

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':	Elmbridge Transport Scheme
Person(s) responsible for completing this statement	Laura Walker/ Carolyn Mitchell, Atkins Limited Mark Darlow-Joy, Outcome Manager, Gloucestershire County Council.
Briefly describe the activity being considered including aims and expected outcomes	<p>Elmbridge Transport Scheme is a £16.5 million Major Scheme comprising of:</p> <ul style="list-style-type: none"> • 1000 space Park and Ride transport interchange; • A high frequency Park & Ride service from Elmbridge Court to Gloucester city centre and Cheltenham town centre; also linking with Arle Court Park & Ride; • Improvements at Elmbridge Court roundabout in order to reduce traffic queues and improve safety, including: • A new through lane from A40 Golden Valley to A40 Northern Bypass (commonly known as a 'hamburger' roundabout); • A left hand-only through lane from A40 Golden Valley bypass and A417 Barnwood Link; • Widening of the approaches to the roundabout;

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">• Changes to the signal arrangements, including 24 hour operation and linking to Nine Elms/Cheltenham Road signal junction;• Changing the access to Elmbridge Court to facilitate the above roundabout improvements;• Widening sections of the A40 between Arle Court and Benhall roundabouts to provide bus priority measures; and• Ancillary highway works such as signage changes outside of the main works areas. <p>The Elmbridge Transport Scheme aims to:</p> <ul style="list-style-type: none">• Provide a high quality public transport system that will prove attractive and accessible to the local communities;• Reduce congestion and improve safety at one of Gloucestershire’s busiest junctions, improving journey reliability for all transport users;• Support the economic regeneration of Gloucester and Cheltenham through an enhanced bus service connecting the two centres, and by providing alternative car parking on the edge of Gloucester reducing the need for traffic to enter the city centre.
--	---

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 Elmbridge Transport Scheme has been registered with the Planning Inspectorate as a Nationally Significant Infrastructure Project due to the proposed development on the A40 which is a trunk road. The responsibility for developing the Planning Application and associated documents will be with the delivery arm of GCC, Highways Commissioning..</p> <p>The construction of the scheme will be undertaken by an approved contractor as determined through GCC procurement policy.</p> <p>The operation of the Park and Ride including the bus service will be undertaken by an approved operator through a commercial agreement with GCC.</p>
---	---

Service user data/Needs analysis information

For the purpose of the Elmbridge Transport Scheme, service users are defined as:

- a) The local population - residing within an output area within 1km of the scheme components at the time of the 2011 Census. This enables an understanding of the impact of the construction and operation of the scheme on local residents. The rates have been compared with local authority rates (combined rates for Cheltenham, Gloucester and Tewkesbury) and national rates in order to identify the significance of the potential impact on each of the specific groups.
- b) Potential users of the scheme – this will include both local residents and people living further afield. However as clear information on user data is unavailable at this time then it is recommended that additional data be collected after scheme opening to ensure a *continuing duty* to meet with the objectives the Equality Act 2010. More information regarding the monitoring of service users can be found in the monitoring and review section of this statement.

Age

Children - The Equality Act 2010 states that due regard should be given to the impacts on younger people and older people. Analysis of Census 2011 data shows that approximately 19.6% of the population within 1 km of the scheme are aged under 16 this is in line with the local authority and national rates. There are a number of educational establishments located within 1km of the scheme and these include:

- Churchdown Comprehensive;
- Churchdown Parton Manor Junior School;
- Our Lady of Perptual Succour;
- St Marys RC Primary School;
- Innsworth Infant and Pre-Schools;
- Noahs Ark Day Nursery;
- Longlevens Infant and Junior Schools; and
- Chestnuts Day Nursery.

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.

Older People - The proportion of people aged over 65 in the scheme area is 17.3% which again is slightly higher than the local and national rates. 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.

