

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

**Who is submitting the proposal?**

<b>Directorate:</b>	Place		
<b>Service Area:</b>	Active Travel Programme		
<b>Name of the proposal :</b>	Skeldergate Cycle Improvements		
<b>Lead officer:</b>	Bethan Old		
<b>Date assessment completed:</b>	23/11/22		
<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>
Bethan Old	Project Manager	CYC	Project Management

## Step 1 – Aims and intended outcomes

1.1	<b>What is the purpose of the proposal?</b>
	To improve safety, amenity and accessibility for cyclists on the route along Skeldergate, and to reduce and/or remove conflict at build-outs.
1.2	<b>Are there any external considerations?</b>
	<ul style="list-style-type: none"><li>▪ Cycle Infrastructure Design LTN 1/20</li><li>▪ Design Manual for Roads and Bridges (<b>DMRB</b>)</li><li>▪ Manual of Contract Documents for Highway Works (<b>MCHW</b>)</li><li>▪ Specification for Highway works (<b>SfHW</b>)</li><li>▪ Traffic Signs Regulations and General Directions 2016 (<b>TSRGD</b>)</li><li>▪ Manual for Streets</li><li>▪ Structural Eurocodes</li><li>▪ Building Regulations</li><li>▪ Traffic Signs Manual 2019</li><li>▪ Inclusive Mobility: a guide to best practice on access to pedestrian and transport infrastructure</li><li>▪ Guidance on the use of Tactile Paving Surfaces</li><li>▪ CYC Arboriculture Policy 2017 &amp; BS5837 Trees in relation to design, demolition and construction</li></ul>

1.3	<b>Who are the stakeholders and what are their interests?</b>
	<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, Utilisation of the network during construction periods.</b>  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><b>External – User experience of Ostman Road</b>  General Public  Residents/businesses on and in the vicinity of Skeldergate</p> <p>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>

<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b>
	<p>Improved safety, amenity and accessibility of Skeldergate for cyclists, reducing and/or removing conflict at the 2 build-outs.</p> <p>Proposed changes will encourage active travel and move priority towards cyclists over vehicles, and protects the safety of pedestrians. Therefore carrying out these works fulfils the ‘Getting around sustainably’ key outcome of the Council Plan.</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>	
<p>Preliminary Internal Consultation with the groups indicated at section 1.3 completed from the 15<sup>th</sup> to the 30<sup>th</sup> September 2022. 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>Preliminary External Consultation with the groups indicated at section 1.3 completed from the 7<sup>th</sup> October to the 4<sup>th</sup> November 2022. Stakeholders were invited to</p>	<p>To gather the opinions of a variety of users of Skeldergate, to identify trends and to give the public a chance to have their voices heard.</p>	

<p>complete an online survey to gather their views on the existing state of Skeldergate and proposed changes. Residents were contacted via post, formal bodies 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

<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>Stakeholder groups with technical knowledge that may identify design features that disadvantage certain protected characteristics noted in the Equality Act 2010.</p>		<p>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.</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>	<p>Older people using the build-out as a crossing point may be less likely to see cyclists as they approach the bypasses, posing a collision risk.</p> <p>21% of survey respondents were 65+, but did not identify any impacts related to their protected characteristic.</p>	Negative	Medium
<b>Disability</b>	<p>People with visual impairments using the build-out as a crossing point may be less likely to see cyclists as they approach the bypasses, posing a collision risk.</p> <p>10% of survey respondents had a physical or mental illness that reduced their ability to carry out day-to-day activities, but did not identify any impacts related to their protected characteristic.</p>	Negative	Medium
<b>Gender</b>	<p>No reference to this characteristic was made as part of our information gathering process.</p> <p>60% of survey respondents were male, 36% were female, and 1% were non-binary/gender variant, but did not identify any impacts related to their protected characteristic.</p>	Neutral	Low

<b>Gender Reassignment</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Marriage and civil partnership</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Pregnancy and maternity</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Race</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Religion and belief</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Sexual orientation</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<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>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Low income groups</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Veterans, Armed Forces Community</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Other</b>	No reference to this characteristic was made as part of our information gathering process.	Neutral	Low
<b>Impact on human rights:</b>			
List any human rights impacted.			

## Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<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>
Maintain the <a href="mailto:activetravel@york.gov.uk">activetravel@york.gov.uk</a> 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	<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.</b>	
<b>Option selected</b>	<b>Conclusions/justification</b>	
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.
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## 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 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

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b>
	<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>