

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Place		
Service Area:	Transport		
Name of the proposal :	Navigation Road Improvement Scheme		
Lead officer:	Shoaib Mahmood		
Date assessment completed:	31/03/2022		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Shoaib Mahmood	Transport Project Manager	City of York Council (CoYC)	Project Management
Nigel Ibbotson	Project Manager	TTPM/City of York Council	Project Management
Bethan Old	Project Manager	TTPM/City of York Council	Project Management

Step 1 – Aims and intended outcomes

1.1	<p>What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.</p>
	<p>Reduce through-traffic from city centre by introducing a short section of one-way road between Rosemary Place and Rowntree Wharf. The one way section will run between two segregated cycle lanes in both directions.</p> <p>The scheme will benefit pedestrians, cyclist and residents.</p>
1.2	<p>Are there any external considerations? (Legislation/government directive/codes of practice etc.)</p>
	<p>Considerations are documented in Cycle Infrastructure Design Local Transport Note 1/20. The guidance prescribes the designs and conditions of use of cycle lanes on highway infrastructure.</p>

1.3	Who are the stakeholders and what are their interests?
	<p>CYC Internal – Impact of scheme on adjacent projects and on the highway network. Legal, Procurements, Finance, Property, ICT, Democratic Services, Economic Development, Licensing, Developments, Maintenance.</p> <p><u>General Public</u></p> <p>Motorists – Impact on vehicle habits movements. Impact of construction works on highway network operation.</p> <p>Local Residents – Impact of scheme on local residents. Impact of construction works on highway network operation.</p> <p>Cyclists / Transport Groups – User experience of segregated cycle lanes, Impact of construction works on highway network operation.</p> <p>Local Businesses – Impact of construction works on day to day running of business. Impact following full scheme completion on business and customers.</p> <p>Local Ward Councillors / Deputy Leader of the Council, Executive Member for Transport – Awareness of scheme</p> <p>Department for Transport – Funding provider. To meet requirements of any funding requirements.</p> <p>Transport Operators – Impact on transport services / timetable (buses)</p> <p>Emergency Services – Impact on emergency services routes.</p>

<p>1.4</p>	<p>What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.</p>
	<p>The Navigation Road scheme links to the following Council Plan (2019 – 2023) core outcomes:</p> <ul style="list-style-type: none"> - A greener and cleaner City of York Council - Getting around sustainably <p>The Council Plan (2019 – 2023) states York City of Council will undertake the following:</p> <ul style="list-style-type: none"> - “Options for sustainable transport, including public transport and rail, are improved to help reduce the need for car travel in the city.” - “Review city-wide public transport options, identifying opportunities for improvements in walking and cycling, rail, buses and rapid transit, which lay the groundwork for the new Local Transport Plan” <p>The Navigation Road scheme achieves the tasks stated within the Council Plan that will be undertaken.</p> <p>An aim of The City Of York Council Local Transport Plan 3 (2011 – 2031) is “Having a comprehensive cycling and pedestrian network”. The Navigation scheme meets this aim and is mentioned within the Local Transport Plan (pg 53) as a cycle route that would contribute to completing the urban network.</p>

Step 2 – Gathering the information and feedback

2.1	<p>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.</p>
Source of data/supporting evidence	Reason for using
Feedback Consultation	<p>Response to trial from range of users and groups to obtain feedback on the scheme.</p> <p>The feedback consultation will be notified via press release / social media posts and targeted letter drops to addresses within close proximity of the scheme.</p>
Consultation Website and Dedicated email address	<p>The consultation website is found at:</p> <p>www.york.gov.uk/NavigationRoad</p> <p>The feedback consultation will be an online version of the form, and paper copies could be requested and returned by post.</p> <p>Members of the general public who are users of the scheme are free to provide feedback through any of the authority's communication channels and, where required and possible, officers will undertake further steps investigations and actions to improve the user experience of this site.</p> <p>A dedicated email has been set up:</p> <p>navigationroad.improvements@york.gov.uk</p>

	Residents, business owners and users of the scheme are encouraged to provide feedback via email.
Letter Drops	Letter drops was used to notify residents of the scheme construction.
Press Release / Social Media	Press release / social media was used to notify residents of the scheme construction.

