

# Annex E:

## City of York Council Equalities Impact Assessment

### Who is submitting the proposal?

<b>Directorate:</b>		Environment, Transport and Planning	
<b>Service Area:</b>		Highways and Transport	
<b>Name of the proposal :</b>		Irwin Avenue Speed Management Scheme	
<b>Lead officer:</b>		David Mercer, Highway Engineering Design Manager	
<b>Date assessment completed:</b>		April 2025	
<b>Names of those who contributed to the assessment :</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
David Smith	Access Officer	CYC	Equalities and Accessibility

## Step 1 – Aims and intended outcomes

1.1	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>The aim of the project is to address road safety concerns raised via petition by residents of Irwin Avenue and Malton Avenue in Heworth. The petition, signed by 42 residents representing 37 households, expressed very strong concerns about the danger to pedestrians caused by speeding traffic on the two streets. Residents petitioned the Executive to consider their suggestions for how the neighbourhood can be made safer.</p> <p>The recommended option allows for making Irwin Avenue one-way westwards from its junction with Malton Avenue to its junction with Dodsworth Avenue. Malton Avenue and the remainder of Irwin Avenue will remain two-way. The residents' parking zone would be unaffected.</p> <p>This option would remove the traffic which currently uses Irwin Avenue / Malton Avenue as a convenient alternative route and thereby address the concerns raised by residents. The reduction in this unnecessary traffic would make Irwin Avenue and Malton Avenue feel safer and reduce the impact of noise and pollution.</p> <p>Abuse of the 20mph speed limit occurs primarily in an easterly direction and the measures will remove this direction of travel thereby removing the main area of concern. No traffic calming is proposed.</p> <p>It is considered that these will satisfactorily address the main concerns without the need to introduce invasive measures.</p>

<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	<p>Reference has been made to the council's speed management plan and the York and North Yorkshire Road Safety Partnership speed management protocol in considering potential traffic calming treatments.</p> <p>Other national guidance such as the Traffic Signs Regulations and General Directions 2016, DfT Traffic Signs Manuals, Local Transport Notes (particularly LTN1/07 Traffic Calming) have been referred to during the consideration of the issues and development of the proposed solution. LTN1/20 guidance has also been referenced.</p> <p>The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation. It also prohibits discrimination in relation to something arising from a person's disability and creates a duty to make reasonable adjustments for disabled people. The Council is required to have due regard to the Equality Act when designing schemes, and this project has given due regard to the potential impact on protected characteristic groups.</p> <p>Inclusive mobility guidance has also been referred to during the design of this project.</p>
<b>1.3</b>	<b>Who are the stakeholders and what are their interests?</b>
	<p>Statutory consultees as well as road user groups, emergency services, bus companies, cycling groups, equality and accessibility groups.</p> <p>The key stakeholders are residents of Irwin Avenue and Malton Avenue who are identified as those persons who live and experience the issues being raised and would directly benefit from any improvements being proposed. The petition was signed by 42 residents representing 37 households (from a total of 82 properties, 45%).</p>

	Heworth ward members, who represent the residents of Irwin and Malton Avenue and who have actively liaised on this matter with the residents and officers.
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<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> 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>The primary objective of the project is to achieve road safety improvements that will address the concerns of residents. Residents expressed a desire to block Irwin Avenue as a through road from Dodsworth Avenue and make the junctions at Dodsworth Avenue and Malton Avenue onto Heworth Green left turn only to help with traffic flow.</p> <p>The proposal to make Irwin Avenue one-way towards Dodsworth Avenue achieves the desired outcome and removes the traffic which currently uses Irwin Avenue / Malton Avenue as a convenient alternative route and thereby address the concerns raised by residents. The reduction in traffic would make Irwin Avenue and Malton Avenue feel safer and reduce the impact of noise and pollution.</p> <p>As the abuse of the speed limit occurs primarily in an easterly direction, the measures will remove this direction of travel thereby removing the main area of concern, without the need for intrusive traffic calming measures.</p> <p>An advisory contra-flow advisory cycle lane is included in the preferred option to provide a safer alternative route for cyclists from Dodsworth Avenue onto Heworth Green without passing via the junction.</p> <p>The request to convert the Dodsworth Avenue and Malton Avenue exits onto Heworth Green to left turn only is not supported by officers, because the resultant increased traffic flow would be directed to the Stockton Lane roundabout, which is an accident cluster site currently under review for improvement. Any increases in traffic</p>

would likely exacerbate the road safety issues being experienced at this roundabout and increase the risk of further collisions.

The proposals are low-key and non-intrusive and therefore should have little impact on the residential setting of the roads. They will serve to remove unnecessary traffic and provide the benefits for a safer environment which residents desire.

It is recognised that vehicles exiting Irwin Avenue onto Dodsworth Avenue may be required to join queuing traffic waiting to join Heworth Green at busier periods, hence experiencing increased journey times.

The proposed scheme serves to meet at least three of the core objectives of the Council Plan:

**1. Climate - Environment and the climate emergency**

Removal of unnecessary traffic from Irwin Avenue and Malton Avenue will impact positively by improving air quality, reducing noise pollution and ground-borne vibration thus helping towards creating a greener and cleaner city.

**2. Health - Health and wellbeing**

The measures will serve to improve health and wellbeing by reducing the traffic volumes on Irwin and Malton Avenue, making it safer for residents and other road users such as cyclists and pedestrians. Increased perception of road safety should lead to increased active travel.

The removal of access from Dodsworth Avenue into Irwin Avenue will increase the number of vehicles using Dodsworth to exit onto Heworth Green, potentially increasing queue lengths at this and noise/air pollution.

