

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 / Transport and Highways
Service area	Strategic Planning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Development funding for the A435 Cycleway Scheme – Cheltenham to Bishops Cleeve
Brief outline of the proposal(s)	<p>The project involves undertaking the design and construction of the A435 Cycleway Scheme – Cheltenham to Bishops Cleeve. This route forms part of the Gloucestershire Cycle Spine and will contribute to a significant cycling and walking network across the Gloucestershire County thereby improving quality and connectivity.</p> <p>The route runs from the southern edge of Bishops Cleeve (GE Roundabout) along the A435, through the racecourse roundabout, following Evesham Road, Central Cross Drive, Marle Hill Road, and Hudson Street to join the Honeybourne Line at the Prince of Wales Stadium.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text"/></p>
Decision to be taken and decision maker	To seek Cabinet approval to undertake a competitive procurement process for the supply of highway construction associated with the delivery of A435 Cycleway Scheme – Cheltenham to Bishops Cleeve and to award such contracts to the preferred tenderers.
Person(s) responsible for completing this assessment	Richard Lane, GCC
Date of this assessment	17/02/2023

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>Data derived from the 2021 census was used to understand the composition of the population affected by the project. This data is presented in Appendix 1. Based on this data, public consultation will aim to ensure that the needs of the residents are heard including vulnerable groups. Socio-economic profiling data will be used to target appropriate consultation techniques in the area.</p> <p>Stakeholders have been identified; however, stakeholder engagement has not been conducted. This will be included in subsequent design phases. During the preliminary and detailed design phases, the public and key stakeholders will be identified and consulted on the scheme. Suggestions for inclusive mobility elements will also be developed for future stakeholder engagement.</p>
Workforce	The GCC Workforce Equalities, Diversity and Inclusion Report (February 2022) was used to identify the characteristics of the workforce. This data is presented in Appendix 2 .
Partners	<p>Weekly project meetings will be arranged between design Consultants and Gloucestershire County Council.</p> <p>Monthly Project Board meetings will take place during the duration of the project.</p> <p>Liaison with Sustrans and Active Travel England and key stakeholders to discuss the proposals.</p>
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 population within the project area (as defined in Appendix 1) has a higher proportion of young people aged 15 years and under (21.1%) compared to the national 	Same as service users.

average (17.4%). The design caters to the needs of this group by incorporating a safe and accessible design through provision of pedestrian and cycling facilities and traffic calming measures. This will provide a safe environment for young people without access to a car.

- The proportion of older people aged 65 years and over in the project area (14.6%) is lower than the national average (18.4%). The design has ensured that the needs of this age group has been catered for by incorporating inclusive design principles. This has been done by providing safe and accessible crossing facilities at major junctions as well as at side roads where traffic calming features such as raised junctions have been considered.
- Segregation of cycling and pedestrian facilities will also improve safety while using these facilities especially among the young and the old. This has been considered where there are high traffic speeds and volumes. This will provide access to vital amenities such as schools, shops, and hospitals.
- The design has incorporated modal filters and raised junctions at some sections of the road, which help to reduce traffic volumes and speed. This can improve local air quality in the local area ([Air quality - National Highways](#)) which would benefit the population especially the young and the elderly.
- Provision of bus shelters at existing bus stop locations that were lacking these facilities, such as the bus stop located south of the Racecourse roundabout, will provide the young and the elderly with a seating area while waiting for buses. This will also provide shelter from adverse weather.

Construction:

- The construction phase of the project has the potential to lead to severance for vulnerable groups such as children and the elderly making local amenities inaccessible.
- Provision of information regarding construction activities should be inclusive. There should be consideration for the elderly by providing information in hardcopy where there is no access to electronic information.

	<ul style="list-style-type: none"> • Construction activities can increase dust and noise pollution in an area. Noise pollution can have a disproportionate negative impact on children’s development. However, these impacts will be fully analysed and mitigated within the Environmental Impact Assessment and Construction Environmental Management Plan. • The Contractors responsible for the construction of the project should adhere to an appropriate code of conduct and should not discriminate by age of workers. <p>Operation:</p> <ul style="list-style-type: none"> • The segregation of active travel modes and motorised traffic along conflict points improves safety and accessibility. In areas where on road cycling has been proposed, reduction in traffic volume and speed can improve safety. • The scheme is likely to provide better access for young people i.e., those without access to the car, to local services. • The speed limit reductions and modal filters can have a negative impact on car use by increasing journey times which can affect elderly people who are more dependent on the car. 	
Disability	<p>15.9% of people in Cheltenham Borough Council area have their day-to-day activities limited due to a disability. Accessible design is important to cater to their needs.</p> <p>Design:</p> <ul style="list-style-type: none"> • The project will improve accessibility for people with disabilities by ensuring that the design is inclusive along the pedestrian and cycling facilities. The facilities will have features such as appropriate width to accommodate wheelchairs and adaptive cycles, tactile paving and level crossings at designated crossing points. Improvement of bus stop facilities will also improve accessibility to public transport. • The proposed traffic volume and speed reduction measures along roads such as Wellesley Road will provide a safe and attractive public realm for disabled people. This can have psychological benefits that are 	Same as service users.

