

Equality Impact Assessment For employees and/or communities

This EIA form will assist you to ensure we meet our duties under the Equality Act 2010 to take account of the needs and impacts of the proposal or function in relation to people with protected characteristics. Please note, this is an ongoing duty. This means you must keep this EIA under review and update it as necessary to ensure its continued effectiveness.

Section 1: Proposal details

Directorate / Service Area:		Person undertaking the assessment:	
Infrastructure & Growth		Name:	Bradley Joseph
Proposal being assessed:		Job Title:	Project Manager
Cycle barriers		Contact details:	bradley.joseph@cambridgeshire.gov.uk
Business Plan Proposal Number: (if relevant)	n/a	Date commenced:	13 July 2021
		Date completed:	
Key service delivery objectives:			
<p><i>Include a brief summary of the current service or arrangements in this area to meet these objectives, to allow reviewers to understand context.</i></p> <p>Removal of cycle barriers on the new Non-Motorised User (NMU) route/Bridleway at 4 No. locations, either side of two new bridges at Swavesey and Bar Hill constructed as part of the A14 Huntingdon to Cambridge Improvement project.</p>			
Key service outcomes:			
<p><i>Describe the outcomes the service is working to achieve</i></p> <p>Following removal of the cycle barriers, CCC is aiming to improve accessibility for all users of the NMU route. These barriers are not recommended in the DfT's Local Transport Note on Cycle Infrastructure Design (LTN 1/20) and appear to limit access for some disabled users using particular types of equipment.</p>			
What is the proposal?			
<p><i>Describe what is changing and why</i></p> <p>CCC received feedback from a disabled cyclist using the NMU route, that the spacing of the barriers was too narrow for their adaptive cycle to pass through the barrier arrangement easily. It is also considered that the current barrier arrangement does not adhere to the guidance contained within the DfT's Local Transport Note on Cycle Infrastructure Design (LTN 1/20). Note: this is design guidance and not a legal requirement.</p> <p>An independent safety review has recommended that the barriers at 3 No. locations could be removed completely, but the barriers at the fourth location</p>			

Equality Impact Assessment For employees and/or communities

retained on safety grounds, with the barrier spacing increased slightly in order to allow disabled cyclists (and cargo bike users) to travel through them easily. However, the barrier arrangement should not be spaced too far apart as this could result in increased speeds of standard cycle movements.

The independent safety review report was forwarded on to local councillors and the Cambridge Cycle Campaign for comment, and further reservations were received in relation to retaining the cycle barriers at one location. In response, CCC have considered an alternative option – to remove these cycle barriers and install pedestrian guardrail adjacent to the kerblines opposite the ramp on the perpendicular A1307.

What information did you use to assess who would be affected by this proposal?

For example, statistics, consultation documents, studies, research, customer feedback, briefings, comparative policies etc.

The Road Safety Audit assessed the design of the NMU from the perspective of all users, including cyclists, equestrian riders, pedestrians, and also those considered to be in 'vulnerable' age groups (e.g. young children and the elderly).

The cycle barriers proposed were cited as used on the Busway cycle track at Histon, Westwick and Swavesey sites.

Local Councillors and cycle groups (e.g. Cambridge Cycle Campaign) were consulted and their feedback was considered as part of this process.

Are there any gaps in the information you used to assess who would be affected by this proposal?

If yes, what steps did you take to resolve them?

Information gaps include:

1. Pedestrian and cycle count survey details for both before and after the installation of the cycle barriers. This would provide a better idea of whether demand has reduced following installation.
2. Interview surveys. This information would help inform by providing user feedback.

In response to feedback received from these groups following implementation, CCC commissioned an independent safety review/risk assessment to be carried for the purpose of identifying the risks associated with removing the cycle barriers.

Who will be affected by this proposal?

