

## 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	Highways Commissioning (Local Major Projects)
Title of the activity being assessed i.e. the strategy, plan, policy or service	<i>Gloucester South West Bypass – Llanthony Road Widening Improvements</i>
Brief outline of the proposal(s)	<i>Road capacity improvements on Llanthony Road between St Ann Way and abeam Gloucestershire College. The scheme also includes pedestrian and cycleway improvements.</i>
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	
Person(s) responsible for completing this assessment	<i>Sam Grimes/Charlie Watson, Atkins Limited Richard Lane – GCC</i>
Date of this assessment	<i>March 2021</i>

### 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><i>For the purpose of the Gloucester South West Bypass – Llanthony Road Widening Improvements, service users are defined as:</i></p> <ul style="list-style-type: none"> <li><i>• The local population – residing within output areas (OAs) within 1km of the scheme.</i></li> </ul> <p><i>To better understand the population local to the scheme, the most recent OAs used in the 2011 census which are within 1km of the scheme route has been assessed. By assessing these OAs, it provides detailed demographic data pertaining to the residents living close to the</i></p>

	<p><i>schemes and allows for an impact of the construction and operation of the scheme on local residents to be undertaken.</i></p> <p><i>The demographic data (e.g. gender, religion and race) for the local population has then been compared with local authority and national rates in order to identify the significance of the potential impact on specific PCGs.</i></p> <ul style="list-style-type: none"> <li><i>Potential users of the scheme – this will include both local residents and people living further afield.</i></li> </ul> <p><i>Service user diversity reports are available on the GCC 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.</i></p>
Workforce	<i>No identified significant impact</i>
Partners	<i>No identified significant impact</i>
Other	<i>No identified significant impact</i>

### 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><i>Due to the variety of facilities within the 1km buffer of the scheme, both protected groups are likely to be pedestrians within the scheme area. Due regard should therefore be given to retaining the current crossing facilities and path network to prevent a reduction in accessibility and safety during all phases of the scheme.</i></p> <p><i>The widening of the road to 2 lanes in either direction risks an increase in severance, however there will be improved crossing provisions, including an additional signalled crossing,</i></p>	<p><i>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.</i></p>

	<p><i>which will positively impact both protected groups and mitigate against any potential increases in severance.</i></p> <p><i>Widening and resurfacing of the current path network, alongside the provision of a new shared path and cycleway should improve the experience for these protected groups who are more likely to use active travel modes.</i></p> <p><i>The proximity of the scheme to facilities attracting younger people, such as Gloucestershire College, Gloucester City Association FC and St Paul's CoE Primary School increases the likelihood of the scheme impacting younger people. Due regard should be shown in the construction process to ensure that access to these sites is not disproportionately negatively impacted, and if diversions are required, ample signage is provided. On completion of the scheme, the widened pathways and provision of a joint cycle lane should improve active travel opportunities and perceptions of safety for this group.</i></p> <p><i>Furthering this, the scheme is proximate to the Llanthony Place retirement living development. This increases the likelihood of older people being impacted by the scheme. The scheme should therefore ensure that access to this premise is not disproportionately impacted by construction and that ample engagement and information provision occurs. For example, the distribution of hard copy newsletters in addition to electronic issue.</i></p> <p><i>Llanthony Priory is a site which may attract both protected groups for recreational purposes. Access to this site should be</i></p>	
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	<p><i>considered throughout all stages of the scheme to ensure these groups can still access the grounds and associated green space. Over the longer term, the improved pedestrian and cycle infrastructure would improve access to this site for these groups.</i></p> <p><i>Post scheme opening, there is potential for reduced congestion, which could benefit pedestrians using the junction through providing better crossing opportunities and reducing severance.</i></p> <p><i>In the event of traffic diversions, due regard should be shown in the planning of diversionary routes and how they may impact these groups.</i></p>	
Disability	<p><i>Accessible design guidance is being followed to ensure the movement of people with disabilities in terms of the pedestrian facilities. Routes must be of appropriate width for users with mobility aids or wheelchairs, appropriately lit and signposted, with designated crossing points and tactile paving. The improved crossing points and additional signalled crossing will aid accessibility and reduce severance for those within this protected group.</i></p> <p><i>In the event of diversions, due regard should be shown in the planning of diversionary routes and how they may impact those with a disability.</i></p>	<p><i>Contractors responsible for the construction of the scheme should adhere to the appropriate code of conduct and not discriminate based on disability, where appropriate.</i></p>
Sex	<p><i>Due regard should be given to the impact on people according to their sex, for example the impact on females using the transport network.</i></p>	<p><i>Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by sex of employee. Appropriate policy should be</i></p>