Disability	Due regard should be given to those people with disabilities and the impact that scheme will have on them. The proportion of people aged between 16 and 64 years old claiming DLA (Disability Living Allowance) in August 2012 living within 1km of the scheme is approximately 3.2%. This is higher than the national rate for England and Wales which is 2.2%.
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 transport network. 50.9% of the population within 1km of the scheme area female. However there is a potential that females may be more prone to impacts due to more females at home during the day and are more likely to be pedestrians etc.
Race (including Gypsy & Traveller)	According to the 2011 Census the predominant race residing within 1km of the scheme area is 'white' (93.1%). People describing themselves as Asian or Asian British make up 3.3% of the population; 1.9% are of mixed race; 1.4% are black and 0.3% of people describe themselves as 'other'.
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. An approximation of relative rate of pregnancy and maternity in the area as compared to local authority and national rates has been calculated using the proportion of people aged under 1 year old at the time of the 2011 Census. The proportion of people aged under 1 within 1km of the scheme is 1.5% slightly higher than the local authority and national rates (1.3% and 1.2% respectively). In terms of facilities in the area that are key for this group are: <ul style="list-style-type: none"> • Noah's Ark Day Nursery • Chestnuts Day Nursery
Religion or Belief	The area within 1km of the scheme has a majority Christian population with 62.1% of people describing themselves as 'Christian' in the 2011 Census. A further 34.7% stated they do not have a religion or did not state which religion they belonged to. The remaining population classify themselves as being the following; Muslim - 1.6%, Hindu - 0.6%, Buddhist 0.3% and other religions - 0.6%.
Sexual Orientation	There is limited data available on sexual orientation of residents living in a specific area. For the purpose of this survey as a proxy same-sex couples as a proportion of people aged over 16 in all households has been used (Census 2011). This shows that 1% of people living in households in the scheme area live as a same sex couple which is in line with the local authority and national rates.

Other information

A full Equality Impact Assessment has been undertaken for the Elmbridge Transport Scheme. This provides a more detailed breakdown of the socio-demographic profile of the area by groups with protected characteristics as well as other potentially vulnerable groups residing in the scheme area.

It is recommended that following 6 months to one year after opening that a user survey be undertaken requesting information on home postcode, age band, sex, disability, race, pregnancy and maternity/ people travelling with young children. This could be undertaken as part of a wider survey but should examine the user profile in terms of groups with protected characteristics.

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'.

Total number of GCC staff affected	not affected
Age	
Disability	

Sex	
Race (including Gypsy & Traveller)	
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>Extensive consultation has taken place with prescribed consultees and the local community. We have used a range of communication techniques and consultation events to ensure that the public and stakeholders had the opportunity to comment on Elmbridge Transport Scheme. The methods included:</p> <ul style="list-style-type: none"> • Media – Press releases issued during the pre-application process to include details of the consultation process and the public exhibitions, and the SOCC published as an advert in local newspapers; • Questionnaire – delivered to residents and businesses within 1km of Elmbridge Court roundabout, Arle Court roundabout and / or the Park and Ride site, as well as a variety of other local and national stakeholder groups and other statutory consultees; • Website – containing current information about the project and the consultation process. Also pages set up for people to submit comments, ideas and feedback; • Project newsletters – posted on the project's website; • Exhibitions – where members of the public and stakeholders could view plans and details of the proposed scheme, as well as make comments/ ask questions; • Political engagement – briefings for local politicians (district council / county council / MPs); and • Parish council briefings – meetings with the relevant parish councils and neighbourhood partnerships to brief them on the project and receive any feedback. <p>A full Consultation Report will form part of the Planning Application.</p> <p>The scheme will provide a new service in the form of a Park and Ride facility, a new park and ride service, improvements to the Elmbridge Roundabout and a new bus lane at Arle Court. These facilities will provide benefits to all road users, especially bus passengers. There is limited information on who these users will be and therefore it is recommended that as part of the after opening scheme monitoring that consultation be undertaken to identify the level of use by groups with protected characteristics and any positive or negative issues that they have experienced as a consequence of the scheme.</p>
Workforce	GCC and GH were invited to exhibitions (held at Shire Hall and Imperial Gate) and encouraged to provide feedback to the scheme through the questionnaire.
Partners	GCC has been working with the local Planning Authorities (Cheltenham Borough Council, Gloucester City Council, and Tewkesbury Borough Council) in the development of the scheme.
External providers of services	Over 350 prescribed consultees and relevant stakeholders were invited to provide feedback and engage on the Elmbridge Transport Scheme. A full list is available as part of the Consultation Report. This has included consultation with bus operators and the Highways Agency who are responsible for the A40 Trunk Road.

