

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

<p>The outcome of this EIA has been assessed to be:</p> <p>(delete as applicable – see Appendix A)</p>	
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SECTION 1:

Title	A4 Cycle Highway
<p>What are you analysing?</p> <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>The Council received funding from Active Travel England to deliver a Local Transport Note 1/ 20 compliant cycle scheme along the A4. The objectives of the scheme are to deliver a coherent, direct, safe, comfortable and attractive scheme that will improve cycle infrastructure along the A4 and tackle existing barriers to cycling for confident and less confident cyclists in Slough.</p> <p>The scheme aims to promote uptake of active travel, with the associated benefits of reduced traffic congestion, reduced carbon emission, improved air quality, improved public health, increased accessibility and social inclusion, and better connectivity. The overall impact will be a contribution to an integrated, sustainable transport solution for the borough. The scheme will also deliver the Corporate Improvement and Recovery Plan 2022-2025 objective listed below:</p> <ul style="list-style-type: none"> • A council that lives within our means, balances the budget and delivers best value for taxpayers and service users by ensuring the correct governance and procurement processes are in place to provide robust and clear adherence to the requirements. By demonstrating to the DfT that Slough has successfully delivered schemes within budget, will assist the council to continue to place bids for government grants, thereby reducing any impact on Council budgets. • An environment that helps residents live more independent, healthier and safer lives needs by encouraging active travel (cycling and walking) as an alternative mode of transport that will help meet their daily minimum requirement for daily physical activity.

	<ul style="list-style-type: none"> • A borough for children and young people to thrive; by improving air quality through sustainable active travel schemes that reduce congestion and advocating cycling as a means for promoting physical activity. • Infrastructure that reflects the uniqueness of Slough's places and a new vision for the town centre by providing transport infrastructure that will make a visible difference to people's lives in terms of connectivity, access to destinations, improved journey quality and improvements to the public realm to instil a sense of pride in the area. <p>The expectation is that the benefits will be experienced borough-wide. In terms of active travel, this will apply to all groups who will be able to take advantage of the new infrastructure and opportunities. In terms of the wider impacts, i.e. social, environmental and economic, most of the benefits are expected to be experienced by all groups within the community.</p> <p>The overall expectation is that there will be no significant negative impacts for any social equality group.</p>
Details of the lead person completing the screening/EIA	<ul style="list-style-type: none"> (i) Full Name: Rudo Beremauro (ii) Position: Project Manager/Engineer (iii) Service Area: Major Infrastructure Projects (iv) Email Contact Details: Rudo.Beremauro@slough.gov.uk (v) Date: 02/06/2023
Date sent to Finance	
Version number and date of update	06/06/2023
<p><i>You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process. However <u>only</u> the most updated version will be saved in the Equalities SharePoint folder.</i></p>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal

- If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.*
- Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal*

Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?
Gender	Female and Males	Females – Under represented
Ethnicity	All ethnic groups	Under-represented- Black Asian and Mixed/Multiple ethnic groups
Disability	This is dependent on the nature of the disability. Some disabilities will make it difficult for people to engage in certain forms of active travel (including cycling specifically).	Under-represented
Sexual orientation	No variation	No impact
Age	Age will have some influence here. In theory, cycling is a mode of travel available to all. In practice, it is likely that the age groups who will be least likely to benefit from the scheme will be very young children and the very old.	Under-represented- the improved cycle facilities aim to encourage all road user to take up cycling for leisure or as a daily mode of transport.
Religion or belief	No variation	No impact