A proposal may affect everyone in the local authority area / working for the local authority or alternatively it might affect specific groups or communities. Describe:

- *If the proposal covers all staff/the county, or specific teams/geographical areas;*
- *Which particular employee groups / service user groups would be affected;*

Equality Impact Assessment For employees and/or communities

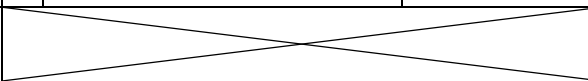
- *If minority/disadvantaged groups would be over/under-represented in affected groups.*

Consider the following:

- *What is the significance of the impact on affected persons?*
- *Does the proposal relate to services that have been identified as being important to people with particular protected characteristics / who are rurally isolated or experiencing poverty?*
- *Does the proposal relate to an area with known inequalities?*
- *Does the proposal relate to the equality objectives set by the Council's Single Equality Strategy?*

There is a potential impact on certain vulnerable users (e.g. children and elderly pedestrians or those with mobility impairments) on the ramps with regards to conflict with speeding cyclists following removal of the cycle barriers. The NMU route is a standard width for shared use, and visibility meets current design standards, therefore overall risk to these user groups is relatively low.

Section 2: Scope of Equality Impact Assessment

Scope of Equality Impact Assessment					
<i>Check the boxes to show which group(s) is/are considered in this assessment.</i>					
<i>Note: * = protected characteristic under the Equality Act 2010.</i>					
*	Age	<input checked="" type="checkbox"/>	*	Disability	<input checked="" type="checkbox"/>
*	Gender reassignment	<input type="checkbox"/>	*	Marriage and civil partnership	<input type="checkbox"/>
*	Pregnancy and maternity	<input type="checkbox"/>	*	Race	<input type="checkbox"/>
*	Religion or belief (including no belief)	<input type="checkbox"/>	*	Sex	<input type="checkbox"/>
*	Sexual orientation	<input type="checkbox"/>			
	Rural isolation	<input checked="" type="checkbox"/>		Poverty	<input type="checkbox"/>

Section 3: Equality Impact Assessment

The Equality Act requires us to meet the following duties:

Duty of all employers and service providers:

- *Not to directly discriminate and/or indirectly discriminate against people with protected characteristics.*
- *Not to carry out / allow other specified kinds of discrimination against these groups, including discrimination by association and failing to make reasonable adjustments for disabled people.*
- *Not to allow/support the harassment and/or victimization of people with protected characteristics.*

Equality Impact Assessment For employees and/or communities

Duty of public sector organisations:

- *To advance equality of opportunity and foster good relations between people with protected characteristics and others.*
- *To eliminate discrimination*

For full details see the [Equality Act 2010](#).

We will also work to reduce poverty via procurement choices.

Research, data and/or statistical evidence
<i>List evidence sources, research, statistics etc., used. State when this was gathered / dates from. State which potentially affected groups were considered. Append data, evidence or equivalent.</i>
None
Consultation evidence
<i>State who was consulted and when (e.g. internal/external people and whether they included members of the affected groups). State which potentially affected groups were considered. Append consultation questions and responses or equivalent.</i>
Local Councillors and cycle groups (e.g. Cambridge Cycle Campaign) were consulted and their feedback was considered as part of this process.
Based on consultation evidence or similar, what positive impacts are anticipated from this proposal?
<i>This includes impacts retained from any previous arrangements. Use the evidence you described above to support your answer.</i>
<p>CCC believe by making the modifications, this will ensure all cyclists are able to utilise this NMU route safely and with a degree of comfort. This will in turn help promote this route for cyclists living in surrounding rural villages, and improve connectivity with larger urban areas, such as Cambridge and Huntingdon.</p> <p>The changes are also unlikely to have an adverse effect on other NMU users, including pedestrians and equestrian riders.</p> <p>The modifications also align more closely with the DfT's Local Transport Note on Cycle Infrastructure Design (LTN 1/20).</p>
Based on consultation evidence or similar, what negative impacts are anticipated from this proposal?
<i>This includes impacts retained from any previous arrangements. Use the evidence you described above to support your answer.</i>
<p>Although the independent safety report recommended retaining the barriers on the north side of Swavesey bridge, CCC are considering removing these barriers too, and installing pedestrian guardrail on the adjacent A1307 directly opposite the ramp heading towards the bridge. The negative impacts of this proposal are that</p>

Equality Impact Assessment For employees and/or communities

speeding cyclists may still come into conflict with NMU users on the A1307 route, rather than being slowed down in advance by the barriers.

How will the process of change be managed?

