

**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>	Place		
<b>Service Area:</b>	Transport – Active Travel Programme		
<b>Name of the proposal :</b>	Principal Designer Appointment (Acomb Road, City Centre North-South Cycle Route, Fishergate Gyratory Pedestrian & Cycle Scheme, Fulford Road – Frederick House Improvements, University East-West Campus Link and Wheldrake Heslington Path)		
<b>Lead officer:</b>	Nigel Ibbotson and Richard Milligan (CCN-SCR Only)		
<b>Date assessment completed:</b>	16/09/2022 (This will be superseded by the individual projects EIAs in due course)		
<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>
Nigel Ibbotson	Senior Project Manager	TTPM/City of York Council	Project Management
Richard Milligan	Project Manager	TTPM/City of York Council	Project Management
Christian Wood	Smart Transport Programme Manager	TTPM/City of York Council	Programme Management

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b>
	To improve accessibility for active travel modes (pedestrians and cyclists) along the geographical areas listed above.
<b>1.2</b>	<b>Are there any external considerations?</b>
	LTN (Local Transport Notice) 1/20 – Cycle Infrastructure Design Guidance (some projects are DfT Funded). CYC Procurement Procedure.

1.3	Who are the stakeholders and what are their interests?
	<p><b>DESIGN/CONSULTATION YET TO COMMENCE.</b></p> <p><b>CYC Internal – Maintaining the effectiveness of the authorities existing highways infrastructure, preparing the network for changing future demand, raising public awareness of upcoming changes and utilisation of the network during construction periods.</b></p> <p>Communications, Design, Conservation and Sustainable Development, Development Management, Finance, Highways, Major Transport Projects, Parks and Open Spaces, Public Protection – Air Quality, Road Safety, Streetworks, Sustainable Transport Service, Transport Network Management, Transport Network Monitoring, Transport Planning and Waste Services.</p> <p><b>External – User experience of junction and crossing sites, impact of works on network operation and heritage impact of junction/crossing installations.</b></p> <p>Businesses – to be fully identified – A1 Haulage, Abbey Plumbing &amp; Heating, Acomb Grange Caravan Site, Acomb Hand Car Wash, Acomb Pizza &amp; Kebab House, Adam Flanagan Flooring, Alan Kirby Artist, Aldi, APB Plumbing &amp; Building Services, Archipod, Barbican Theatre, Arow Electrical Services, Ashton of York Bespoke Kitchen &amp; Furniture, Auden House, Bartons Makes Perfect Scents, Benenden Health, Blush Hair &amp; Beauty, Boyes Department Store, M Brittain, Busk, Cafes – Browns of Heslington, Caffe Valerie, Clean Eats, Laughing The Link and Llama Coffee &amp; Bistro, Castle Electrics, Celtic Scaffolding, Christine Aker Curtains &amp; Blinds, Co-op Food – Acomb, Co-op Funeralcare Acomb, Costcutter, Cottage Salon, Cowi UK, Crockery Hill Lawnmowers, , Cycle Heaven, Dilhorne House, Dimble Build, Doggie Daycare York, Dryfix, Ebor Fitness, Eden Spa, Elvington Airfield, Elvington Events, Elvington Medical Practice (Wheldrake), Energise Leisure Centre, ETAS, Everyman Racing Experiences, Evri Parcel Shop, Fairways Garden Centre, farms – Dodsworth Farm, Drome Farm, Langwith Lodge Farm and Pool Bridge Farm, FB Van Sales, Finangel, Fishergate Veterinary Surgery, Fit For Fighters, Forestry Commission England, Fulford Auto Sales, GB Plumbing and Heating York, Get Cycling CIC, Global Power Resource, Graham’s Ices, Guest Houses, The Guide Association – North Yorkshire</p>

