

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Cheltenham and Gloucester/ Walls Improvement Scheme
Person(s) responsible for completing this statement	Mark Collins, Gloucestershire Highways Project Manager
Briefly describe the activity being considered including aims and expected outcomes	<p>The Cheltenham and Gloucester/Walls Roundabout Scheme is a £3.1m road improvement scheme comprising of capacity improvements to both junctions:</p> <p>C & G Roundabout</p> <ul style="list-style-type: none"> • Localised widening (3 to 4 lanes) and installation of traffic signals of Barnett Way entry arm (currently non signalised); • Replacement of the existing fix timed signals on all three remaining arms with a flexible (MOVA controlled) system; • Additional flared entry lanes (three to four lanes) from the A417 (Elmbridge Court Approach) and A417 (Zoons Court Approach);

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

	<ul style="list-style-type: none">• Localised changes to signing and lining on the junction approaches. <p>Walls Roundabout</p> <ul style="list-style-type: none">• Installation of new flexible controlled signals on three approaches of the Walls Roundabout (A417 Corinium Avenue Approach; A38 Eastern Avenue and Barnwood Road (northern approach);• Localised widening to accommodate additional vehicle stacking space on the A417 Corinium Avenue approach;• Localised widening to the circulatory carriageway to three lanes;• The new signals will be compatible with emerging bus priority technology systems needed to facilitate future enhancements to the Number 10 Stagecoach "Gold" route on the Barnwood Road corridor;• Repositioning of existing pedestrian crossing facilities to allow new crossings to be integrated with the new traffic signals. <p>The C & G and Walls Roundabout Improvement Scheme aims to:</p> <ul style="list-style-type: none">• Reduce congestion and improve safety at two of Gloucestershire's busiest junctions, improving journey reliability for all transport users;• Support the economic regeneration of Gloucester and Cheltenham through improving access to and from businesses located in the Barnwood Business Park.
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Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our website including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

Who is responsible for delivering the service?	<p>The C & G and Walls Roundabout Improvement Scheme is being delivered within existing highway boundaries and as such planning permission will not be required. The responsibility for developing the detailed design and procurement procedures will be with the delivery arm of GCC, Gloucestershire Highways.</p> <p>The construction of the scheme will be undertaken by an approved contractor as determined through GCC procurement policy.</p>
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Service user data/Needs analysis information	
<p>For the purpose of the C & G and Walls Roundabout Improvement Scheme, service users are defined as:</p> <p>a) The local population - residing within an output area within 1km of the scheme components. This enables an understanding of the impact of the construction and operation of the scheme on local residents. Where data gaps are present some information has been used from the Elmbridge Major Transport scheme which is located approximately 1.5km from the C & G/Walls Improvement scheme. Detailed analysis and consultation has been undertaken for this project which is situated very close to C & G and Walls Roundabouts.</p> <p>b) Potential users of the scheme – this will include both local residents and people living further afield.</p>	
Age	<p>Children - The Equality Act 2010 states that due regard should be given to the impacts on younger people and older people. There are a number of educational establishments located within 1km of the scheme and these include:</p> <ul style="list-style-type: none"> • Barnwood Church of England Primary School; • Eastbrook College; • Redcliffe College Creche; <p>However none of the above educational establishments are within close proximity to the scheme and are unlikely to receive significant impacts in terms of construction or operation</p> <p>Older People - Due regard should given to the impact of the scheme on this group particularly in residential areas and relevant facilities of interest to this group.</p>
Disability	Due regard should be given to those people with disabilities and the impact that scheme will have on them.
Sex	Due regard should be given to the impact on people according to their sex for example in this case the impact on females using the road network. 50.9% of the population within 1km of the Elmbridge Major Transport Scheme (Refer note a.)) above area are female.
Race (including Gypsy & Traveller)	Due regard should be given to the impact on people according to their race. Assessment of the 2011 Census for the Elmbridge Major Transport scheme (Refer note a.)) has determined that the scheme area is 'white' (93.1%).

Gender reassignment	There is currently no information available regarding the proportion of people who have undergone or going through the process of gender reassignment.
Marriage & civil partnership	The Marriage and Civil partnership group has not been considered for this due regard statement as there is unlikely to be any significant impacts on this group relative to the population as a whole.
Pregnancy & maternity	There is currently no information available regarding the proportion of people who are pregnant. Facilities in the area that are key for this group are: <ul style="list-style-type: none"> • Redcliffe College Creche
Religion or Belief	The data relevant to religion or belief has not yet been examined however it is considered that the scheme will not present any significant impact in terms of construction or operation.
Sexual Orientation	There is limited data available on sexual orientation of residents living in a specific area.