	<p>proportionally advantageous to disabled people.</p> <ul style="list-style-type: none">• The design will assess the adequacy of the existing lighting provision and incorporate lighting where required. This is particularly beneficial for people with vision impairments. Provision of tactile paving for detection by guide dogs and canes will also improve legibility.• Subsequent designs should incorporate a wayfinding strategy that caters to disabled people. This can be done by providing signage with large print for people with visual impairments or audio signage for people with hearing impairments where possible.• Provision of bus shelters at existing bus stop locations that were lacking these facilities, such as the bus stop located south of the Racecourse roundabout, will provide disabled people with a seating area while waiting for buses. This will also provide shelter from adverse weather. <p>Construction:</p> <ul style="list-style-type: none">• The construction phase of the project may lead to severance therefore making it difficult to access different areas along the route.• The contractors responsible for the construction of the project should adhere to an appropriate code of conduct and should not discriminate against people with disabilities. <p>Operation:</p> <ul style="list-style-type: none">• Reduced traffic volumes and speeds will have a positive impact on disabled people by providing a safe facility that improves accessibility and encourages their independence.• Better quality active travel infrastructure that is accessible to those using adapted cycles.• Improved public transport facilities will encourage public transport use.• The speed limit reductions and modal filters can have a negative impact on car use by increasing journey times which can affect disabled people who are more dependent on the car.	
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<p>Sex</p>	<p>Design: The project area has a higher proportion of females (51%) compared to males (49%).</p> <ul style="list-style-type: none"> • Women are more vulnerable to gender-based violence. Therefore, lighting should be provided to ensure their safety along footways, cycleways, and crossings. • Women are more likely to benefit from improvements to active travel facilities since they have less access to private cars and walk more. The design will include crossings and segregated cycleways and footways which will improve safety. • An analysis of 5-year (2017-2021) casualty data in Gloucestershire (Casualty Statistics - Highways (gloucestershire.gov.uk)) showed that majority of traffic collisions involve men (61%), therefore traffic calming measures along the route may have a positive impact in reducing these casualties and where there are collisions their severity will be reduced. <p>Construction:</p> <ul style="list-style-type: none"> • Contractors involved in the construction phase of the project should provide equal work opportunities to both men and women. They should adhere to a code of conduct that provides a favourable working environment especially for women. <p>Operation:</p> <ul style="list-style-type: none"> • The improvement of active travel facilities, designated crossings and lighting will have a positive impact by increasing accessibility and improving safety especially for women. Segregated cycling infrastructure can 'hard wire' in safety, ambience, and comfort. 	<p>Same as service users.</p>
<p>Race</p>	<p>Design: There are no design features that were seen to impact specifically on race.</p> <p>Construction: The contractors responsible for the construction of the project should adhere to an appropriate code of conduct and should not discriminate against individuals by race.</p> <p>Operation:</p>	<p>Same as service users.</p>

	There are no expected impacts specifically on race upon delivery of the project.	
Gender reassignment	<p>Design: There are no design features that were seen to impact specifically on individuals who are undergoing or have undergone gender reassignment.</p> <p>Construction: The contractors responsible for the construction of the project should adhere to an appropriate code of conduct and should not discriminate against people who are undergoing or have undergone gender reassignment.</p> <p>Operation: There are no expected impacts specifically on people who are undergoing or have undergone gender reassignment upon delivery of the project.</p>	Same as service users.
Marriage & civil partnership	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.	Same as service users.
Pregnancy & maternity	<p>Design:</p> <ul style="list-style-type: none"> The design will be accessible to cater to pregnant women and those using push chairs. Footways will be designed to appropriate widths to cater for push chairs while traffic calming features at junction crossings will improve safety. Provision of bus shelters at existing bus stop locations that were lacking these facilities, such as the bus stop located south of the Racecourse roundabout, will provide pregnant women and young children with a seating area while waiting for buses. This will also provide shelter from adverse weather. <p>Construction:</p> <ul style="list-style-type: none"> Severance caused during construction can negatively impact pregnant women and those using push chairs or with young children thereby affecting accessibility. The contractors responsible for the construction of the project should have a clear policy in terms of the recruitment and employment rights of 	Same as service users.