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"> • The scheme area has a slightly higher proportion of older people than for local and national averages and 32% of respondents to recent consultation who said they would use the park and ride were aged over 65. Accessible design has considered the movement of older people in terms of pedestrian facilities, provision for low floor buses, appropriate lighting, covered bus shelters and seating, Real Time Passenger Information and CCTV. <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 due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. • 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 – response to recent consultation showed that the most popular source of information on construction and minimising disruption through the use of signage and newsletters. Consideration will be given to ensure materials are accessible for older people e.g. use of hard copy newsletters in addition to electronic issue. • Contractors responsible for the construction of the Elmbridge Transport 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 levels along the park and ride corridor 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 along the Cheltenham-Gloucester corridor. • The improvements to the subways will provide a safer and improved environment for pedestrians including children and older people • The new bus service will need to consider low floor buses. The new park and ride bus service will provide improved access to Gloucester. As part of the consultation process respondents were asked whether they would be interested in using the Elmbridge Park and Ride scheme of these 32% were aged 65 or over. This could therefore create more opportunities for access amongst older people. • Any companies involved in the operation of the Park and Ride should have a clear policy in terms of the recruitment and employment rights of all people including a policy against discrimination of employees due to age where appropriate.
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 and also access at bus stops and on vehicles themselves. The design of the scheme has adhered to accessible design including provision for low floor buses and space for ramps from coach services, adequate disabled parking located close to the bus stops, appropriate lighting, covered bus shelters and seating, Real Time Passenger Information and CCTV, 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 due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. • Contractors responsible for the construction of the Elmbridge Transport 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 reduction in traffic levels along the park and ride corridor - this could provide a benefit

Protected group	Challenge or opportunity considered and what we did
	<p>for those living in the local area including people with disabilities and provide better accessibility for people with mobility impairments and potentially reduce severance.</p> <ul style="list-style-type: none"> • There are potential benefits for those living in the local area due to improved bus frequency along the Cheltenham-Gloucester corridor. • Accessible elements of the scheme should be ongoing and monitored i.e. adequate disabled parking, bus timetable information and accessible crossing points. • Any companies involved in the operation of the Park and Ride should have a clear policy in terms of the recruitment and employment rights of all people including a policy against discrimination of employees with a disability.
Sex (S)	<p>Design</p> <ul style="list-style-type: none"> • Consideration has been given to security issues at the Park and Ride site especially when dark through appropriate lighting, fencing, layout and CCTV. Covered bus shelters have been included in the scheme design. Consultation with the police has been carried out to ensure the layout is 'secure by design'. <p>Construction</p> <ul style="list-style-type: none"> • Potential challenge of the impact of construction traffic causing severance for pedestrians including 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 due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. • Contractors responsible for the construction of the Elmbridge Transport Scheme should adhere to appropriate code of conduct and should not discriminate by sex of employee. Appropriate policy should be implemented in terms of harassment of females in the workplace. <p>Operation</p> <ul style="list-style-type: none"> • Adequate security should be provided at the Park and Ride site (and the footway/cycleway to the site) especially when dark through appropriate lighting and CCTV. • There are potentially positive outcomes for pedestrians in terms of security by improvements to crossing facilities at the roundabout and subways. This could have particular implications for females who are potentially more vulnerable to crime. • Any companies involved in the operation of the Park and Ride should have a clear policy in terms of the recruitment and employment rights of all people and should not discriminate by sex of employee.

