

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Strategic Planning
Title of the activity being assessed i.e. the strategy, plan, policy or service	M5 Junction 9/A46 transport scheme
Brief outline of the proposal(s)	<p>To deliver the Outline Business Case (OBC) for the M5 Junction 9/A46 highways scheme.</p> <p>The following infrastructure upgrades together form the M5 Junction 9 and A46 (Ashchurch) Transport Scheme:</p> <ul style="list-style-type: none"> • A new or extended motorway junction at M5 Junction 9; • Potential bypasses of the A46 to Teddington Hands roundabout; and • Online improvements elsewhere on the M5 and A46 to support additional demand.
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input style="width: 150px; height: 20px;" type="text"/></p>
Decision to be taken and decision maker	<p>To gain approval to delegate authority to the Executive Director for Economy, Environment and Infrastructure to use the professional services contract to instruct our term consultants to continue with work towards delivering the M5 Junction 9 and A46 (Ashchurch) Transport Scheme.</p> <p>Cabinet</p>
Person(s) responsible for completing this assessment	Dr Dave Land; Principal Transport Planner
Date of this assessment	17/2/21

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>Non-statutory consultation; Summer 2021 Statutory consultation Summer 2022</p> <p>The approach for engagement going forward is detailed in the Communications Plan and has been agreed with GCC project management and communications teams. A statutory consultation is planned for Summer 2022, following submission of the Outline Business Case.</p>
Workforce	<p>Members of the GCC workforce who might be affected by the proposed scheme could include staff transferring under TUPE to a new service provider or relocating. GCC Workforce diversity reports are available on the GCC website¹.</p>
Partners	<p>Monthly Project Board meetings have been held at which scheme and progress updates are shared with project partners. Attendees include Tewksbury Borough Council, Highways England, GFirst LEP, Atkins and GCC.</p> <ul style="list-style-type: none"> • Weekly meetings are held with GCC, Atkins and Tewkesbury borough Council • 4-weekly meetings are held with GCC, Atkins, Tewkesbury borough Council and Highways England • Regular briefing sessions are held with GCC, Atkins, Tewkesbury borough Council, Highways England, Department for Transport and Homes England.
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>Design</p> <ul style="list-style-type: none"> • The scheme area has a slightly higher proportion of older people than the national average. Accessible design has considered the movement of older people in terms of pedestrian facilities, appropriate lighting and 	Same as service users

¹ <https://www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis>

	<p>CCTV.</p> <ul style="list-style-type: none"> • Better access for pedestrians and cyclists will help families with younger children get to the educational establishments in the area safely. <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. • The potential noise from construction could also be a negative impact, especially for children, as research has shown that noise can affect concentration levels of children. However, noise impacts will be fully analysed and mitigated within the Environmental Impact Assessment and Construction Environmental Management Plan. • Information provision – 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 scheme should adhere to appropriate code of conduct and should not discriminate by age of workers where relevant. <p>Operation</p> <p>There is a potential reduction in congestion levels in the area which could provide a benefit for those living in the local area including older people and children resulting in better accessibility and reducing severance.</p>	
<p>Disability</p>	<p>Design</p> <ul style="list-style-type: none"> • Accessible design should consider the movement of people with disabilities in terms of pedestrian facilities. Routes need to be of appropriate width for users with mobility aids or wheelchairs, appropriately lit and signposted, with designated crossing points and tactile paving. <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, 	<p>Same as service users</p>

	<p>and therefore reducing 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.</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the M5 Junction 9 and A46 (Ashchurch) Transport Scheme should adhere to the appropriate code of conduct and not discriminate based on disability, where appropriate. <p>Operation</p> <ul style="list-style-type: none"> There is a potential reduction in congestion levels in the area that could provide a benefit for those living in the local area, including people with disabilities resulting in better accessibility and reducing severance. Accessible elements of the scheme should be ongoing and monitored i.e. signage and accessible crossing points. 	
<p>Sex</p>	<p>Design</p> <ul style="list-style-type: none"> Consideration has been given to security issues for female pedestrians, especially when it is dark, through appropriate lighting of the footpaths. <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 is 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 M5 Junction 9 and A46 (Ashchurch) 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>Same as service users</p>

