, enabling people with a range of disabilities to experience safe cycling at the Emirates and Finsbury Park.</p> <p><b>Positive</b></p> <p>The Council will continue to deliver annual footway repaving, general maintenance and carriageway resurfacing as part of this new term service contract.</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?

Race or ethnicity	Positive	<p><b>Positive</b></p> <p>Creating safe cycling conditions through projects delivered under this contract, provides an alternative means of travel to public transport as the country emerges from the Covid health emergency, whilst also future proofing the borough to be prepared for a similar event.</p> <p>A high standard of temporary arrangements during road works will support cyclists of all races and support more cycling among BAME people who are underrepresented among people who cycle for transport and for exercise.</p>	<p><b>Positive</b></p> <p>The Council will continue to work towards making Islington a fair, accessible and secure environment, whilst working towards promoting active travel including walking and cycling schemes. This also includes continuing to work towards the objectives set out in the Council's 2020-2041 Transport Strategy; Healthy, Carbon Neutral and Protecting the Environment &amp; Sustainable Development. These objectives form part of a wider vision, which will also be tied into the Council's highways contract.</p> <p>The continued delivery of cycle improvements and projects that support active travel under this contract, can support underrepresented people to take up active travel in Islington. The Council will continue to work towards</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
			delivering such measures under the new contract.
Religion or belief (include no faith)	Neutral	No specific impacts identified.	N/A

<p>Maternity or pregnancy</p>	<p>Positive</p>	<p><b>Negative</b></p> <p>Pregnant people and unborn children may be particularly adversely impacted by air pollution. The increasing use of electric plant and equipment will contribute to improved air quality at works.</p> <p>Parents travelling through roadworks could be impacted by the workspace if unsafe.</p>	<p><b>Negative</b></p> <p>Reduced air pollution at works due to the increasing use of electric plant and equipment parents and unborn children. The contractor's performance in these areas will be monitored closely both on site and through ongoing public communications.</p> <p>The Council will seek to minimise construction impacts by avoiding work near nurseries where parents might frequent, during term-time when possible. In addition to this the Council will aim to minimise the use of plant and equipment outside nurseries during pick-up and drop-off times, when works need to be carried during term-time.</p> <p>The processes and contract management that will be in place for this contract will enable temporary arrangements to be managed efficiently</p>
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		<p><b>Positive</b></p> <p>Parents and carers with prams and buggies will benefit from a better walking environment through the Council's ongoing footway repaving and carriageway resurfacing programmes.</p>	<p>and safely. Council officers will also be observing and monitoring these arrangements, including temporary traffic management setups which could impact parents. In addition to this key performance indicators will outline contractor performance in the increased use of electric vehicles, plant and equipment, in turn improving the impact to the environment for parents and unborn children.</p> <p><b>Positive</b></p> <p>The Council will continue to deliver annual footway repaving, general maintenance and carriageway resurfacing as part of this new term service contract, making trips including walking and cycling on the school run.</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)	Positive and Negative	<p><b>Negative</b></p> <p>In London, women are less represented than men in cycling, and a lack of safe cycle infrastructure in temporary arrangements, can be attributable in part to a more risk averse attitude to mixing with traffic.</p> <p><b>Positive</b></p> <p>In London, women are less represented than men in cycling; the Council have delivered a number of civil engineering projects in recent years which have improved cycling conditions for females.</p>	<p><b>Negative</b></p> <p>The processes and contract management that will be in place for this contract will enable temporary arrangements to be managed efficiently and safely. Council officers will also be observing and monitoring these arrangements, including temporary traffic management setups which could impact women’s attitudes to cycling and mixing with traffic.</p> <p><b>Positive</b></p> <p>The Council will continue to deliver civil engineering projects under this new term contract, which will continue to promote cycling amongst women.</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Neutral	No specific impacts identified.	N/A
Marriage or civil partnership	Neutral	No specific impacts identified.	N/A

Other; Socio-economic status	Positive and Negative	<p><b>Negative</b></p> <p>There might be lower income residents who use a private car, for instance for work, and might be impacted by longer journeys caused by temporary arrangements or road works.</p>	<p><b>Negative</b></p> <p>The Council has a duty as Local Highway Authority to maintain the Highway Network and keep it safe in accordance with the Code of Practice for Well Managed Highway Infrastructure. In addition to this the Council's Highways Contract provides for the construction of civil engineering works on Islington's highways, including carriageway and footway surfacing, paving, maintenance repairs and renewals and highway drainage repairs. The Council will strive to ensure that the impact on people's journeys is minimised through pre-construction assessments and efficient temporary arrangements for road works. These arrangements will be monitored by the Council as part of the processes set out in the contract.</p>
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## 4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

The negative impacts outlined in this report will be mitigated through contract management processes and close coordination with the contractor. They will also be monitored closely through ongoing KPI reviews between the Council and the contractor.

