

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Place		
Service Area:	Transport		
Name of the proposal :	Tadcaster Road Sustainable Transport Scheme		
Lead officer:	Julian Ridge		
Date assessment completed:	10/01/2022		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise

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.
	To provide a scheme to benefit sustainable modes (bus, cycle, walk) on Tadcaster Road, York, between Askham Bar and Blossom Street.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	Highway design work must comply with the relevant legislation and design codes. Design of measures for cyclists must be cognisant of LTN1/20 – the design guide for cycling infrastructure.
1.3	Who are the stakeholders and what are their interests?
	There are many stakeholders. Those on the corridor who are reliant on Tadcaster Road for access, people using the transport services on Tadcaster Road – including bus users, cyclists, pedestrians and those using vehicles on the corridor. There are a number of businesses and residencies which look directly onto Tadcaster Road and will be impacted by any change in the amenity of the corridor. Like all roads, Tadcaster Road is used, and crossed, by people with a range of sensory and mobility impairments, who have particular needs of the transport system.
1.4	What results/outcomes do we want to achieve and for whom?

	<p>The project seeks to improve provision on Tadcaster Road for people using sustainable modes – including walking, cycling and bus services. This will help to meet the Council Plan objectives ‘Getting around sustainably’ and ‘Good health and wellbeing’.</p>
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Step 2 – Gathering the information and feedback

<p>2.1</p>	<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>	
<p>Source of data/supporting evidence</p>	<p>Reason for using</p>	
<p>Public consultation</p>	<p>The scheme was subject to a wide ranging public consultation exercise in Summer 2021.</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		Action to deal with this
Light segregation		The report includes a commitment to consult stakeholders on light segregation to be used on the corridor.

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	No effect	0	
Disability	The scheme improves provision for cyclists, including those using adapted cycles because of a mobility impairment. The scheme provides three new signalised pedestrian crossings, which will be easier for people with sensory or mobility impairments to use in comparison to the current provision comprising pedestrian refuges.	+	M
Gender	No effect	0	

Gender Reassignment	No effect	0	
Marriage and civil partnership	No effect	0	
Pregnancy and maternity	No effect	0	
Race	No effect	0	
Religion and belief	No effect	0	
Sexual orientation	No effect	0	
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	No effect	0	
Low income groups	No effect	0	
Veterans, Armed Forces Community	No effect	0	
Other	No effect	0	
Impact on human rights:			
List any human rights impacted.	None	0	

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 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?
NA	

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:
<ul style="list-style-type: none"> - 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 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 EIA demonstrates the proposal is robust

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

Step 8 - Monitor, review and improve

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>Providing a comprehensive monitoring and evaluation report will be a condition of the business case for the project. This will consider impact on all groups in the population, including marginalised groups, and consider any modifications to the scheme required to respond lessons learned.</p>