	<p><i>A higher proportion of females are likely to be at home during the day and are therefore more likely to be pedestrians and/or cyclists. Consequently, the improvements to the pedestrian and cycle ways are an important step in improving perceptions of safety and security along the route.</i></p> <p><i>Females may experience disproportionate impacts during construction of the scheme. For example, there may be safety concerns for many females if they are required to alter their usual routes due to a lack of access because of construction work. Due regard should therefore be shown to ensure any diversions provide perceptions of safety, for example by having sufficient lighting. Post construction, the enhanced infrastructure may improve accessibility for this protected group.</i></p> <p><i>Improved lighting and signage should improve the sense of safety and security at the site.</i></p>	<p><i>implemented in terms of harassment of females in the workplace.</i></p>
Race	<p><i>It is unlikely that there will be any significant impacts on BAME groups compared to the population as a whole, however consideration should be given to ensuring materials relating to the scheme are available in alternative languages and consultation is accessible to all.</i></p>	<p><i>Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by race of employee.</i></p>
Gender reassignment	<p>No identified significant impact</p>	<p><i>Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by gender of workers.</i></p>
Marriage & civil partnership	<p>No identified significant impact</p>	<p><i>Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate based on marriage or relationship status.</i></p>

<p><b>Pregnancy &amp; maternity</b></p>	<p><i>Accessible design of new pathway and road crossings will improve the experience for those who are pregnant and/or are travelling with pushchairs. The new routes are appropriate width with the associated signage and lighting to ensure equitable use of the infrastructure.</i></p> <p><i>Construction may cause severance for pedestrians, including those who are parents with young children. 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. Due regard should be taken to ensure equitable access for this group throughout the construction stage.</i></p> <p><i>It is noted that there is a nursery in the vicinity of the scheme, therefore it is likely more pregnant or parents with pushchairs utilise the network within the scheme area. Due regard should be shown to ensure access the nursery is not disproportionately impacted, especially during the construction phase of the scheme.</i></p>	<p><i>Contractors responsible for the construction of the scheme site should have a clear policy in terms of the recruitment and employment rights of all people including a clear maternity/paternity policy.</i></p>
<p><b>Religion and/or belief</b></p>	<p><i>There are a number of sites of worship within 1km of the proposed scheme, such as St Stephens Church and Mariners Church. Most of these sites are on the periphery of the 1KM buffer, thus it is likely the impact of the scheme will be limited, however due regard should be shown to ensure that access to these facilities is not significantly reduced during the construction of the scheme. Post construction, the improved traffic flow and active travel facilities may improve accessibility to the</i></p>	<p><i>Contractors responsible for the construction of the 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.</i></p>

	<i>religious sites in the scheme extent.</i>	
Sexual orientation	No identified significant impact	<i>Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by the sexual orientation of workers.</i>

#### 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
<i>No identified significant impact</i>	

#### 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
<i>Monitoring scheme to ensure protected groups are well served.</i>	<i>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.</i>	<i>6 months to 1 year after scheme opening</i>	<i>GCC</i>
<i>Prevent scheme construction from impacting the movement protected groups.</i>	<i>Appropriate traffic management plan and information provision during construction stage to consider severance and obstruction issues for those with protected characteristics.</i>	<i>Prior to and throughout construction stage</i>	<i>Main contractor / Gloucestershire Highways / GCC</i>