	Gender Identity	No variation	No impact
	Pregnancy/Maternity	<p>It is likely that expectant mothers will be less able or inclined to cycle during the late stages of pregnancy.</p> <p>The benefits of the cycle highway for parents of young children cannot yet be fully ascertained. Depending on the level of highway segregation possible in the design, some parents may be reluctant to make use of the cycle route with their children.</p>	Under-represented
	Marriage/Civil Partnership	No variation	No impact
<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</p>	<p>The main focus of the survey was on the existing route, and hence comments apply accordingly. Though a consultation exercise was undertaken for the A4 Cycle route, it did not ask questions specific to the preliminary designs therefore the equalities profiling is based on known trends of cyclists in Slough. There is no detailed equalities monitoring of current users, and future and potential cyclists could comprise all equality groups. However, based on known trends, some groups are more or less likely to cycle. A further consultation exercise will be undertaken to present the preliminary designs and respondents will be asked to complete voluntary equalities monitoring. Any equalities profiling will be presented as part of the consultation report and the EIA updated.</p>		
<p>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</p>	<p>Data to identify any groups with protected characteristics that are underrepresented by the proposed scheme will be collected as part of the consultation exercise for the detailed designs.</p>		

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled ¹ people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes*	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***People with in some equality groups are more likely to be on low incomes (e.g. single parents (mainly women), people with disabilities, some ethnic minority groups etc). This is especially important when you are looking at fees, charges and access to services.**

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5 Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal

Yes No

2.6 Provide brief reasons on how you have come to this decision?

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

Positive impacts are expected to be experienced by most social groups, either directly from the opportunities directly associated with the cycle lane infrastructure, or via related social, environmental and economic benefits.

People on low incomes are likely to benefit most in financial terms from enhanced cycling infrastructure, where they own bicycles or have the means to use a cycle hire scheme.

The groups least likely to benefit from the positive impacts are: refugees and asylum seekers who have newly arrived in Britain, since they would be expected to have limited possessions and resources (i.e. no bicycle or means to use a cycle hire scheme); people with certain disabilities (physical or mental) who are unable to cycle; pregnant mothers and very young children and their parents.

Access to inclusive infrastructure is a key driver for convincing those that are less likely to cycle to start cycling, and should be viewed and implemented as a significant, long-term investment that includes traffic signals

The scheme proposals including widening footways, better crossing facilities with count down facilities at selected signalised crossing points, tactile paving, upgrading tactile cones that will make streets, urban spaces and infrastructure accessible to people with a wider range of needs including mothers or carer with prams accessing the footway/ pavement and the ability to push a pram / buggy around a cyclist junction.

The scheme will not only undertake engineering measures to deliver the cycle scheme but will also be supported by soft measures that include cycle training for the young and creation of dedicated cycle programmes for people with disabilities to enable them to use the cycle facilities.

The scheme will however, reallocate road space by taking away some lanes to prioritise walking and cycling.

Additionally to balance the needs of all road users and ensure walking and cycling facilities are safe to use, there are sections along the A4 Bath Road west of Tuns Lane where the bus lane is likely to be removed to enable the widening of the cycle lane and footway. The removal of the bus lane is likely to have an impact on the bus travel time reliability but this is likely to be mitigated by the improvement of the Tuns junction and improved traffic signals phasing.

If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men		x			N		
	Women		x			N		
Race	White					N		
	Mixed/Multiple ethnic groups	X				N		Income/socio-economic status: Introduction of cycling infrastructure that promotes participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs. It also gives a low cost and accessible means of including physical activity to groups without access to leisure facilities

	Asian/Asian British	x				N		Income/socio-economic status: Introduction of cycling infrastructure that promotes participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs. It also gives a low cost and accessible means of including physical activity to groups without access to leisure facilities.
	Black/African/Caribbean/ Black British	x				N		Income/socio-economic status: Introduction of cycling infrastructure that promotes participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs. It also gives a low cost and accessible means of transport including physical activity to groups without access to leisure facilities
	Gypsies / travellers		X			N		
	Other ethnic group			x		N		The scheme will promote equitable access to healthy transportation options for minorities and those living in low-income neighbourhoods

Disability	Physical	x				N		Introduction of 3m segregated cycle lanes that can accommodate all sizes of bicycles and the allocation of a proportion of cycle parking spaces to users of non-standard cycles.
	Sensory	x				N		Introduction of tactile paving and upgrade/ maintenance of existing traffic signals to introduce tactile cones and count down facilities at key junctions along the A4 , segregation to remove conflict between pedestrians and cyclists.
	Learning Difficulties	x				N		Creating dedicated cycle programmes for people with disabilities and wider cycle paths that can accommodate specialist bicycles.
	Learning Disabilities	x				N		None
	Mental Health	x				N		None