South, Hair By Zara, Halifax Building Society, Halifax Estates, Hallo Mallow and Mirchiz, Hawthorn House Interiors, Hazel Hair & Beauty, Heslington Meeting Room, Heslington Post Office, Holgate Windmill, Hotels – Best Stays York (Alma York), Best Western Kilima, Carlton Lodge, Five Moorgate, Friars Rest Guest House, Grange Holiday Home, Howe Hill Hostel, The Limes, Melton Guest House, Moorgarth Guest House, Novotel, Shelley House, Windmill Apartment, The Vices and York Short Stays (25 Fulford Place), Iceland, Inspired ITALY, Interactive Fitness, M A Jones, J Tronics, K9 Care, Kangaroo Driver Training, Keen Hands (Wool Shop), Kevin Warters School of Motoring, Kings Lites, Langwith Lakes, LC Sweets & Treats, Linbrooke Rail, Lilac Studio, Liquid Indulgence, Little Peanuts Day Nursery, Londis, Lucy Monkman E-Commerce Services, Luxie Clinic, Majobi Dog Groomers York, C E McCaie, Morrisons, Nisa, NJ Cakes & Bakes, North East Security Systems, One Stop Shop, Ouse & Derwent Internal Drainage Board, P2U Electricals, Papa Johns Pizza, Pattinson & Brewer Solicitors, PC Transport, Pearson Professional Services, Peter Baker Plaster Works, The Priors Pharmacy, Public Houses – Charles XII, Chutni York, The Courtyard The Crooked Tap, The Deramore Arms, The Fox, The Fulford Arms, Inn on the Green, The King William, The Lighthouseman, The Roost, The Sun Inn, The Wenlock Arms and The Wellington Inn, Q Lake, Ray's Place, Reeds Electrical Supplies, Ruby's Coffee House, Red Lakes, Saffron Spice, Sainsbury's Local, Sew Right, Simon's Auto Services, Simply Wood, Sinclair Properties, Somerset House Care & Nursing Home, Steve Garnett Picture Framing, Sundeck Tanning Studio, Swallow Hall Caravan Park and Golf Club, TCS Plumbing & Heating, Tower Veterinary Group (Fulford), Trained UK, TSYS, Unity Health (Kimberlow Hill Surgery), Vanguard Heating, X Martial Arts Schools, Web-Shack, Westerley Lake Fishing & Caravan Park, William Birch & Sons, York Cold War Bunker, York Medical Group at Acomb, York MOT Centre, York Nails & Spa, York Natural Health, York Photo Studio, York Railway Bowls & Social Club, York Road Post Office, York School of Jewellery, Yorkshire Air Museum & Allied Air Forces Memorial and Yorkshire Food Finder – effect on day-to-day business and user activities during construction and on completion of the scheme.

Community Assets – to be fully identified – Abbeyfield House Sheltered Housing, Acomb Dental & Implant Clinic, Acomb Explore Library, Day Lewis Pharmacy (Acomb), Fishergate, Fulford & Heslington Local History Society, Gale Farm Surgery (Haxby Group), Holgate Allotments, Westfield Marsh, Wheldrake Village Hall and York Cemetery – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Emergency Service – North Yorkshire Fire Service, North Yorkshire Police, York Hospital and Yorkshire Ambulance Service – ability to perform their public duties during construction and on completion of the scheme.

Equalities Groups – Age UK York, Be Independent, Mysight York, Pocklington Trust, York Blind & Partially Sighted Society, Wilberforce Trust, York Disability Rights Forum and York People First – effect on day-to-day life activities for their members during construction and on completion of the scheme.

General Public – effect on day-to-day life activities during construction and on completion of the scheme.

Industry Bodies – Road Haulage Association, Visit York and York Archaeological Trust – ability to perform their public duties during construction and on completion of the scheme.

Melton College – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Military – 4 Yorks, A Squadron and York Garrison (Army Barracks) – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Motorists/parking permit holders/road users – effect on day-to-day life activities during construction and on completion of the scheme.

Office/Work Buildings/Operators – to be identified – effect on day-to-day life activities during construction and on completion of the scheme.

Religious Buildings – to be fully identified – Acomb Methodist Church, Acomb Parish Church Hall, Acomb Quaker Meeting House, The Church of Jesus Christ of Latter-day Saints (Mormons), Christian Church Science Society, Holgate Methodist Church, Heslington Church, Our Lady's catholic Church, Saint Aidan's Church,

Saint Stephen's Church and York Vineyard Church – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Schools – to be identified – Adventurers Day Nursery, Archbishop Holgate secondary School, Elvington Primary School, Fulford Secondary School, Heather's Nursery, Lord Deramore's Primary School, Muddy Boots Nursery Acomb (York), Saint George's Roman Catholic Primary School, Westfield Primary Community School, Wheldrake Pre School, Wheldrake Primary School, Wheldrake With Thorganby Church of England Primary and York High School – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Sports Clubs/Organisations – to be fully identified – Acomb Cricket Club, Wheldrake Junior Football Club and The York Bridge Club – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Transport Operators – Arriva Buses, Connexions Buses, East Yorkshire Buses, East Yorkshire Motor Services, First Bus, Glenn Coaches, Reliance Buses, Stephenson's of Easingwold, The Ghost Bus Tours, Transdev, Utopia Coaches and York Pullman Bus – effect on day-to-day operational and user activities during construction and on completion of the scheme.

Transport Groups - Sustrans, WalkYork, York Bike Belles, York Civic Trust, York Cycling Campaign and York Environment Forum Transport Group – effect on day-to-day operational and user activities during construction and on completion of the scheme.

University of York – effect on day-to-day operational and user activities during construction and on completion of the scheme.

