

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Place		
Service Area:	Active Travel Programme		
Name of the proposal :	People Streets / Ostman Road		
Lead officer:	Bethan Old		
Date assessment completed:	20/06/2022		
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? Please explain your proposal in Plain English avoiding acronyms and jargon.
	To improve the environment for pedestrians, cyclists and mini-scooter users on Ostman Road near Carr Junior and Infant schools by reducing the impact of traffic.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<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.</p> <p>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</p> <p>External – User experience of Ostman Road</p> <p>General Public</p> <p>Residents/businesses on and in the vicinity of Ostman Road</p> <p>Parents and children who attend Carr Infants and Junior Schools</p> <p>Staff affiliated with Carr Infants and Junior Schools</p> <p>No 5 bus</p>
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<p>1.4</p>	<p>What results/outcomes do we want to achieve and for whom? 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>Improved environmental appeal and safety for pedestrians and cyclists on Ostman Road through:</p>

	<ul style="list-style-type: none"> • Reducing the impact of vehicles and parking • Planting vegetation • Improving footways and public spaces • Installation of pedestrian crossing facilities <p>Proposed changes will encourage active travel and move priority towards pedestrians, providing children and parents with a safer, greener way of getting to school. Therefore carrying out these works fulfils the 'Getting around sustainably' key outcome of the Council Plan.</p>
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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? 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.	
	Source of data/supporting evidence	Reason for using
	Preliminary Internal Consultation with the groups indicated at section 1.3 completed from the 16 th May to the 20 th May 2022. Stakeholders were contacted via email and provided with details of the proposed changes along with annotated preliminary design drawings.	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.
	Preliminary External Consultation with the groups indicated at section 1.3 completed	To gather the opinions of a variety of users of Ostman Road, to identify trends and to give the public a chance to have their voices heard.

<p>from the 1st June to the 30th June 2022. Stakeholders were invited to complete an online survey to gather their views on the existing state of Ostman Road and proposed changes. Residents were contacted via post, schools were contacted via email, and social media posts invited the general public to contribute.</p>	
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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 a scheme specific inbox throughout the project lifecycle so that anyone can have their say at any time.

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? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</p>
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Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	<p>The evidence obtained during consultation suggests that proposed changes will be beneficial for children, as they promote healthier travel to school and positive engagement between children and the environment around them.</p> <p>Parklets and benches will also provide pedestrians with areas to sit for a break, which may be helpful for some elderly people with mobility impairments.</p>	Positive	High
	<p>The evidence obtained during consultation suggests that certain features in the design proposals may not be safe for children. The point was raised that children are prone to climbing and playing on street furniture, and since these would be placed in close proximity to the road this poses a risk that children may fall into the road. If this scheme is progressed through to Detailed Design, these features will be scrutinised with this in mind.</p>	Negative	
Disability	<p>The evidence obtained during design suggests that the installation of crossings will make it easier to and reduce the risks associated with crossing the road to pedestrians with mobility impairments.</p>	Positive	High

	Parklets and benches will also provide pedestrians with areas to sit for a break, which may be helpful for some disabilities.		
Gender	No reference to this characteristic was made as part of our information gathering process	Neutral	High
Gender Reassignment	No reference to this characteristic was made as part of our information gathering process	Neutral	High
Marriage and civil partnership	No reference to this characteristic was made as part of our information gathering process	Neutral	High
Pregnancy and maternity	The evidence obtained during design suggests that the installation of crossings will make it easier to and reduce the risks associated with crossing the road to pedestrians with dependent children and mobility impairments due to pregnancy.	Positive	High
Race	No reference to this characteristic was made as part of our information gathering process	Neutral	High
Religion and belief	No reference to this characteristic was made as part of our information gathering process	Neutral	High
Sexual orientation	No reference to this characteristic was made as part of our information gathering process	Neutral	High
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	The evidence obtained during consultation suggests that the installation of crossings will make it easier to and reduce the risks associated with crossing the road to pedestrians with dependents.	Positive	High

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

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 being done to optimise opportunities to advance equality or foster good relations?
<p>Further investigation into the risks associated between children and street furniture in close proximity to the road, if the scheme should be progressed to Detailed Design.</p> <p>Maintain the ostmanroad.improvements@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.</p>	

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:
<p>- 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.</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.

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 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.			
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	ASAP

Step 8 - Monitor, review and improve

8. 1	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>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>