Other information

During the preparation of the preliminary design work carried out to secure project funding, the project team looked at potential challenges and opportunities across the protected groups which include age, disability, gender reassignment, pregnancy, race, religion, sex, sexual orientation and marital status. The protected groups that have been identified as relevant are age and disability for whom an initial mobility audit has been carried out. However, now that funding has been secured for the project, further consultation with stakeholders will be carried out and any equality issues will be addressed during the design process. This 'Due Regard Statement' will be kept as a live document to ensure all challenges or opportunities that arise are documented and acted upon.

Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC Workforce diversity reports** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

<p>Total number of GCC staff affected</p>	<p style="text-align: center;">not affected</p>
<p>Age</p>	
<p>Disability</p>	
<p>Sex</p>	
<p>Race (including Gypsy & Traveller)</p>	

Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion or Belief	
Sexual Orientation	

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	<p>Consultation has taken place with key stakeholders namely the Local Enterprise Partnership, major local businesses, the Highways Agency and Stagecoach West. We have used a range of communication techniques to ensure that the public and stakeholders have been kept informed with developments for progressing improvements at C & G and Walls Roundabouts. The methods included:</p> <ul style="list-style-type: none"> • Media – Press releases issued regarding capacity issues at the two junctions and during the preparation of the funding bid stage for improvement works; • Website – containing current information about the project and delivery process; • Political engagement – briefings for local politicians (district council / county council / MPs); and • Discussions and Meetings – meetings with local businesses to gain support for the proposed improvements • Gloucestershire Highways Drop In Meeting – Plans showing the proposals were made available at a recent drop in session at Imperial Gate, Gloucester for County Council Members to view. <p>The scheme will provide junction capacity improvements at both the C & G and Walls Roundabouts. These improvements will provide benefits to all road users in particular users of the Barnwood Business Park.</p>
Workforce	<p>Information through press releases and the Gloucestershire County Council website has been available to GCC and GH staff. Both organisations will be kept informed as the scheme progresses.</p>
Partners	<p>GCC has been working with the local businesses and politicians in order to develop the scheme.</p>
External providers of services	<p>Key external service providers such as Stagecoach West and Barnwood Business Park have been consulted prior to and during the progress of the bid for project funding. It is particularly important that external service providers are continued to be consulted during the development of the design and construction of the improvements.</p>

Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations.

Protected group	Challenge or opportunity considered and what we did
Age(A)	<p>Design</p> <ul style="list-style-type: none"> • A care home is located on Barnwood Road north of the Walls Roundabout junction however it is considered to be sufficient distance from the improvement scheme for any effects to be insignificant. The detailed design will however consider the movement of older people in terms of pedestrian facilities which is particularly relevant at the Walls Roundabout which is more urban in character. <p>Construction</p> <ul style="list-style-type: none"> • There is a potential challenge of the impact of construction traffic causing severance for older people and children who are the more vulnerable pedestrians. However it is considered that this impact is likely to be insignificant at C & G roundabout due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. This impact will have to be considered for the Walls Roundabout where there is significant pedestrian usage and pedestrian desire lines. • The potential noise from construction could also be a negative impact especially for children as research has shown that noise can have affect concentration levels of children. However noise impacts will be fully analysed and mitigated within the Environmental Impact Assessment and Construction Environmental Management Plan. Schools in the surrounding area are not within the noise impact area. • Information provision – Previous construction projects have shown that an effective source of information on construction and minimising disruption is achieved through the use of signage and newsletters. Consideration will be given to ensure material is accessible for older people e.g. use of hard copy newsletters in addition to electronic issue. • Contractors responsible for the construction of the C & G/ Walls Improvement Scheme should adhere to appropriate code of conduct and should not discriminate by age of workers where relevant.

Protected group	Challenge or opportunity considered and what we did
	<p>Operation</p> <ul style="list-style-type: none"> • There is a potential reduction in traffic congestion at both roundabouts which could provide a benefit for those living in the local area including older people and children resulting in better accessibility and reducing severance. • There are potential benefits for those living in the local area due to improved bus frequency and reliability along Barnwood Road. The high frequency 'Gold' branded service will be less likely to incur delays. • The improvements at Walls Roundabout will include integrated crossing facilities which will provide a safe and improved environment for pedestrians including children and older people.
Disability (D)	<p>Design</p> <ul style="list-style-type: none"> • Accessible design should consider the movement of people with disabilities in terms of pedestrian facilities. The design of the scheme will adhere to accessible design appropriate lighting, tactile paving, and accessible crossing points. <p>Construction</p> <ul style="list-style-type: none"> • Potential challenge of the impact of construction traffic causing severance for people with disabilities who are more vulnerable pedestrians and therefore reduce accessibility. However it is considered that this impact is likely to be insignificant at C & G roundabout due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. Walls Roundabout will require careful consideration by the Contractor to ensure this impact is not realised. • Contractors responsible for the construction of the C & G Improvement Scheme should adhere to appropriate code of conduct and does not discriminate based on disability where appropriate. <p>Operation</p> <ul style="list-style-type: none"> • There is a potential for better accessibility for people with mobility impairments at Walls Roundabout. • There are potential benefits for those living in the local area due to improved bus frequency and reliability along the Barnwood Road.
Sex (S)	<p>Design</p> <p>Construction</p> <ul style="list-style-type: none"> • Potential challenge of the impact of construction traffic causing severance for pedestrians including

