

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	Highways
Title of the activity being assessed i.e., the strategy, plan, policy or service	Gloucestershire Cycle Spine – Gloucester City Centre
Brief outline of the proposal(s)	The project involves undertaking the construction of the Gloucester Cycle Spine – Gloucester City Centre Cycleway. This will contribute to a significant cycling and walking network across the county thereby improving quality and connectivity.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input style="width: 150px; height: 20px;" type="text"/>
Decision to be taken and decision maker	To seek Cabinet approval to undertake a series of competitive procurement processes for the supply of highway construction associated with the delivery of Gloucestershire Cycle Spine – Gloucester City Centre and to award such contracts to the preferred tenderers.
Person(s) responsible for completing this assessment	Kath Haworth – Assistant Director for Highways and Infrastructure Kathryn.Haworth@gloucestershire.gov.uk
Date of this assessment	25/01/2023

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	Data derived from the 2021 census was used to understand the composition of the population affected by the project. Based on this data, public engagement will aim to ensure the needs of the residents are heard including vulnerable groups. Stakeholder engagement has not yet been completed and 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.
Workforce	The GCC Workforce Equalities, Diversity and Inclusion Report (February 2022) was used to identify the characteristics of the workforce.
Partners	Weekly project meetings will be arranged between design Consultants and Gloucestershire County Council. Monthly Project Board meetings will take place during the duration of the project. Liaison with Sustrans and Active Travel England and key stakeholders to discuss the proposals.
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section provides evidence as to 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.

The project is located within the Central Gloucester area. The residents in this area and Gloucester, in general, were considered as the service users in the equality assessment.

Protected Characteristic	Service Users	Workforce
Age	The population within the project area has a lower proportion of young people (aged 15 years and under) compared to the national average. The	Same as service users.

proportion of older people (aged 65 years and over) is lower in Central Gloucester and Hempsted than the national average. However, in Kingsholm and Wotton the proportion of older people is similar to the national average.

Design:

- The design will cater for the young and old population by providing safe and accessible crossing facilities at major junctions as well as at side roads where traffic calming features such as raised junctions will be considered. Segregation of cycling and pedestrian facilities will also improve safety while using these facilities especially among the young and the old. This will provide access to vital amenities such as schools, shops, and hospitals.
- Traffic management including speed reduction can improve local air quality ([Air quality - National Highways](#)) which would benefit the population especially the young and the elderly.

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.
- Construction activities can increase dust and noise pollution in an area. This can negatively impact the young and the elderly. However, these impacts will be fully analysed and mitigated within the 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.

Operation:

- The segregation of active travel modes and motorised traffic along conflict points improves safety and accessibility.
- The scheme is likely to provide better access for young people i.e., those without access to the car, to local services

<p>Disability</p>	<p>18.2% of people in Gloucester have their day-to-day activities limited. 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 and appropriate signposts. • Speed reduction measures will provide a safe and attractive public realm for people with disabilities. <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 speeds will have a positive impact on people with disabilities 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 	<p>Same as service users.</p>
<p>Sex</p>	<p>Design:</p> <p>The project area has a higher proportion of males compared to females.</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) 	<p>Same as service users.</p>

	<p>gloucestershire.gov.uk) showed that majority of traffic collisions involve men (61%), therefore traffic calming along the route may have a positive impact in reducing these casualties.</p> <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. 	
Race	<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: There are no expected impacts specifically on race upon delivery of the project.</p>	Same as service users.
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>	Same as service users.

	<p>Operation: There are no expected impacts specifically on people who are undergoing or have undergone gender reassignment upon delivery of the project.</p>	
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"> 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. The project passes through a highly populated area in the city centre, providing an opportunity to improve the public realm by providing areas of rest especially for pregnant women. <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 people including a clear maternity/paternity policy which is adhered to. 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 Construction Environmental Management Plan. <p>Operation</p> <p>There are no expected impacts on pregnancy and maternity upon delivery of the scheme.</p>	Same as service users.
Religion and/or belief	<p>Design: The design will ensure that access to places of worship is maintained.</p>	Same as service users.

	<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>	
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
Review of lessons learnt on previous phases of cycle spine	To ensure any learning and positive impacts can be captured from previous similar schemes

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	Ensuring that the issues and design features / controls identified in this assessment are resolved in the design phase of the project. Undertaking consultation with different groups to consider their views in the final design. This will help in provision of information.	During consultation stage	GCC/Atkins
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:


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 can be enhanced further or replicated.

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.

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	16.02.2023

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	
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Name of decision maker	Cllr David Gray
Date	16.3.23

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 project is located within the Central Gloucester and Hempstead MSOA. The route is also near the Kingsholm and Wotton MSOA therefore data on service users from this area was also considered.