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge		Action to deal with this
Record of protected characteristics view on scheme		Identification of potential local groups/organisations representing members of the protected characteristics who may be interested.

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	Improving road safety and segregated cycle lanes will impact all ages and user groups.	Positive	Low
Disability	Disabled people should benefit from the safer environment to cycle Navigation Road and access Hungate Bridge.	Positive	Low
Gender	There are no specific impact to people of this characteristic. All who use the new facilities should benefit from safer environment to cycling on Navigation Road.	Neutral	No Differential Impact Identified
Gender Reassignment	As above	Neutral	No Differential Impact Identified
Marriage and civil partnership	As above	Neutral	No Differential Impact Identified
Pregnancy and maternity	As above	Neutral	No Differential Impact Identified
Race	As above	Neutral	No Differential Impact Identified
Religion and belief	As above	Neutral	No Differential Impact Identified

Sexual orientation	As above	Neutral	No Differential Impact Identified
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	<p>There are no specific impact to people of this characteristic. All who use the new facilities should benefit from safer environment to cycling on Navigation Road.</p> <p>No reference to this characteristic will be made as part of our information gathering process.</p>	Neutral	-
Low income groups	<p>There are no specific impact to people of this characteristic. All who use the new facilities should benefit from safer environment to cycling on Navigation Road.</p> <p>No reference to this characteristic will be made as part of our information gathering process.</p>	Neutral	-
Veterans, Armed Forces Community	<p>There are no specific impact to people of this characteristic. All who use the new facilities should benefit from safer environment to cycling on Navigation Road.</p> <p>No reference to this characteristic will be made as part of our information gathering process.</p>	Neutral	-
Other	N/A		
Impact on human rights:			

List any human rights impacted.	N/A		
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<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
<p>No unlawful or prohibited conduct identified.</p> <p>Mitigation: Designers are continuously apprised of current guidance and best practice through internal and external training courses and knowledge sharing. Our designs adhere to local and national guidance, including LTN1/20 (Department for Transport, 2020), Inclusive Mobility (Department for Transport, 2021), Guidance on the Use of Tactile Paving (Department for Transport, 2021), BS8300 Design of an Accessible and Inclusive Built Environment (BSI 2018), amongst others. These documents provide guidance on aspects that are important to accessibility from an end user's perspective such as the widths of infrastructure, ramp gradients and tactile paving layouts.</p>	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
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- **No major change to the proposal** – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance equality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
<p>Continue with the proposal</p>	<p>No major change to the proposal</p> <p>The project demonstrates that consideration will be taken into account with regards to the feedback of the scheme and making the scheme permanent.</p> <p>There is no differential impact identified within the design process.</p> <p>The project is part of a wider programme of improvements to the north-south cycle route.</p>

	<p>The feedback process will be informed by continued interaction with stakeholders representing equalities groups and the establishment of new feedback gathering methods.</p> <p>The scheme was subject to a Road Safety Audit which will lead to further considerations as part of the design and installation process.</p>
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Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Stakeholder Identification	Appropriate groups/individuals representing protected characteristics to be identified and added to CYC stakeholder consultation list	Work in conjunction with the CYC Communications Team to identify and include	-

8. 1	<p>How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?</p>
	<p>Consultation at the end of feedback with all stakeholder groups will occur to inform CYC of experience of the scheme and whether to make the scheme permanent and how further adaptations may be considered both retrospectively and on future schemes.</p> <p>Members of the general public who are users of the scheme are free to provide feedback through any of the authority's communication channels and, where required and possible, officers will undertake further steps investigations and actions to improve the user experience of this site.</p>

Step 8 - Monitor, review and improve