Negative Impacts	Action	Expected Outcome	Governance & Funding
<p><u>Poor air quality from construction works, plant and equipment</u></p> <p>Poor air quality can have adverse impacts on people with protected characteristics</p>	<p>Focus on the key performance indicator for increasing the use of electric plant and equipment to benefit people with protected characteristics and the environment during construction works. Contractor performance in these areas will be monitored closely through both on site reviews and annual KPI monitoring. For large construction projects, communications on air quality impacts will be considered along with potential alternative routes to avoid constructions sites.</p>	<p>Increased annual performance on site which will reflect in annual KPI targets. This will work towards the Council's key objective of net zero carbon by 2030.</p>	<p>N/A</p>

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

<p><u>Unsafe temporary arrangements and workspaces during construction works</u></p> <p>Unsafe and inadequate temporary arrangements can impact people with protected characteristics as it can make the workspace and public areas dangerous.</p>	<p>The Council will work towards ensuring the successful contractor designs and implements temporary arrangements in line with current regulations. Council officers will also be observing and monitoring these arrangements to ensure they minimise any negative impacts on groups with protected characteristics.</p> <p>Reviews of contractor performance will be built into KPI monitoring and regular meetings will be held with the contractor to discuss any issues that the Council has in relation to their performance.</p>	<p>To maintain safe working practices which minimise the negative impacts that may occur to groups with protected characteristics.</p>	<p>N/A</p>
<p><u>Increased journey times from road works</u></p> <p>There might be lower income residents or disabled drivers who use a private car and might be impacted by longer journeys</p>	<p>The Council will ensure that the impacts of all schemes delivered under the contract are assessed individually before a decision is taken to progress with it. If impacts are identified, then proposed mitigation will also be outlined during</p>	<p>Clear understandings of the relevant impacts on each protected characteristic before schemes are consulted on; &amp;</p> <p>An improved dialogue and coordination with</p>	<p>N/A</p>

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

<p>caused by temporary arrangements or road works.</p>	<p>these individual assessments.</p> <p>Residents and the local community, including disability action groups, will be advised of any changes that could impact them through ongoing communications and consultations. On occasion the contractor will support the council in undertaking these communications.</p>	<p>groups representing people with protected characteristics, in relation to projects delivered as part of this contract.</p>	
<p><u>Impacts from noise as a result of construction works</u></p> <p>People with sensory sensitivities could be disturbed by the noise caused by construction activities.</p>	<p>The Council will limit its working operational hours to 8am to 6pm Monday–Friday, 8am–1pm on Saturdays and at no time on Sundays or bank holidays. The Council undertakes communication and engagement with schools, parents, residents and the wider community when undertaking highways works. In the event that a concern is raised to the council in relation to someone with sensory sensitivities, then the council will seek to utilise sound-proofing barriers to help reduce the noise of the works.</p>	<p>Limiting general construction activity and noise to reasonable hours when generic noise occurs.</p> <p>Understanding when further measures or steps may be required to address noise concerns for residents.</p>	<p>N/A</p>

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

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## 5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

The contract set out in this equality impact assessment does not have any direct public consultation associated with it, instead the relevant projects and schemes that are to be delivered under this contract will.

Public consultations carried out are usually over a 21 day period and will involve residents, key stakeholders, businesses and the local community. These consultations are usually undertake using leaflets, in person drop-in events and on occasion online events. Individual equality impact assessments will be undertaken for each scheme or project that is consulted on and a delegated



Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

decision report will be drafted containing the consultation details, key findings and feedback.

## 6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
EQIA'S on designs prior to works	Various/Contractor	Ongoing from contract start-date
Agreeing high quality traffic management arrangements between the council and contractor, whilst considering physical impacts of diversions for all road users.	Various/Contractor	Ongoing from contract start-date
Consideration of environmentally friendly equipment and vehicles/plant where possible	Site Supervisor/Engineer & Contractor	Ongoing from contract start-date
Site supervision of agreed traffic management and site equipment.	Site Supervisor/Engineer & Contractor	Ongoing from

Action	Responsible team or officer	Deadline
		contract start-date
Regular meetings to review site progress	Various/Contractor	Ongoing from contract start-date
KPI review meetings to review contractor performance in relation to KPIs	Various/Contractor	Ongoing from contract start-date

Please send the completed EQIA to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Chris Loughran	C Loughran	19/05/2022
Fairness and Equality Team	Imogen Resnick	I Resnick	19/05/2022
Director or Head of Service	Martijn Cooijmans	M Cooijmans	19/05/2022