<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b>
	<p>The projects are linked to CYC Council Plan (2019-2023) core outcomes:</p> <ul style="list-style-type: none"> <li>a) A greener and cleaner City of York council.</li> <li>b) Getting around sustainably.</li> </ul> <p>The Council Plan (2019-2023) states City of York Council will undertake the following:</p> <ul style="list-style-type: none"> <li>i) Options for sustainable transport, including public transport and rail, are improved to help reduce the need for car travel in the city.</li> <li>ii) 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.</li> </ul> <p>An aim of the The City of York Council Transport Plan 3 (2011-2031) is “having a comprehensive cycling and pedestrian network.”</p> <p>The projects listed above achieve some of the above aims/criteria.</p>

## Step 2 – Gathering the information and feedback

<b>2.1</b>	<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>	
<b>Source of data/supporting evidence</b>	<b>Reason for using</b>	
Propose Preliminary Stakeholder Consultation with the groups indicated at	Direct response to preliminary design option from a range of groups who may have existing knowledge of specific issues at the location for their	

<p>section 1.3. Stakeholders to be contacted via email and provided with details of the proposed project. May be necessary to issue notification via CYC website, leaflet drops to residents and press release.</p>	<p>organisation/members. May have to use latter options to reach less militant groups/individuals.</p>
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### Step 3 – Gaps in data and knowledge

<p>3.1</p>	<p><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></p>	
<p><b>Gaps in data or knowledge</b></p>		<p><b>Action to deal with this</b></p>
<p>Individuals/groups that have sexual orientation, pregnancy and other “hidden” characteristics may not come forward or be known.</p>		<p>Could issue “anonymous” survey forms to residents to be completed and returned (postal and via CYC website).</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?		
Equality Groups and Human Rights	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
<b>Age</b>	Both old and young people should benefit from the safer environment to cross the road as a pedestrian and in cycling route. Longer term the reduction in air pollution should benefit all. Negative impact may result if the person is a motorist.	<b>Positive</b>	<b>Low</b>
<b>Disability</b>	All disabled people should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. Technology at crossings will need to apply for blind, partially blind and deaf people. May need training or	<b>Positive</b>	<b>Low</b>

	public direction for users who suffer cognitive issues. Negative impact may result if the person is a motorist.		
<b>Gender</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Gender Reassignment</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Marriage and civil partnership</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Pregnancy and maternity</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from	<b>Neutral – No</b>	<b>Neutral – No Differential</b>

	the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Differential Impact Identified</b>	<b>Impact Identified</b>
<b>Race</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Religion and belief</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Sexual orientation</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>

<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>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Low income groups</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Veterans, Armed Forces Community</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>

<b>Other</b>	There are no specific impact to people of this characteristic, however, all who use the new facilities should benefit from the safer environment to cross the road as a pedestrian and in cycling the route. Longer term the reduction in air pollution should benefit all. No new lighting installations are proposed that may benefit lone women at night. Negative impact may result if the person is a motorist.	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>
<b>Impact on human rights:</b>			
List any human rights impacted.	None	<b>Neutral – No Differential Impact Identified</b>	<b>Neutral – No Differential Impact Identified</b>

<p><b>High impact</b> (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><b>Medium impact</b> (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><b>Low impact</b> (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	<p><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 been done to optimise opportunities to advance equality or foster good relations?</b></p>
<p>Enhance/Increase the availability of information regarding crossing technology through CYC channels so that users are fully aware of how they operate and the benefits provided. Make this information available to stakeholders to share with their members/customers.</p> <p>Organise site meetings with impacted stakeholder groups to gather further feedback on user experience of the site and identify suggestions for possible adaptations which would make traffic signals easier for those with protected characteristics to use.</p> <p>Further investigation into the potential for adoption of smart signal demand options which allow for non-touch operation through smart button or phone app technology.</p>	

## **Step 6 – Recommendations and conclusions of the assessment**

6.1	<p><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></p>
<p>- <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.</p>	

- **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.

Option selected	Conclusions/justification
No major change to the proposal	<p>The project will demonstrate that suitable consideration has been taken into account with regards the proposals by having consultation with as many groups and/or individuals with any of the characteristics during the process of design. The project is part of a wider programme of active travel provision which will be continually monitored and which could be further enhanced during the user experience at crossings. This will also be informed by continued interaction with stakeholders representing equalities groups and the establishment of new feedback gathering methods including site visits with these groups. Each project proposed for construction is subject to road safety assessment and where recommended, a Road Safety Audit will be carried out which will lead to further considerations as part of the design and installation process.</p> <p>The next stages at which reviews of this equality impact assessment can be undertaken is at the end of the feasibility process, during and at the end of the detailed design process, during construction and on completion/user review.</p>



## Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1 What action, by whom, will be undertaken as a result of the impact assessment.</b>			
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
Additional stakeholder identification	Appropriate groups/individuals representing protected characteristics to be identified and added to the established CYC stakeholder consultation address book	Nigel Ibbotson working in conjunction with the CYC Communications Team	As soon as possible

## Step 8 - Monitor, review and improve

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b>
	<p>Consultation at the end of feasibility stage with all stakeholder groups should occur to inform CYC of experience of previous installations and how further adaptations may be considered both retrospectively and on future schemes.</p> <p>A similar consultation should be carried out at strategic milestones in the detailed design and definitely at the end of the process prior to commitment to construction.</p> <p>Members of the general public who are users of the installations 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>

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