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual	x				N		Income/socio-economic status: Introduction of cycling infrastructure that promotes participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs
Age	Older people (50+)		x			N		Introduction of 3m segregated cycle lanes will result in safer cycling facilities that will remove barriers to cycling that will help boost confidence for the less confidence cyclists.
	Younger people (16 - 25)		x			N		Introduction of 3m segregated cycle lanes will result in safer cycling facilities that will remove barriers to cycling that will help boost confidence for the less confidence cyclists.
	Children (under 16)		x			N		Introduction of 3m segregated cycle lanes will result in safer cycling facilities that will remove barriers to cycling that will help boost confidence for the less confidence cyclists.

Gender Reassignment	x				N		None
Impact due to pregnancy/maternity		x			N		None
Groups with particular faiths and beliefs			x		N		None
People on low incomes			x		N		Income/socio-economic status: Introduction of cycling infrastructure that promotes participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs

SECTION 4: ACTION PLAN

<p>4.1</p>	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p>NB. Add any additional rows, if required.</p>						
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
	<p>Strictly speaking, in line with the guidance in the blue section above, no negative impacts were identified in this overall assessment. However, for thoroughness, it is recommended that the following be carried out.</p> <p>Public consultation on the proposed scheme designs (i.e. the type of lane segregation and other measures in the plans).</p>	<p>All groups to be included.</p> <p>No specific target groups</p>	<p>Responses which may provide further insight into any specific issues that need further consideration and possible attention in the detailed design stage.</p>	<p>Administrative resources. Online hosting expected. Survey reviews and data collation by staff. Possibly translation services.</p>	<p>Project Manager supported by the Transport Planning team</p>	<p>To be confirmed</p>	<p>Green</p>
	<p>The proposals include the provision of additional / improved</p>	<p>Younger people and Elderly</p>	<p>Poor cycle facilities can limit whether young People can safely travel to key destinations such as</p>	<p>Cycle audit and Road Safety Audit to</p>	<p>Designer</p>	<p>To be confirmed but to be completed</p>	<p>Green</p>



	crossing facilities, which help to provide a more pedestrian friendly environment and encourage people to make more journeys on foot. These facilities can remove the barriers to travel for people caused by road segregation, particularly those with a disability or mobility impairment.		schools and play areas. Due to perceptions of danger road safety when cycling vulnerable road users are not willing to cycle on the carriageway. Older people are more likely to live with mobility impairments including slower movement and reaction times or a need to use mobility aids when using the crossing facilities	identify the gaps.		before constructions works.	
	Publicity and training for cyclists to encourage appropriate and legal use of the highway.	All groups to be included. No specific target groups	Improved access to cycle training and access to new infrastructure for training purposes.	Assemblies at school and also include the A4 Route as part of Bikeability training.	Transport Planner	To be undertaken following scheme completion.	Green
	Introduction of wider cycle lanes to accommodate wider adapted cycles	Disability group	Introduce facilities that can accommodate wider adapted cycle for all road users.	Cycle audit and Road Safety Audit to identify the gaps.	Designer and Project Manager	To be confirmed but to be completed before constructions works starts .	Amber
	Road works may temporarily reduce access to all road users	All groups to be included.	To enable the delivery of the scheme and undertake safe working conditions.	Traffic management to be undertaken and prioritise safer access for vulnerable users.	Contractor, Site Supervisor and Project Manager	To be completed before the construction works start.	Amber

	Reduced bus lane near Tuns Lane junction and Ford Garage.	All groups to be included.	To ensure a LTN 1/20 scheme that provides safer passage for cyclists and pedestrians.	Design to show the impact of the removal of the bus lane	Designer, Site Supervisor and Project Manager	Design to be completed before the construction works start.	Amber	
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Appendix A

Equality Impact Assessment Decision Rating Guide

PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL

Decision	Action	Risk
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.</p>	<p>Further advice should be taken</p>	<p>Red</p> 
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber</p> 
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.</p>	<p>Proceed</p>	<p>Green:</p> 