Protected group	Challenge or opportunity considered and what we did
	<p>females who are potentially more vulnerable pedestrians in terms of security and safety. However it is considered that this impact is likely to be insignificant at C & G roundabout due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. Walls Roundabout will require careful consideration by the Contractor to ensure this impact is not realised.</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the C & G/ Walls Improvement Scheme should adhere to appropriate code of conduct and should not discriminate by sex of employee. Appropriate policy should be implemented in terms harassment of females in the workplace.
Race (including Gypsy & Traveller)(R)	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the C & G/ Walls Improvement Scheme should adhere to appropriate code of conduct and should not discriminate by race of employee.
Gender reassignment(GR)	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the C & G/ Walls Improvement Scheme should adhere to appropriate code of conduct and should not discriminate by gender of workers.
Marriage & civil partnership (MCP)	<p>Marriage and Civil partnership is not considered for this equality impact assessment as there is unlikely to be any significant impacts on this group relative to the population as a whole.</p>
Pregnancy & maternity (PM)	<p>Design</p> <ul style="list-style-type: none"> Accessible design should consider the movement of people who are pregnant or are travelling with pushchairs. The design of the scheme will adhere to accessible design including provision of appropriate lighting and accessible crossing points. <p>Construction</p> <ul style="list-style-type: none"> Potential challenge of the impact of construction traffic causing severance for pedestrians including parents with young children who are potentially more vulnerable pedestrians in terms of accessibility. However it is considered that impact is likely to be insignificant at C & G Roundabout due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. Walls Roundabout will require careful consideration by the Contractor to ensure this impact is not realised. Contractors responsible for the construction of the C & G/Walls Roundabout Improvement Scheme should

Protected group	Challenge or opportunity considered and what we did
	adhere to appropriate code of conduct and should adhere to maternity and paternity rights of employees.
Religion and/or Belief (RAOB)	<p>Construction</p> <ul style="list-style-type: none"> • Contractors responsible for the construction of the C & G/ Walls Improvement Scheme should adhere to appropriate code of conduct and should not discriminate by religious faith or the beliefs of workers and that these beliefs are respected at the workplace.
Sexual Orientation(SO)	<p>Construction</p> <ul style="list-style-type: none"> • Contractors responsible for the construction of the C & G/ Walls Improvement Scheme should adhere to appropriate code of conduct and should not discriminate by the sexual orientation of employees.

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Incorporating equality issues arising from consultation into the detailed design. Ensuring accessible design principles taking into account the needs of groups with protected characteristics.	Gloucestershire Highways/GCC	Detailed design stage which is now commencing (and monitoring of usage after scheme opening)
Appropriate traffic management plan and information provision during construction stage to take into account severance and obstruction issues for those with protected characteristics.	Main contractor/Gloucestershire Highways/GCC	Prior to and throughout construction stage
Supply of equality and diversity policy details from external contractors involved in the provision of construction.	Main contractor /GCC	To be provided during the tender/ procurement process
Monitoring of service users once in operation to identify if groups with protected characteristics are being discriminated against or if this scheme is advancing opportunities for these groups.	GCC	6 months to 1 year after scheme opening

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

Review of Due Regard Statement

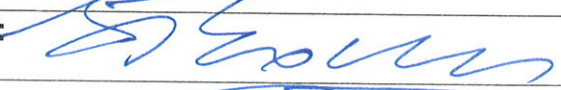
All of the above actions should be monitored on a regular basis and progress on these reported at project progress meetings on a monthly basis.

The current stage of scheme development is the detailed design stage of the scheme. It is therefore recommended that this statement be reviewed and updated on completion of the design stage and at relevant points (i.e. on completion of design, on completion of construction, after opening etc) to ensure a continuing duty of regard for equality impacts on groups with protected characteristics.

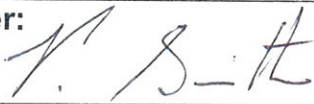
Additionally any information on incidents/accidents or in the area around the scheme will be analysed according to the characteristics of the victim if the information is available.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: 	Date: 25/6/13
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: Cllr Vernon Smith	
Signed by Portfolio Holder/Cabinet Member: 	Date: 1st July 2013

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.