Poorly managed change processes can cause stress / distress, even when the outcome is expected to be an improvement. How will you involve people with protected characteristics / at risk of poverty/isolation in the change process to ensure distress / stress is kept to a minimum? This is particularly important where they may need different or extra support, accessible information etc.

CCC officers will continue to liaise regularly with Local Councillors, members of the public and the local cycle community. Feedback will be used as a basis for any future amendments (if necessary).

Accident statistical data in the vicinity of the cycle barrier locations will be reviewed on an annual basis to identify any accident trends, which may result from the proposed modifications.

How will the impacts during the change process be monitored and improvements made (where required)?

How will you confirm that the process of change is not leading to excessive stress/distress to people with protected characteristics / at risk of isolation/poverty, compared to other people impacted by the change? What will you do if it is discovered such groups are being less well supported than others?

As mentioned above, CCC will liaise with Local Councillors, Cambridge Cycle Campaign and the CCC Cycle team. Local Councillors and Cambridge Cycle Campaign will be approached for review and comments on the final design.



Equality Impact Assessment For employees and/or communities

Section 4: Equality Impact Assessment - Action plan

See notes at the end of this form for advice on completing this table.

Details of disproportionate negative impact <i>(e.g. worse treatment / outcomes)</i>	Group(s) affected	Severity of impact <i>(L/M/H)</i>	Action to mitigate impact with reasons / evidence to support this or Justification for retaining negative impact	Who by	When by	Date completed
Experienced cyclists might approach the locations where the cycle barriers have been removed at inappropriate speed. This could result in a collision at the bottom of the ramp with a vulnerable NMU user, e.g. a child or partially sighted/profoundly deaf pedestrian	Age & Disability	M	New median bollard at foot of each ramp where cycle barriers have been removed to prevent vehicular access, will feature reflective banding to improve visibility. Cycle symbols to be painted on the NMU surface in addition to extra 'SLOW' markings where appropriate. This will help highlight the presence of cyclists and also draw cyclist attention to the potential hazard ahead.	CCC	Sep 21	

Section 5: Approval

Name of person who completed this EIA:	Bradley Joseph	Name of person who approves this EIA:	Andrew Preston
Signature:		Signature:	
Job title:	Project Manager Project Delivery	Job title: <i>Must be Head of Service (or equivalent) or higher, and at least one level higher than officer completing EIA.</i>	Assistant Director Infrastructure & Growth
Date:	13 July 2021	Date:	16 July 2021

Equality Impact Assessment For employees and/or communities

Guidance on completing the Action Plan

If our EIA shows that people with protected characteristics and/or those at risk of isolation/poverty will be negatively affected more than other people by this proposal, complete this action plan to identify what we will do to prevent/mitigate this.

Severity of impact

To rate severity of impact, follow the column from the top and row from the side and the impact level is where they meet.

		Severity of impact				Priority and response based on impact rating		
		Minor	Moderate	Serious	Major	High	Medium	Low
Likelihood of impact	Inevitable	M	H	H	H	Amend design, methodology etc. and do not start or continue work until relevant control measures are in place. Or justify retaining high impact	Introduce measures to control/reduce impact. Ensure control measures are in use and working. Or justify retaining medium impact	Impact may be acceptable without changes or lower priority action required. Or justify retaining low impact
	More than likely	M	M	H	H			
	Less than likely	L	M	M	H			
	Unlikely	L	L	M	M			

Actions to mitigate impact will meet the following standards:

- Where the Equality Act applies: achieve legal compliance or better, unless justifiable.
- Where the Equality Act does not apply: remove / reduce impact to an acceptably low level.

Justification of retaining negative impact to groups with protected characteristics:

There will be some situations where it is justifiable to treat protected groups less favourably. Where retaining a negative impact to a protected group is justifiable, give details of the justification for this. For example, if employees have to be clean shaven to safely use safety face masks, this will have a negative impact on people who have a beard for religious reason e.g. Sikhism. The impact is justifiable because a beard makes the mask less effective, impacting the person's safety. You should still reduce impact from a higher to a lower level if possible, e.g. allocating work tasks to avoid Sikhs doing tasks requiring face masks if this is possible instead of not employing Sikhs.