

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, Major Projects
Title of the activity being assessed i.e. the strategy, plan, policy or service	Arle Court Transport Hub
Brief outline of the proposal(s)	Expansion of the existing Arle Court Park and Ride site to form a new transport interchange.
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	Amy Fearnside, Atkins Limited
Date of this assessment	14/05/2021

2. Information Gathering

Outline approach to consultation and engagement, together with details of any other information and data sources utilised:

Research, Consultation and Engagement	
Service users	<p>For the purpose of the Arle Court Transport Hub, service users are defined as:</p> <ul style="list-style-type: none"> The local population – residing within output areas (OAs) within 1km of the scheme. <p>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</p>

	<p>living close to the schemes and allows for an impact of the construction and operation of the scheme on local residents to be undertaken.</p> <p>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 protected characteristic groups (PCGs).</p> <ul style="list-style-type: none"> • Potential users of the scheme – this will include both local residents and people living further afield. <p>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.</p> <p>A key stakeholder engagement exercise was completed on the Arle Court Transport Hub scheme in February 2021. A long list of key stakeholders were contacted including business, disability, political, resident and travel & transport interest groups.</p> <p>Due to the current situation regarding the COVID-19 pandemic and the need to follow government social distancing guidelines, the engagement was conducted remotely, with no face-to-face engagement. However, it is important that members of the key stakeholder groups had the opportunity to ask questions and receive information on the scheme.</p> <p>Further key stakeholder engagement will take place over the summer 2021 and public consultation will be part of the future planning application. Where written material has to be provided, consultation documents should be made available in word format on the local council website or other relevant website. Having the information via computers means that the font size can be readily increased and some computer programmes are able to read (and translate) word documents quickly into other useful formats.</p>
Workforce	Not applicable for this scheme.
Partners	Not applicable for this scheme.
Other	Not applicable for this scheme

3. Equality Assessment

Details of the 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>The development is in close proximity to retail outlets and residential areas and therefore has the potential to attract elderly and younger people.</p> <p>The improvements to the pedestrian and cycle access to the site should positively impact this groups experience. This said, during the construction stage, this access could be impacted, and regard should be shown to prevent severance during this period.</p> <p>The lifts provided in the multi-storey car park should also reduce severance to these age groups.</p> <p>It should be ensured that access within the site, and in/out of the site is appropriately lit and signposted, with designated crossing points and tactile paving to aid young and elderly users, as well as the blind or partially sighted.</p> <p>Information provision – consideration should be given to ensure materials are accessible for older people e.g. use of hard copy newsletters in addition to electronic issue.</p>	<p>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>
Disability	<p>Facilities for the disabled will be provided throughout the new development in accordance with Part M of the Building regulations. This will include a disabled refuge communication system and disabled assistance alarms to disabled toilets. Lifts will also be provided in the multi-storey car park.</p>	<p>Contractors responsible for the construction of the scheme should adhere to the appropriate code of conduct and not discriminate based on disability, where appropriate.</p>

	<p>There will be improvements to the access of the site for walking and cycling. As part of this, the spine route through the site will be a minimum of 3m, reaching 4m where possible to allow shared space for pedestrians, cyclists but also for disabled users with mobility aids. It should be ensured that access within the site, and in/out of the site is appropriately lit and signposted, with designated crossing points and tactile paving to support disabled users.</p>	
Sex	<p>Due regard should be given to the impact on people according to their sex, for example the impact on females using the site.</p> <p>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 as a result of construction work.</p> <p>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, improvements to the access of the site for walking and cycling is a key step to improve perceptions of safety and security at the site.</p> <p>Improved lighting and signage should also improve the sense of safety and security at the site, in addition to the implementation of CCTV systems.</p>	<p>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 implemented in terms of harassment of females in the workplace.</p>
Race	<p>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.</p>	<p>Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by race of employee.</p>

Gender reassignment	No identified significant impact.	Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by gender of workers.
Marriage & civil partnership	No identified significant impact.	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.
Pregnancy & maternity	<p>There will be improvements to the access of the site for walking and cycling. As part of this, the spine route through the site will be a minimum of 3m, reaching 4m where possible which would allow space for pushchairs. It should be ensured that access within the site, and in / out of the site is appropriately lit and signposted, with designated crossing points and tactile paving to support this group.</p> <p>Improved lighting and signage should also improve the sense of safety and security at the site, in addition to the implementation of CCTV systems.</p> <p>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.</p>	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.
Religion and/or belief	No identified significant impact.	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.
Sexual orientation	No identified significant impact.	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.

4. Completed Actions

Details of 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
Increased width of spine route	To accommodate wheelchairs users / mobility aids and pushchairs
Improvements to lighting and signage	To improve the safety and security of the site for females and other more vulnerable users

5. Planned Actions

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
Monitoring scheme to ensure protected groups are well served.	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.	6 months to 1 year after scheme opening	GCC

Ensure that the design of the scheme accommodates all protected groups.	We will consider further improvements to design elements and stakeholder engagement to ensure no one is left behind	Prior to construction	Main contractor / GCC
Prevent scheme construction from impacting the movement protected groups.	Appropriate traffic management plan and information provision during construction stage to consider severance and obstruction issues for those with protected characteristics.	Prior to and throughout construction stage	Main contractor / Gloucestershire Highways / GCC
Providing access of relevant information to all protected groups.	Supply of equality and diversity policy details from external contractors involved in the provision of construction and operation services.	To be provided during the tender / procurement process	Main contractor / GCC

6. Monitoring and review

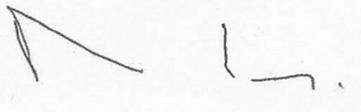
The following processes/actions will be put in place to keep this 'activity' under review:
<p>All of the above actions should be monitored on a regular basis and progress on these reported to the project board.</p> <p>The current stage of scheme development is at the end of RIBA Stage 2 (Concept Design), moving into Stage 3 (Spatial Coordination). It is therefore recommended that this statement be reviewed and updated at key milestones such as completion of subsequent design stages, on completion of construction, after opening etc to ensure a continuing duty of regard for equality impacts on groups with protected characteristics.</p>

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	11.06.2021

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 David Gray
Date	11.6.21

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>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 16.5% of the population in the assessment area are aged under 16 which is lower than the county (17.9%) and national areas (18.9%).</p> <p>Older people – The proportion of people aged over 65 in the scheme area is 20.9% which is higher than both the county (18.7%) 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>Source: KS102EW - Age structure (NOMIS)</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<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 3.6%, which is lower than the county average (3.6%), and the national average (4.6%).</p> <p>Source: Department for Work and Pensions (DWP)</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Just over half (50.6%) of the population in the scheme area are female.</p> <p>Source: QS104EW – Sex - (NOMIS)</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, 4.2% of people living within 1km of the scheme area are BAME, which is lower than the county average (4.6%) but lower than the national average (14.6%).</p> <p>Source: KS201UK – Ethnic group - (NOMIS)</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 married or in a civil partnership</i></p>	<p>Married couples make up 43.8% of the population around the scheme area, and 0.2% are civil partnerships.</p> <p>Source: KS103EW - Marital and civil partnership status (NOMIS)</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>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>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.</p> <p>Source: Births in England and Wales: summary tables</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>The majority of the population within 1km of the scheme area are Christian at 64.2%, and there are a further 26.1% who describe themselves as having no religion. The remaining population in the scheme area identify as follows: 0.8% Muslim; 0.5% Hindu; 0.5% Muslim and 0.4% other religion.</p> <p>Source: QS210EW - Religion (detailed)</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>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.</p> <p>Source: Sexual orientation, UK: 2018</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	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
