

Annex B:

City of York Council Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Place		
Service Area:	Highways Maintenance		
Name of the proposal:	Lendal Bridge Refurbishment		
Lead officer:	Siavosh Mahmoodshahi		
Date assessment completed:	30-July-2025		
Names of those who contributed to the assessment:			
Name	Job Title	Organisation	Area of Expertise
Steve Wragg	Head of Highways and Asset Management	Highways Maintenance	Highways & Bridges
Siavosh Mahmoodshahi	Asset Manager	Highways Maintenance	Highways & Bridges
WSP	Consultant	WSP	Highways & Bridges

Step 1 – Aims and Intended Outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon
<p>The City of York Council (CYC) Highways Structure Manager has commissioned a consultant to provide an Options Study into waterproofing, resurfacing the deck and general re-painting of the metallic elements of Lendal Bridge.</p> <p>On completion, the bridge is required to have:</p> <ul style="list-style-type: none">➤ A functional waterproofing system that will protect the main structure of the bridge from the corrosive effects of water draining off the highway.➤ A high specification surfacing that will help prevent ingress of water into the bridge structure and prevent recurrence of the surfacing failures and rutting that have been a recurring problem in recent years.➤ A fully functional protective coating on all metal parts of the structure, including Dame Judi Dench walk elevated section and access steps, with a life of at least 30 years with the decorative features restored to full colour and gloss using a paint system that minimises colour fade and loss of gloss.➤ Undertake metal work repairs as appropriate.➤ Provide some future proofing of the bridge to relocate telecommunication ducts out of the bridge deck footway.➤ Additional drainage at either end of span 3.➤ Provide lighting to the Dame Judi Dench access steps.	

1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
<p>A Code of Practice for bridge repairs outlines the procedures and standards for maintaining and repairing highway structures. It covers aspects like assessment, design, materials, construction, and safety, ensuring structural integrity and public safety. Specific codes include those for highway structures (CS 450, CS 454, CS 456) and concrete repair (BS EN 1504 series)</p>	

1.3	Who are the stakeholders and what are their interests?
<p>The Council ensures that relevant information associated with Lendal Bridge refurbishment Scheme is actively communicated through engagement with relevant stakeholders in setting requirements, making decisions and reporting performance. The stakeholders and their interests specific to the Lendal Bridge refurbishment are outlined below:</p> <p>Business users & residents, - Public perceptions of road and footway surface condition are influenced by the type of user. The vulnerable, including the elderly, whether pedestrians, motorists or passengers, notice surfaces more than any others and they are at a higher risk of being affected by defect hazards and poor-quality repairs. The Council makes a commitment to engagement with business users and residents by annual customer satisfaction surveys.</p> <p>Elected members, parish Council, resident association, - the Council allows the Council to communicate a better understanding of proposals and the contribution it makes to economic growth and the needs of local communities.</p> <p>Senior Decision Makers, - the Council allows senior decision makers to endorse a clearly documented and accessible approach to scheme document.</p> <p>Legal, - the Council demonstrated that the Council is committed to meeting the requirements of overall Council transport policy.</p> <p>Finance, - the Council provides a mechanism for reporting overall performance of highway infrastructure within the context of any constraints such as funding.</p> <p>Government, - through HM Treasury, DfT and other Departments, has an interest through legislation, provision of funding, and support in other ways.</p>	

1.4	<p>What results/outcomes do we want to achieve and for whom?</p> <p>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 proposed refurbishment scheme aligns with the Councils ‘Key Values’ by working together, encouraging continuous business improvement and making a difference by establishing commitments, communicating the commitments made and most importantly delivering them.</p> <p>The outcome that the Council want to achieve by this proposals are summarised below;</p> <table border="0"> <tr> <td data-bbox="219 608 488 643">Scheme proposals</td><td data-bbox="741 608 1816 767"> <ul style="list-style-type: none"> • Maximise the bridge service life. • Avoid the need for a replacement bridge for at least 50 years. This is a major contribution to sustainability targets. <p>Save cost and minimise traffic disruption in the long term</p> </td></tr> <tr> <td data-bbox="219 823 443 858">Communication</td><td data-bbox="741 823 1928 914">Pro-active communication through engagement with relevant stakeholders in setting requirements, making decisions and reporting performance.</td></tr> <tr> <td data-bbox="219 1011 600 1102">Performance Management Framework, -</td><td data-bbox="741 1011 1966 1102">A performance management framework that is clear and accessible to stakeholders as appropriate and supports the proposals.</td></tr> <tr> <td data-bbox="219 1200 465 1235">Lifecycle Plans, -</td><td data-bbox="741 1200 1917 1345">An asset management team approach to lifecycle planning aligned with the level of funding, that also supports investment decisions and substantiates the need for appropriate and sustainable long term investment.</td></tr> </table>		Scheme proposals	<ul style="list-style-type: none"> • Maximise the bridge service life. • Avoid the need for a replacement bridge for at least 50 years. This is a major contribution to sustainability targets. <p>Save cost and minimise traffic disruption in the long term</p>	Communication	Pro-active communication through engagement with relevant stakeholders in setting requirements, making decisions and reporting performance.	Performance Management Framework, -	A performance management framework that is clear and accessible to stakeholders as appropriate and supports the proposals.	Lifecycle Plans, -	An asset management team approach to lifecycle planning aligned with the level of funding, that also supports investment decisions and substantiates the need for appropriate and sustainable long term investment.
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Works Programming, -	To be delivered as soon as possible
Leadership and Commitment, -	A commitment from senior decision makers that demonstrates leadership and commitment to enable the implementation of proposed scheme.
Making the case for the proposals, -	Deferring the work or carrying it out in stages will increase costs overall and cause more disruption to road and river users. Not doing the work is not considered to be an option due to the risk to the safety of the public and cost to future generations.
Competencies and Training, -	A Senior decision maker commitment to ensuring the competency required for this proposals is identified, and training is provided where necessary.
Risk Management, -	A consistent approach to strategic, tactical and operational risks.
AMX Systems, -	The introduction of an asset management system (AMX) that is accessible to relevant staff and, where appropriate, supports the provision of information for stakeholders.
Performance Monitoring, -	A performance framework that is reviewed regularly by senior decision makers and when appropriate, improvement actions are taken.
Benchmarking, -	The use of local and national benchmarking to promote continuous improvement.