Protected group	Challenge or opportunity considered and what we did
Race (including Gypsy & Traveller)(R))	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the Elmbridge Transport Scheme should adhere to appropriate code of conduct and should not discriminate by race of employee. <p>Operation</p> <ul style="list-style-type: none"> Any companies involved in the operation of the Park and Ride should have a clear policy in terms of the recruitment and employment rights of all people including a policy against race discrimination of employees.
Gender reassignment(GR)	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the Elmbridge Transport Scheme should adhere to appropriate code of conduct and should not discriminate by gender of workers. <p>Operation</p> <ul style="list-style-type: none"> Any companies involved in the operation of the Park and Ride site should have a clear policy in terms of the recruitment and employment rights of all people including a policy against gender discrimination of employees.
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 has adhered to accessible design including provision for low floor buses and space for ramps from coach services, parent and child parking located close to the bus stops, appropriate lighting, covered bus shelters and seating, Real Time Passenger Information and CCTV, 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 this impact is likely to be insignificant due to the low number of pedestrians currently using the area, and easy access for construction traffic from major roads. Contractors responsible for the construction of the Elmbridge Transport Scheme should adhere to appropriate code of conduct and should adhere to maternity and paternity rights of employees.

Protected group	Challenge or opportunity considered and what we did
	<p>Operation</p> <ul style="list-style-type: none"> Any companies involved in the operation of the Park and Ride site should have a clear policy in terms of the recruitment and employment rights of all people including a clear maternity/paternity policy.
<p>Religion and/or Belief (RAOB)</p>	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the Elmbridge Transport 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. <p>Operation</p> <ul style="list-style-type: none"> Any companies involved in the operation of the Park and Ride should have a clear policy in terms of the recruitment and employment rights of all people including a policy against discrimination on the grounds of religious beliefs or faith of employees.
<p>Sexual Orientation(SO)</p>	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the Elmbridge Transport Scheme should adhere to appropriate code of conduct and should not discriminate by the sexual orientation of employees. <p>Operation</p> <ul style="list-style-type: none"> Any companies involved in the operation of the Park and Ride should have a clear policy in terms of the recruitment and employment rights of all people including a policy against discrimination based on 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 and EqIA into the detailed design stage. Ensuring accessible design principles taking into account the needs of groups with protected characteristics.	Gloucestershire Highways/GCC	Detailed design stage which is currently ongoing (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 and operation services.	Main contractor/bus operator/park and ride site maintenance company/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. This should be done through user surveys.	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 to the project board meeting 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.

Monitoring of Service Users

The Elmbidge Park and Ride site provides a new service and therefore there are no existing users of the service. The Equality Act 2010 states that service providers have a continuing duty to consider impacts on groups with protected characteristics and therefore monitoring of users once the scheme is operational will be required to ensure that equality issues are being considered and evolved after opening, as per the list below:

- a) **Age** - Should identify the proportion of users who are children or older people category i.e. aged under 16/ over 65. It is then appropriate to ensure that the service reflects the needs of this age group i.e. in terms of affordability, drop off points and accessibility issues and that safety and security is considered.
- b) **Disability** - Future monitoring after opening of the Park and Ride site will be carried out to confirm the level of usage of people with disabilities and ultimately answer the following questions - are there sufficient disabled parking spaces? Is the access from parking space to bus fit for purpose? Is access on to the bus adequate for people with mobility impairments? Are audio and visual information sources fit for purpose? Do improvements to the pedestrian network adhere to DDA guidelines and are they appropriate?
- c) **Sex** - The main concern here is that the scheme provides safe and secure environment for women. Therefore future monitoring will address questions such as does the park and ride site feel safe; and whether there have there been any incidents involving women on site etc.
- d) **Ethnicity** – Future monitoring will confirm whether the park and ride is used by any ethnic groups, and whether there is a need to consider cultural/language issues as a consequence?

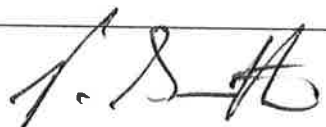
Additionally any information on incidents/accidents or in the area around the scheme will be analysed according to the characteristics of the victim if the information is available.

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: 10 July 2014
--	--------------------

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:	
Signed by Portfolio Holder/Cabinet Member: 	Date: 14th July 2014

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.