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 proportion of the population aged 15 years and under in Central Gloucester and Hempstead was 13.8% and 14.6% in Kingsholm and Wotton. This is lower than in Gloucester (19.2%) and England (17.4%).</p> <p>The census shows that southwest region had the highest median age in England (44years) with a high population aged 65 years and over at 22.3%. In Gloucester, the proportion of the population aged 65 years and over is 16.7% which is higher than in Central Gloucester and Hempstead at 13.7%. However, at Kingsholm and Wotton this age range accounts for 18.7% of the population. The data for Kingsholm and Wotton is almost similar to that of England at 18.4%.</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. In Gloucestershire, there was also a higher proportion of females (50.5%) compared to males (49.5%). However, in the project area there was a higher proportion of males, that is, 51.7% in Central Gloucester and Hempstead and 50.3% in Kingsholm and Wotton were recorded compared to females 48.3% Central Gloucester and Hempstead and 49.7% Kingsholm and Wotton.</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 similar to Gloucester where 18.2% of the population have a disability with 7.4% having their day-to-day activities limited a lot while 10.8% have their day-to-day activities limited a little.</p>

<p><i>who have a disability</i></p>	
<p><i>Race percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>The majority of the population (82.6%) in the project area, Central Gloucester and Hempsted and Kingsholm and Wotton, identified as white. This is almost similar to Gloucester at 84.9% which is higher than in England and Wales (81.7%).</p> <p>The Asian, Asian British or Asian Welsh account for the second highest proportion at 7.4% in Central Gloucester and Hempsted and 10.2% in Kingsholm and Wotton. In comparison, the proportion of Asian, Asian British or Asian Welsh in Gloucester was 6.5% and 9.3% in England and Wales.</p> <p>Black, Black British, Black Welsh, Caribbean or African make up 4.2% of the population in Central Gloucester and Hempsted and 3.3% in Kingsholm and Wotton. This ethnic group comprised 3.6% of the population in Gloucester and 4.0% in England and Wales.</p> <p>The proportion of the population that identified as mixed or from other ethnic groups were 3.8% in Central Gloucester and Hempsted and 2.8% in Kingsholm and Wotton. This closely matches 3.8% in Gloucester and an overall proportion of 2.9% 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>27.6% of the population aged 16 years or over in Central Gloucester and Hempsted and 37.1% in Kingsholm and Wotton were married or in a registered civil partnership according to the 2021 census. This is lower than the proportion in Gloucester at 43.4%.</p>
<p><i>Religion and/or belief</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 Gloucester, 47.7% were Christians while 39.7% reported having no religion. This trend is similar to Central Gloucester and Hempsted where 44% reported to be</p>

<p><i>percentage/profile of service users' religious beliefs</i></p>	<p>Christians and 41.4% had no religion while in Kingsholm and Wotton 50.6% were Christian and 36.5% reported to have no religion. Muslims accounted for 4.4% of the population in Central Gloucester and Hempsted and 2.6% in Kingsholm and Wotton. While in Gloucester this category accounted for 4.7% which is lower than in England and Wales at 6.5%.</p>
<p><i>Gender reassignment percentage/profile of service users who have indicated they are transgender</i></p>	<p>The majority of the population aged 16 years and over have a gender identity the same as their sex registered at birth in Central Gloucester and Hempsted (90.6%) and Kingsholm and Wotton (92.7%). This is similar to the proportion in Gloucester (93.8%) and in England and Wales (93.5%).</p> <p>In Central Gloucester and Hempsted and Kingsholm and Wotton, 1.3% and 0.6% of the population respectively have a gender identity different from their sex registered at birth. In Gloucester, 0.1% identified as trans woman and 0.1% as trans man. Similar to Gloucester, in England and Wales 0.1% identified as trans man and 0.1% identified as trans woman.</p>
<p><i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>In the 2021 census, Gloucester recorded 1,452 live births, a still birth rate of 4.8 and a total fertility rate of 1.59. In comparison, the fertility rate in southwest was 1.51 with a still birth rate of 3.4. In England, the total fertility rate was 1.55 and a still birth rate of 4.1 per 1000 live births.</p>
<p><i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>In Gloucester, majority of the population (89.8%) identified as straight or heterosexual which is similar to the southwest (89.51%) and England and Wales (89.37%). Gay or lesbian accounted for 1.4% of the population in Gloucester and 1.54% in England and Wales. 1.4% of the population in Gloucester identified as bisexual in comparison to 1.28% nationally.</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> <p>16-25 years 5.8%</p> <p>26-35 years 18.7%</p> <p>36-45 years 21.3%</p> <p>46-55 years 29.5%</p> <p>56+ years 24.6%</p>
Disability	<p>Proportion of employees who declared a disability was 4.10%. 72.10% stated that they did not have a disability while 23.81% of the workforce did not respond.</p>
Sex	<p>Gloucestershire council has a higher proportion of female staff (69.78%) while male staff accounted for 30.22%.</p>
Race	<p>6.78% identified as Black and minority ethnic while 93.22% were white. There was an 83.01% 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>50.12% of the staff stated that they are married or in a civil partnership while 32.77% were single or never married. 4.66% were divorced/dissolved partnership while 2.50% were separated. This data was from 43.19% of the total staff.</p>
Pregnancy & maternity	<p>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.</p>

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 1.93% stated any other religion. These results are from a response rate of 33.8% where 11.46% did not answer.
Sexual orientation	4.24% identified as Bi-sexual, gay and lesbian, 86.48% as heterosexual and 9.27% did not state their orientation and overall response on 52.06% of staff.