	<p>Operation</p> <p>There is the potential to foster positive outcomes for pedestrians, in terms of security by improvements to crossing facilities on the A46. This could have positive implications for females who are potentially more vulnerable to crime.</p>	
Race	<p>Design</p> <ul style="list-style-type: none"> • There are no design features which impact upon race. <p>Construction</p> <ul style="list-style-type: none"> • Contractors responsible for the construction of the M5 Junction 9 and A46 (Ashchurch) Transport Scheme should adhere to appropriate code of conduct and should not discriminate by race of employee. <p>Operation</p> <p>There are no expected impacts on race upon delivery of the scheme.</p>	Same as service users
Gender reassignment	<p>Design</p> <ul style="list-style-type: none"> • There are no design features which impact upon those who are undergoing/have undergone gender reassignment. <p>Construction</p> <ul style="list-style-type: none"> • Contractors responsible for the construction of the M5 Junction 9 and A46 (Ashchurch) Transport Scheme should adhere to appropriate code of conduct and should not discriminate by gender of workers. <p>Operation</p> <p>There are no expected impacts on gender reassignment upon delivery of the scheme.</p>	Same as service users
Marriage & civil partnership	<p>Marriage and civil partnership are 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>	Same as service users
Pregnancy & maternity	<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. Routes need to be of 	Same as service users

	<p>appropriate width for users travelling with pushchairs, appropriately lit and signposted, with designated crossing points.</p> <p>Construction</p> <ul style="list-style-type: none"> • The impact of construction traffic may potentially cause severance for pedestrians including parents with young children, who are potentially more vulnerable pedestrians in terms of accessibility. • Construction may also make it difficult for pushchair users to access the footpaths in the area, so consideration should be given to signposting alternative routes where necessary. • Contractors responsible for the construction of the M5 Junction 9 and A46 (Ashchurch) Transport Scheme site should have a clear policy in terms of the recruitment and employment rights of all people including a clear maternity/paternity policy. <p>Operation</p> <p>There are no expected impacts on pregnancy and maternity upon delivery of the scheme.</p>	
<p>Religion and/or belief</p>	<p>Design</p> <ul style="list-style-type: none"> • Consideration should be given to ensure that religious communities are not prevented from accessing places of worship or other facilities that they regularly use. <p>Construction</p> <ul style="list-style-type: none"> • Contractors responsible for the construction of the M5 Junction 9 and A46 (Ashchurch) Transport Scheme should adhere to appropriate code of conduct and should not discriminate by the religious faith or beliefs of workers and ensure that these beliefs are respected at the workplace. <p>Operation</p> <p>There are no expected impacts on religion and/or belief upon delivery of the scheme.</p>	<p>Same as service users</p>
<p>Sexual orientation</p>	<p>Design</p> <ul style="list-style-type: none"> • There are no design features which may impact upon any users due to their sexual orientation. 	

	<p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the M5 Junction 9 and A46 (Ashchurch) Transport Scheme should adhere to appropriate code of conduct and should not discriminate by the sexual orientation of workers. <p>Operation</p> <p>There are no expected impacts on sexual orientation upon delivery of the scheme.</p>	
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4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Accessibility of consultation materials for the non-statutory consultation has been reviewed and amended using appropriate technology to ensure access for all.	Due to COVID19 all consultation is currently online. There were initial concerns the draft versions may not be viewable by all residents.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive and negative	<p>Incorporating equality issues arising from consultation and the EqIA into the detailed design stage.</p> <p>Ensuring accessible design principles consider the needs of groups with protected characteristics.</p>	Following consultation	Gloucestershire Highways / GCC
Positive	Appropriate traffic management plan and information provision	Before construction	Main contractor /

	during construction stage to consider severance and obstruction issues for those with protected characteristics	begins	Gloucestershire Highways / GCC
Positive	Supply of equality and diversity policy details from external contractors involved in the provision of construction and operation services.	Tendering process prior to construction	Main contractor / Gloucestershire Highways / GCC

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

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 could be done through user surveys.

Review of EIA

All of the above actions should be monitored on a regular basis and progress on these reported to the project board.

