

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Place		
Service Area:	Active Travel Programme		
Name of the proposal :	Badger Hill People Streets		
Lead officer:	Bethan Old		
Date assessment completed:	8/2/24		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Bethan Old	Project Manager	CYC	Project Management

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal?
	Improve the environment for pedestrians, cyclists and mini-scooter users approaching the school via Sussex Road and Crossways by reducing the impact of traffic in this area and improving the opportunity for defined crossing locations which are clearly visible to all users.
1.2	Are there any external considerations?
	<ul style="list-style-type: none">▪ Cycle Infrastructure Design LTN 1/20▪ Design Manual for Roads and Bridges (DMRB)▪ Manual of Contract Documents for Highway Works (MCHW)▪ Specification for Highway works (SfHW)▪ Traffic Signs Regulations and General Directions 2016 (TSRGD)▪ Manual for Streets▪ Structural Eurocodes▪ Building Regulations▪ Traffic Signs Manual 2019▪ Inclusive Mobility: a guide to best practice on access to pedestrian and transport infrastructure▪ Guidance on the use of Tactile Paving Surfaces▪ CYC Arboriculture Policy 2017 & BS5837 Trees in relation to design, demolition and construction

1.3	Who are the stakeholders and what are their interests?
	<p>CYC Internal – Maintaining the effectiveness of the authorities existing highways infrastructure, Preparing the network for changing future demand, Raising public awareness of upcoming changes, Utilisation of the network during construction periods. Transport Planning , Sustainable Transport Service, Road Safety, Network Management, Network Monitoring, Streetworks , Public Protection – Air Quality, Development Management, Communications, Highways, Major Transport Projects, Design, Conservation and Sustainable Development, Parks and Open Spaces, Waste Services, Finance, Councillors</p> <p>External – User experience General Public Residents/businesses in the vicinity of Badger Hill Primary School Staff and parents associated with Badger Hill Primary School</p> <p>External - Organisations Transport Operators - York Pullman Bus, First Bus, Transdev, East Yorkshire Buses, Connexions Buses, Arriva Buses, Glenn Coaches, Reliance Buses, Stephenson's of Easingwold, The Ghost Bus Tours, York Pullman Bus, East Yorkshire Motor Services, Utopia Coaches</p> <p>Emergency Services - North Yorkshire Police, Yorkshire Ambulance Service, North Yorkshire Fire Service, York Hospital</p> <p>Transport Groups - York Civic Trust, Sustrans, WalkYork, York Environment Forum Transport Group, York Bike Belles, York Cycling Campaign</p> <p>Equalities Groups - Age UK York, Mysight York, Be Independent, Pocklington Trust, York Blind and Partially Sighted Society, Wilberforce Trust, York Disability Rights Forum, York People First</p>

1.4	What results/outcomes do we want to achieve and for whom?
	<p>Improved safety and amenity of cyclist and pedestrian routes in the vicinity of Badger Hill Primary School.</p> <p>Proposed changes will encourage active travel and enhance priority towards pedestrian and cyclists, away from motor vehicle traffic and discourage parent parking on verge areas during school drop-off and pick-up times. Therefore carrying out these works fulfils the 'Getting around sustainably' key outcome of the Council Plan.</p>

Step 2 – Gathering the information and feedback

2.1	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?	
	Source of data/supporting evidence	Reason for using
	<p>Preliminary Internal Consultation with the groups indicated at section 1.3 completed from the 24th May to the 9th June 2023. Stakeholders were contacted via email and provided with details of the proposed changes along with annotated preliminary design drawings.</p>	<p>To get a direct response to preliminary design options from a range of groups who may have existing technical knowledge of specific issues at the location.</p>

<p>On the 29th October 2023, ward councillors were consulted on designs via a Teams session and emails, and provided support for the scheme.</p>	<p>To gather opinions from ward councillors, who have knowledge of the area and its problems, and understand whether they support progression of the scheme.</p>
<p>Preliminary External Consultation with the groups indicated at section 1.3 completed from the 6th October to the 1st December 2023. The general public were invited to complete an online survey to gather their views on existing conditions in the area and proposed changes. Residents were contacted via post and advertisements online invited the general public to contribute.</p>	<p>To gather the opinions of a variety of users of the area, to identify trends and to give the public a chance to have their voices heard.</p>
<p>Secondary External Consultation with the groups indicated at section 1.3 completed from the 5th January to the 5th February 2024. External stakeholder representatives from a range of transport, place and equalities focused organisations were emailed designs and asked to provide feedback via reply email.</p>	<p>To gather the opinions of a variety of representative groups who may identify specific access barriers relating to the scheme.</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	
Stakeholder groups with technical knowledge that may identify design features that disadvantage certain protected characteristics noted in the Equality Act 2010.		Public Executive Member Decision Session to attract more attention to the scheme, and the maintaining of the Active Travel inbox throughout the project lifecycle so that anyone can have their say at any time.	

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)
Age	No reference to this characteristic was made as part of our information gathering process. 31% of survey respondents were 65+, but did not identify any impacts related to their protected characteristic.	Neutral	Low
Disability	Concern was expressed that residents may be disadvantaged by the placement of bollards, as they may cause problems for medical care access. 14% of survey respondents had a physical or mental illness that reduced their ability to carry out day-to-day activities, but	Neutral	Low

	<p>did not identify any impacts related to their protected characteristic.</p> <p>Consultation with a CYC Access Officer did not identify any impacts related to disability, so long as the visibility of new bollards and fencing was considered.</p>		
Gender	<p>No reference to this characteristic was made as part of our information gathering process.</p> <p>50% of survey respondents were male, and 47% were female, but did not identify any impacts related to their protected characteristic.</p>	Neutral	Low
Gender Reassignment	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Marriage and civil partnership	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Pregnancy and maternity	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Race	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Religion and belief	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Sexual orientation	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low

Low income groups	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Veterans, Armed Forces Community	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Other	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
Impact on human rights:			
List any human rights impacted.			

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?
Maintain the activetravel@york.gov.uk email inbox so that anyone wishing to draw attention to risk factors or ways in which protected characteristics are disadvantaged can do so.	

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.
Option selected	Conclusions/justification
No major changes to the proposal	The project demonstrates that suitable consideration has been taken into account with regards to proposal designs and their impact on those users who share a protected characteristic and does not lead to unlawful discrimination. The project is part of a wider Active Travel Programme, which will continually monitor developments in available technology which could further enhance the user experience of pedestrians and cyclists. This will also be informed by continued interaction with stakeholders. Each project proposed for construction is subject to road safety assessment and where recommended, Road Safety Audit which will lead to further considerations as part of the design and installation process.

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.
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Impact/issue	Action to be taken	Person responsible	Timescale
Additional Stakeholder Identification.	Appropriate groups/individuals representing protected characteristics to be identified and invited to contribute feedback on designs, should the scheme be progressed.	Bethan Old working in conjunction with the CYC Communications Team.	As appropriate for Detailed Design progression.

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward?
	<p>Members of the general public are free to provide feedback through any of the authorities communication channels and where required and possible, officers will undertake further steps to improve user experience.</p> <p>Learning will be shared with other Active Travel Programme officers, and will be incorporated into this and future schemes.</p>