	<p>people including a clear maternity/paternity policy which is adhered to.</p> <ul style="list-style-type: none"> • Construction activities can increase noise pollution in an area. This can negatively impact pregnant women and mothers to young children. However, noise impacts will be fully analysed and mitigated within the Environmental Impact Assessment and Construction Environmental Management Plan. <p>Operation: Improved walking, cycling and public transport facilities will create a safe and conducive environment for mothers and pushchair users to use these facilities.</p>	
Religion and/or belief	<p>Design: There are no design features that may have an impact on users due to their religion.</p> <p>Construction: The contractors responsible for the construction of the project should adhere to an appropriate code of conduct and should not discriminate by religion.</p> <p>Operation: There are no expected impacts on religion upon delivery of the scheme.</p>	Same as service users.
Sexual orientation	<p>Design: There are no design features that may have an impact on users due to their sexual orientation.</p> <p>Construction: The contractors responsible for the construction of the project should adhere to an appropriate code of conduct and should not discriminate by sexual orientation.</p> <p>Operation: There are no expected impacts on sexual orientation upon delivery of the scheme.</p>	Same as service users.

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
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Review of lessons learnt during the design and in previous similar schemes.	To ensure any learning and positive impacts can be captured from previous similar schemes
Design audits have been done.	This is to ensure that accessibility requirements have been met.

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	Incorporate the issues and design features / controls identified in this assessment in the subsequent design phase of the project. Undertake consultation with different groups to consider their views in the design.	Subsequent design stage.	GCC/Atkins
Positive	A clear strategy on signage and lighting should be included in subsequent phases in the design and construction of the project to ensure that vulnerable groups such as the elderly and disabled people have been catered for.	Subsequent design stage.	GCC/Atkins
Negative	The reduction in speed limits and traffic volumes using modal filters increases journey times for car users. This has a negative impact especially on the elderly and disabled people who may be reliant on cars.	Subsequent design stage.	GCC/Atkins

	Engagement with stakeholders should be carried out throughout the design process to explain the balance of needs and to ensure that no specific unintended access issues result.		
Positive	Accessible alternative facilities will be signposted during construction to avoid severance. This will be included in the traffic management proposals during the construction phase and accessible information will be provided to service users. This will be especially advantageous to people with disabilities, pregnant women, children, and the elderly.	Before and during construction phase.	Main Contractor / GCC
Negative	Ensuring that the Construction Environmental Management Plan and Construction Phase Plan consider the negative impacts of construction, such as noise and dust pollution, and put in place measures to mitigate them.	Before construction phase.	Main Contractor/GCC
Positive	Ensuring that contractors have an appropriate code of conduct and have set out policies to prevent discrimination.	Prior to the tendering process of contractors	Main Contractor/GCC

6. Monitoring and review

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


Under the 2010 Equality Act, service providers have a duty to consider and monitor impacts on groups with protected characteristics, including age, disability, gender and race.

The monitoring and review process will be an ongoing task throughout the project life. The proposed actions will be monitored on a regular basis and reported to the Project Board.

The monitoring will involve the use of service user surveys to identify the impact of the project on groups with protected characteristics. Negative impacts will be mitigated while positive impacts will be enhanced further or replicated.

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	16.03.2023

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	Cllr David Gray
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Name of decision maker	
Date	15.3.23

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.

The service user data was mainly obtained from the Census data 2021. The road traverses several Middle Super Output Areas (MSOAs), that is, St Paul's, Pitville and Fairview, Prestbury and Racecourse, Swindon Village and Wyman's Brook and Cleeve Hill, Gotherington and Apperley. The data from these MSOAs has been averaged and termed 'the project area' throughout the document. Where this data was not available, the data from Cheltenham Borough Council area, where a large section of the road is located, was compared the county (Gloucestershire) and national (England and Wales) data.