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 selection of an option, 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

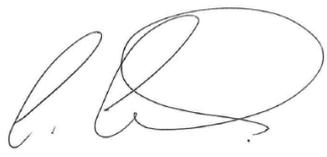
The Equality Act 2010 states that service providers have a continuing duty to consider impacts on groups with protected characteristics and therefore monitoring of users once the scheme is operational will be required to ensure that equality issues are being considered and evolved after opening, as per the list below:

- Age;
- Disability;
- Sex; and
- Race

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 relevant information is available.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Colin Chick
Date	10/3/21

Decision maker: 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.

Signature of decision maker	
Name of decision maker	Cllr Nigel Moor
Date	10/3/21

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Analysis of Census 2011 data shows that 18.8% of the population in the scheme area are aged under 16 which is in line with the regional (18.6%) and national (18.9%) proportions.</p> <p>The proportion of people aged over 65 in the scheme area is 17.2% which is lower than the South West (18.2%) but higher than the country (16.3%) as a whole.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>The proportion of people claiming Disability Living Allowance (DLA) in the area around the scheme is 1.6%, which is lower than the regional (2%) and national (2.3%) averages.</p> <p>14.5% of people in the area live with a Limiting Long-Term Illness, which is lower than the regional (18.7%) and national averages (17.6%).</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Just over half (50.4%) of the population in the scheme area are female, slightly lower than the regional and national averages (both 50.8%).</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>According to the 2011 Census data, the majority of people living within the scheme area are white (98.0%), which is higher than both the regional (89%) and national (85%) averages.</p> <p>People identifying as mixed or multiple ethnic groups are the second largest group at 1.0%, and there are no other groups represented in the area.</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>There is currently no information available regarding the proportion of people who have undergone or going through the process of gender reassignment.</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are</i></p>	<p>Married couples make up 55.6% of the population around the scheme area, and 0.3% of the population are in civil partnerships. This is higher than in England overall, with 46.6% of the country's population in a</p>

<i>married or in a civil partnership</i>	married couple and 0.2% in a civil partnership.
<i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	<p>There is currently no information available regarding the proportion of people who are pregnant. Therefore, an approximation of relative rates of pregnancy and maternity in the area as compared to local authority and national rates has been calculated, using live births within the local area as well as the Total Fertility Rate.</p> <p>Gloucester and Tewkesbury had a combined 2,667 live births in 2019.</p> <p>The Total Fertility Rate is higher in both Gloucester (1.89) and Tewkesbury (1.94) than the South West (1.66) and England overall (1.7).</p>
<i>Religion and/or belief percentage/profile of service users religious beliefs</i>	<p>The majority of the population within the scheme area are Christian (66.5%), and there are a further 25.4% who describe themselves as having no religion. This is comparable to the South West as a whole, where 60.3% of the population identify as Christian and 25.5% describe themselves as having no religion. At the national level, 59.4% identify as Christian and 24.7% describe themselves as having no religion.</p> <p>The remaining population in the scheme area identify as follows: 0.3% Muslim; 0.3% other religion, 0.2% Buddhist; 0.1% Hindu and 0.1% Jewish.</p>
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Data from the South West region (this is the lowest level of data available) shows that 95.1% of people in the South West identify as straight, compared to 94.4% in England overall. The South West has comparable proportions of people identifying as gay, bisexual and other sexual orientations to national figures.

Appendix 2 – GCC Workforce Data

Below are the details of the most recent statistics collected regarding Equality Impact characteristics of GCC workforce, located in the GCC workforce diversity reports, on the GCC website. These are not available broken down by the potential workforce that may use the travel area around the M5J9, or might be affected as detailed above. Therefore these are the MAXIMUM possible affected workforce numbers, rather than those segregated by geographical area.

Protected Characteristic	Total number of GCC staff affected:
Age	16-25 – 165 56+ - 418
Disability	160
Sex	Male: 533

	Female: 1395 Non-conforming: 6
Race	BAME: 109
Gender reassignment	n/a
Marriage & civil partnership	n/a
Pregnancy & maternity	n/a
Religion and/or belief	n/a
Sexual orientation	LGBT+: 150