Providing access to relevant information to all protected groups.	<i>Supply of equality and diversity policy details from external contractors involved in the provision of construction and operation services.</i>	<i>To be provided during the tender / procurement process</i>	<i>Main contractor / GCC</i>
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## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
<i>All of the above actions should be monitored on a regular basis and progress on these reported to the project board.</i>

## 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	
Date	

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	
Date	

## 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
Age <i>percentage/profile of service user ages</i>	<b>Children</b> – <i>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 15.3% of the population in the assessment area are aged under 16 which is lower than the local (17.9%) and national averages (18.9%).</i>

	<p><b>Older people</b> – The proportion of people aged over 65 in the scheme area is 12.5% which is lower than both the county (17.9%) and national values (16.3%). Due regard should be given to the impact of the scheme on this group, particularly in residential areas and where the scheme may interface with crossings providing access to facilities which are of interest to this group such as community centres and health facilities.</p> <p><b>Source:</b> KS102EW - Age structure (NOMIS)</p>
Disability percentage/profile of service users who have a disability	<p>Due regard should be given to those people with disabilities and the impact that scheme will have upon them. The proportion of people claiming Disability Living Allowance (DLA) in the area around the scheme is 5.7%, which is higher than the local area (2.0%), and the national average (2.3%).</p> <p><b>Source:</b> Department for Work and Pensions (DWP)</p>
Sex percentage/profile of service users who are male and who are female	<p>Just under half (47.6%) of the population in the scheme area are female.</p> <p><b>Source:</b> QS104EW – Sex - (NOMIS)</p>
Race percentage/profile of service users who are from black and minority ethnic backgrounds	<p>According to the 2011 Census data, 10.8% of people living within 1km of the scheme area are BAME, which is higher than the county average (4.6%) but lower than the national average (14.6%).</p> <p><b>Source:</b> KS201UK – Ethnic group - (NOMIS)</p>
Gender reassignment percentage/profile of service users who have indicated they are transgender	<p>There is currently no information available regarding the proportion of people who have undergone or going through the process of gender reassignment.</p>
Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership	<p>Married couples make up 33.3% of the population around the scheme area, this is lower than both the national average of 46.6% and the county average of 50.2%.</p> <p>Civil partnerships make up 0.3% of the population around the scheme area, this is higher than the national average of 0.2% and equal to the county average.</p> <p><b>Source:</b> KS103EW - Marital and civil partnership status (NOMIS)</p>
Pregnancy & maternity percentage/profile of service users who are	<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</p>

<p><i>female and who are pregnant or on a maternity leave</i></p>	<p><i>calculated, using live births within the local area as well as the Total Fertility Rate.</i></p> <p><i>Gloucestershire had 6,124 live births in 2019 for a total fertility rate of 1.69. This is higher than the national total fertility rate which is 1.66.</i></p> <p><b>Source:</b> <i>Births in England and Wales: summary tables</i></p>
<p><i>Religion and/or belief percentage/profile of service users religious beliefs</i></p>	<p><i>The majority of the population within 1km of the scheme area are Christian at 56%, and there are a further 32.2% who describe themselves as having no religion.</i></p> <p><i>The remaining population in the A430 scheme area identify as follows: 2.4% Muslim; 0.7% other religion; 0.7% Hindu; 0.5% Buddhist; 0.1% Jewish and 0.1% Sikh.</i></p> <p><b>Source:</b> <i>QS210EW - Religion (detailed)</i></p>
<p><i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p><i>There is limited data available on sexual orientation of residents living in a specific area. Data from the South West region was used (as this is the lowest level of data available), which shows 95.1% of people in the South West identify as heterosexual, with comparable proportions of gay, bisexual and other sexual orientations to the data for England.</i></p> <p><b>Source:</b> <i>Sexual orientation, UK: 2018</i></p>

## Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected: Not Affected
Age	Not Affected
Disability	Not Affected
Sex	Not Affected
Race	Not Affected
Gender reassignment	Not Affected
Marriage & civil partnership	Not Affected

Pregnancy & maternity	Not Affected
Religion and/or belief	Not Affected
Sexual orientation	Not Affected

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