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>According to the 2021 census data, the average proportion of the population aged 15 years and under in the project area is 21.1%. This is higher than in Gloucestershire (17.5%) and England and Wales (17.4%).</p> <p>The census shows that southwest region had the highest median age in England (44 years) with a high population aged 65 years and over at 22.3%. In Gloucestershire this age group accounts for 21.7% of the population and 18.4% in England and Wales. This is higher than the project area where the average proportion of people aged 65 years and over is 14.6%.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>According to the 2021 census data, women accounted for 51% of the population in England and Wales while 49% were men. This is similar to the proportions of females and males in Gloucestershire and the project area.</p>
<p>Disability <i>percentage/profile of service users</i></p>	<p>According to the 2021 census, 17.7% of the population in England reported having a disability. This is higher compared to Gloucestershire where 16.8% of the population have a disability with 6.4% having their day-to-day activities limited a lot while 10.4% have their day-to-day activities limited a little. Close to the project area, the</p>

<p><i>who have a disability</i></p>	<p>proportion of the population that reported having disabilities in Cheltenham Borough Council area is 15.9% which is lower than at the county and national level.</p>
<p><i>Race percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>91.9% of the population in the project area identified as white. This is lower than the proportion in Gloucestershire (93.1%) but higher than in England and Wales (81.7%).</p> <p>The Asian, Asian British or Asian Welsh account for the second highest proportion at 3.8% in the project area which is slightly higher than in Gloucestershire (2.9%). However, this is significantly lower than in England and Wales (9.3%).</p> <p>Black, Black British, Black Welsh, Caribbean or African make up 1.0% of the population in the project area. This ethnic group comprised 1.2% of the population in Gloucestershire and 4.0% in England and Wales.</p> <p>3.3% of the population identified as mixed or from other ethnic groups in the project area which closely matches 2.9% in Gloucestershire. However, this is lower than the overall proportion of 5.0% in England and Wales.</p>
<p><i>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</i></p>	<p>43% of the population aged 16 years or over in Cheltenham Borough Council area were married or in a registered civil partnership. This is lower than the proportion in Gloucestershire (48%) and England and Wales (45%).</p>
<p><i>Religion and/or belief percentage/profile of service users religious beliefs</i></p>	<p>Majority of the population were reported to be Christians. In England and Wales, Christians accounted for 46.2% while 37.2% reported having no religion while in Gloucestershire, 49.2% were Christians while 41.4% reported having no religion. This trend is similar to the project area where 46.9% reported to be Christians and 42.9% had no religion.</p> <p>Muslims accounted for 1.4% of the population in the project area similar to Gloucestershire. This is lower than the proportion in England and Wales at 6.5%.</p>

<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>Most of the population aged 16 years and over have a gender identity the same as their sex registered at birth in the project area (93.9%). This is similar to the proportion in Gloucestershire (94.4%) and in England and Wales (93.5%).</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>In the 2021 census, Cheltenham Borough Council area recorded a fertility rate of 1.6 children per woman which is similar to the fertility rate in Gloucestershire (1.6 children per woman) and in England and Wales (1.6 children per woman). The crude birth rate in Cheltenham Borough Council area (9.7 live births per 1000 population) and Gloucestershire (9.5 live births per 1000 population) is lower than that of England (10.5 live births per 1000 population).</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>Most of the population in the project area (88.7%) identified as straight/heterosexual. This is slightly lower than in Gloucestershire (90.4%) and in England and Wales (89.4%).</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:
Age	<p>According to the GCC workforce equalities, diversity and inclusion report, the percentage of staff in post by age in 2022 is as follows:</p> <ul style="list-style-type: none"> 16-25 years 5.8% 26-35 years 18.7% 36-45 years 21.3% 46-55 years 29.5% 56+ years 24.6%
Disability	<p>Proportion of employees who declared a disability was 4.1%. 72.1% stated that they did not have a disability while 23.8% of the workforce did not respond.</p>
Sex	<p>Gloucestershire council has a higher proportion of female staff (69.8%) while male staff accounted for 30.2%.</p>
Race	<p>6.8% identified as Black and minority ethnic while 93.2% were white. There was an 83.0% response rate.</p>
Gender reassignment	<p>The proportion of individuals who identify as a gender different from their gender at birth has not been disclosed in the Gloucestershire County Council Workforce Equalities, Diversity and Inclusion report.</p>
Marriage & civil partnership	<p>50.1% of the staff stated that they are married or in a civil partnership while 32.8% were single or never married. 4.7% were divorced/dissolved partnership while 2.5% were separated. This data was from 43.2% of the total staff.</p>

Pregnancy & maternity	In 2021/2022, 119 employees took maternity/adoption leave. 28 employees returned changed their working hours and 8 employees (7%) chose not to return after maternity/adoption leave.
Religion and/or belief	42.6% of the staff stated that they did not have a religion while 40.8% identified as Christian. 1.7% identified as Muslim and 1.9% stated any other religion. These results are from a response rate of 33.8% where 11.5% did not answer.
Sexual orientation	4.3% identified as Bi-sexual, gay and lesbian, 86.5% as heterosexual and 9.3% did not state their orientation and overall response on 52.1% of staff.