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?</p> <p>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>
<p>There is currently no formal bridge focused data, evidence and consultation feedback specific to equality rights and human rights.</p> <p>We know from feedback that people with physical impairments have difficulty in accessing some parts of the city due partly to design and maintenance issues. People with mobility problems and visual impairments face particular difficulties. Parents with pushchairs are also affected.</p>	

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		Actions to deal with this
Feedback from staff, -		Ensure that feedback from staff is incorporated into future schemes by continuous improvement.
Customer surveys, -		Ensure that future NHT survey (included within the Structure Policy) considers groups who suffer from mobility and/or visual impairment can be expected to rise in line with this.

Step 4 – Analysing the Impacts or Effects

4.1	<p>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?</p> <p>Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</p>		
Equality Groups and Human Rights	Key Findings/Impacts	Positive (+), Negative (-), Neutral (0)	High (H) Medium (M) Low (L)
AGE	See assessment [1] below table	+	H
DISABILITY	See assessment [1] below table	+	H
GENDER		O	L
GENDER ASSIGNMENT		O	L
MARRIAGE & CIVIL PARTNERSHIP		O	L
PREGNANCY & MATERNITY	See assessment [1] below table	+	H
RACE		O	L
RELIGION & BELIEF		O	L
SEXUAL ORIENTATION		O	L

OTHER SOCIO-ECONOMIC GROUPS INCLUDING: CARER; LOW INCOME GROUPS; VETERANS; ARMED FORCES COMMUNITY; OTHER		O	L
IMPACT ON HUMAN RIGHTS: LIST ANY HUMAN RIGHTS IMPACTED.		O	L

Assessment [1] Key Findings / Impacts

Key findings / Impacts

A deteriorating highway network may affect older people, people with disabilities and pregnant people more than others. If the Council do not apply a structured approach, as promoted by the HIAMP, to highways asset management and maintain a steady state condition, the condition of our highway assets will deteriorate.

Positive Proposals

This proposal promotes an improved approach to asset management in terms of using asset data to monitor asset lifecycles and programming maintenance works based on need, the net result being that the condition of our highway network will not deteriorate in a manner that adversely affects older people, people with disabilities and pregnant people.

Impact Assessment

The Council has assessed the impact as high because the positive proposals and processes promoted by this proposals are very equality relevant to older people, people with disabilities and pregnant people.

Improved highway asset maintenance will encourage older people to have the confidence to use sustainable modes of transport, including travelling by bus, cycling and walking which all have accessibility and health benefits.

Improved highway asset maintenance specific to the needs of disabled people (eg, textured paving, dropped kerb crossing points, parking facilities & visual aids) will encourage disabled people to have the confidence to use the highway network to access facilities within the City.

Improved highway asset maintenance specific to the needs of pregnant people and people with small children (eg, access routes and stepped access areas) will encourage pregnant people and people with small children in buggies to have the confidence to use the highway network to access facilities within the City.

Use the following guidance to inform your responses:

Indicate:

Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups

Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them

Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact.</p> <p>The proposal is institution wide or public facing.</p> <p>The proposal has consequences for or affects significant numbers of people.</p> <p>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.</p> <p>The proposal is institution wide or across services, but mainly internal.</p> <p>The proposal has consequences for or affects some people.</p> <p>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.</p> <p>The proposal operates in a limited way.</p> <p>The proposal has consequences for or affects few people.</p> <p>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?
The Council plan to ensure that its annual highways customer satisfaction survey considers of age and disability groups.	

Step 6 – Recommendations and Conclusions of the Assessment

6.1	<p>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.</p> <p>There are four main options you can take:</p> <p><u>No major change to the proposal</u> – 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.</p> <p><u>Adjust the proposal</u> – 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.</p> <p><u>Continue with the proposal (despite the potential for adverse impact)</u> – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty</p> <p><u>Stop and remove the proposal</u> – 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.</p> <p>Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.</p>
	<p>Having considered the potential or actual impacts we would recommend that no major change to the proposal is required – the EIA demonstrates the proposal is robust and will by continuous improvement and review continue to consider any equality implications.</p>

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
Implementation and communication of Lendal Bridge refurbishment proposed scheme	Publish documents that support Lendal Bridge refurbishment proposed scheme	Siavosh Mahmoodshahi	June 2022
Consideration of age and disability groups.	Ensure age and disability groups are considered in annual highways stakeholder surveys	Siavosh Mahmoodshahi	June 2022

Step 8 - Monitor, Review and Improve

8.1	<p>How will the impact of your proposal be monitored and improved upon going forward?</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>Performance of the Lendal Bridge refurbishment proposed scheme shall be monitored and reported annually by senior decision makers and when appropriate, improvement actions should be taken. The impact of Lendal Bridge refurbishment proposed scheme activities on protected characteristics and other marginalised groups shall be assessed as part of the customer / stakeholder satisfaction assessment.</p> <p>Any learning and enhancement proposals will be incorporated into the policy at the annual review.</p>	