**3. Accessibility**

No concerns were raised by the Access Officer other than a general query regarding how the cycle lane would affect any potential requests for a disabled bay. The advice was that no such a request would be accepted as there is sufficient off-road parking at each of the premises. A request would only be considered under exceptional circumstances.

	<p>The proposed amendments to the junction with Dodsworth Avenue will tighten the kerb radius at the exit of Irwin Avenue and improve the crossing facilities making it safer for pedestrians to cross the road at this location.</p>
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## Step 2 – Gathering the information and feedback

<b>2.1</b>	<p><b>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?</b> 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>	
	<b>Source of data/supporting evidence</b>	<b>Reason for using</b>
	Data	Speed survey data, traffic counts and injury accident records have provided evidence to support the review of the concerns being raised and to assist the development of proposed measures to address the concerns.
	Public consultation	<p>The request for action was initiated via petition submitted by the residents. Engagement with Councillors, representing the residents, at an early stage of the project served to provide additional supporting information to identify the main areas of concern.</p> <p>Engagement with residents and other key stakeholder groups to determine their views on the proposed measures. This included further liaison with ward members, who are aware of the issues.</p>

	The public engagement will assist in the decision-making process, informing the Executive Member of the views of the key stakeholders and to gauge the level of support for the proposals.
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### Step 3 – Gaps in data and knowledge

3.1	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>	
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>
Data used in the review of the road safety concerns was current at the time of review. Monitoring is required to gauge the success of the measures following their introduction.		<p>Any future review of the success of the scheme will primarily be based on feedback from residents.</p> <p>Monitor accident records to gauge if the measures have created unforeseen road safety issues.</p> <p>Review any subsequent reports of speed concerns via the speed management process in conjunction with North Yorkshire Police.</p> <p>Monitor queues lengths on Dodsworth Avenue via traffic flow surveys. This may inform any future proposed scheme.</p>

## 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	<p>It is unclear as to the age demographic on Irwin Avenue or Malton Avenue but some residents will be older and are more likely to be disabled or live with a longer term health condition which may affect their mobility.</p> <p>Removal of unnecessary traffic and introduction of the one-way flow on Irwin Avenue, together with improvements to the junction of Irwin / Dodsworth Avenue should make it safer for all residents and other road users such as cyclists and pedestrians.</p> <p>Increased perception of road safety should lead to increased active travel and making the local area safer for pedestrians and cyclists.</p> <p>Those residents living at properties on the one-way section of Irwin Avenue would need to exit onto Dodsworth Avenue and may experience longer journey times due to the potential increases of queuing at the Dodsworth Avenue/Heworth Green junction at busier times.</p>	+	L



<b>Disability</b>	As above, the proposed measures should create an environment which is safer for all residents and road users.	+	L
<b>Gender</b>	No differential impact identified.	0	0
<b>Gender Reassignment</b>	No differential impact identified.	0	0
<b>Marriage and civil partnership</b>	No differential impact identified.	0	0
<b>Pregnancy and maternity</b>	As above, the proposed measures should create an environment which is safer for all residents and road users.	+	L
<b>Race</b>	No differential impact identified.	0	0
<b>Religion and belief</b>	No differential impact identified.	0	0
<b>Sexual orientation</b>	No differential impact identified.	0	0
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>	<p>Impacts for this group are similar to those identified for the disability and age characteristics. Access to properties or parking provision will need to be gained via Heworth Green then Malton Avenue but is otherwise unaffected.</p> <p>Carers accessing properties on the one-way section of Irwin Avenue would need to exit onto Dodsworth Avenue and may be delayed due to the potential increases of queuing at the Dodsworth Avenue/Heworth Green junction.</p>	0	0

	The introduction of an advisory contraflow cycle lane would not reduce the availability of on-street parking.		
<b>Low income groups</b>	No differential impact identified.	0	0
<b>Veterans, Armed Forces Community</b>	No differential impact identified.	0	0
<b>Other</b>	Not applicable.		
<b>Impact on human rights:</b>			
List any human rights impacted.	No human rights impacts identified.	0	0

## Step 5 - Mitigating adverse impacts and maximising positive impacts.

<b>5.1</b>	<b>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 being done to optimise opportunities to advance equality or foster good relations?</b>
<p>Monitoring of the performance of the completed scheme will be undertaken by regular reviews of feedback/complaints from residents and by reviews of speed data should concerns be raised.</p> <p>Accident data is reviewed annually. If proven not to have been successful in achieving its goals, further measures or amendments may need to be considered.</p>	

Pedestrian facilities are not being improved other than alterations to the junction of Irwin Avenue with Dodsworth Avenue to tighten the radius and reduce the width of road to be crossed at the junction. There are no requirements to provide additional crossing facilities along Irwin or Malton Avenue.

A review of the traffic on Dodsworth Avenue is to be undertaken, although there are no immediate plans to introduce any measures to improve the junction with Heworth Green and hence address concerns of queuing at the junction.

## Step 6 – Recommendations and conclusions of the assessment

6.1	<b>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:</b>
<b>- No major change to the proposal</b> – 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 quality 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
No major change to the proposal	The proposal has a slightly beneficial impact on some protected characteristic groups.

## 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
Improved road safety	Review of resident feedback	Client / Designer	Over 12 months

Reduced speeds	Supplementary speed surveys		
Monitor accidents	Review of accident records		

## **Step 8 - Monitor, review and improve.**

<b>8. 1</b>	<p><b>How will the impact of your proposal be monitored and improved upon going forward?</b></p> <p>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>Monitoring of the performance of the completed scheme will be undertaken by regular reviews of feedback/complaints from residents and by reviews of speed data should concerns be raised. Accident data is reviewed annually.</p> <p>If proven not to have been successful in achieving its goals, further measures or amendments may need to be considered.</p>