

Equality Impact Assessment Template

Requirement	Detail
Name of proposal/policy	Rushmere Road cycle lane
Service area responsible	Economy & Strategy
Name of completing officer	Chris Wragg
Approved by Director / Assistant Director	Graeme Kane
Signed off by NCC Equalities Lead	<i>email equalities@northamptonshire.gov.uk for sign-off</i>
Budget number (if applicable)	Not applicable
Cabinet meeting date	Not applicable
Date EqlA created	23 October 2020
Date of approval	23 October 2020
Date of sign off	

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘Due regard’ to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqlAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqlAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqlA is relevant MUST include a link to the web page where this assessment will be published. To have your EqlA published, please contact equalities@northamptonshire.gov.uk

PART A

1. Description of current provision/policy and main beneficiaries/stakeholders

Rushmere Road currently has a temporary segregated southbound cycle lane using orange and white wands spaced at 3 metre intervals.

2. Description of proposal under consideration/development

We are seeking the views of local residents and road users on three alternative options:

Option A – removing the current wands and replacing with black and white wands spaced at 3 metre intervals with gaps for side roads and drives. There would be minor changes to remove the first wands at the north end which have been regularly hit by vehicles.

Option B – removing the current wands and replacing with black and white reflective wands spaced at 5 metre intervals. There would be gaps for side roads and drives.

Option C – removing the current wands and replacing with alternate black and white wands and orcas at 5 metre intervals. There would be gaps in the wands/ orcas to enable access to side roads and drives. There would be two wands at the north end of the scheme to indicate the start of the cycleway. Following the gap for a side road or drive, there would be two wands at the start of each section. Where the alternating pattern of wands and orcas results in an orca ending a section, this will be replaced by a wand. South of the Rugby Club, on the approach to the 40mph zone, there would be wands at 5 metre intervals.

Option D - removing the current wands and replacing with two black and white reflective wands spaced at 25m intervals, with orcas at 5 metre intervals between the wands. There would be gaps in the wands/orcas to enable access to side roads and drives. There would be two wands at the north end of the scheme to indicate the start of the cycleway. Following the gap for a side road or drive, there would be two wands at the start of each section and at 25m intervals. South of the Rugby Club, on the approach to the 40mph zone, there would be wands at 5 metre intervals.

3. Data used in this Equality Impact Assessment

General population data (qualitative)

a. Data Source (include link where published) – quantitative or qualitative

This scheme affects those travelling in the area. It is expected that these proportions will be broadly in line with the general make-up of the population.

b. What does this data tell us?

It is expected that the make-up of road users and residents in the area who will be affected by the scheme will be broadly in line with the make-up of the wider population.

4. Please give details about planned consultation or engagement with communities and other stakeholders that are likely to be affected by the policy/decision/service change. Contact the Consultation, Equalities & Accessibility Team (ceat@northamptonshire.gov.uk) for advice or complete the online form with details of your consultation/engagement activity. If you are not carrying out any consultation or engagement activity, please provide reasons why you think this is not necessary.

Consultation is to be carried out through the County Council website at <https://www.northamptonshire.gov.uk/councilservices/northamptonshire-highways/buses/Pages/emergency-active-travel-fund.aspx>. Local residents will be notified of the consultation via a letter drop. Wider users will be notified via press release and social media.

5. If consultation or engagement has been carried out in the past, please provide details. If so, what were their views and how have their views influenced the work to date?

Local residents have raised concerns that the existing arrangement is not in keeping with the character of the area; the proposed alternative options will see fewer and less visually intrusive equipment used.

There have also been concerns that the width of the cycle lane is insufficient for some users of specialist cycles; as part of the alternative options the lane will be widened to the maximum possible within the available road space.

6. Protected characteristics as set out in the Equality Act 2010: Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Characteristic	Impact	Explanation	Mitigations/Actions
Sex	Neutral	It is not thought that people will be impacted by this proposal because of their sex.	
Gender reassignment	Neutral	It is not thought that people will be impacted by this proposal because of gender reassignment.	
Age	Unsure	The proposals will introduce a different and unfamiliar form of street infrastructure. This may have greater impact on older road users who are more likely to be have a visual or mobility impairment.	Engage with local residents and appropriate groups representing the elderly and disabled as part of the consultation process.

Characteristic	Impact	Explanation	Mitigations/Actions
Disability	Unsure	The proposals will introduce a different and unfamiliar form of street infrastructure. This may impact road users with a visual or mobility impairment. Widening the lane where possible should aid those using modified cycles which tends to be wider than normal machines.	Engage with local residents and appropriate groups representing the disabled as part of the consultation process. Where a machine is too wide to use the amended cycle lane, users will still be able to use the main carriageway.
Race & Ethnicity	Neutral	It is not thought that people will be impacted by this proposal because of their race or ethnicity	
Sexual Orientation	Neutral	It is not thought that people will be impacted by this proposal because of their sexual orientation	
Religion or Belief (or No Belief)	Neutral	It is not thought that people will be impacted by this proposal because of their religion or belief (or no belief)	
Pregnancy & Maternity	Neutral	It is not thought that people will be impacted by this proposal because of their pregnancy or maternity; for example, the wands will be spaced sufficiently widely that it should create no issues crossing the road with a pram.	

7. Cross-cutting considerations: Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Group	Impact	Explanation	Mitigations/Actions
Human Rights – relevant articles and local authority context: <ul style="list-style-type: none"> Article 2 – Right to life Article 3 – Freedom from torture and inhuman or degrading treatment 	Neutral	It is not thought that the proposal will have any impact on human rights.	

Group	Impact	Explanation	Mitigations/Actions
<ul style="list-style-type: none"> • Article 4 – Prohibition of slavery and forced labour • Article 5 – Right to liberty and security • Article 6 – Right to a fair trial • Article 8 – Right to private and family life • Article 9 – Freedom of thought, belief and religion • Article 10 – Freedom of expression • Article 11 – Freedom of assembly and association • Article 14 – Protection from discrimination • Article 1 of the First Protocol: Protection of property • Article 2 of the First Protocol: Right to education 			
Rural Isolation	Neutral	It is not thought that the proposal will have any impact on rural isolation, especially as it is in an urban area.	
Socio-economic exclusion	Neutral	It is not thought that the proposal will have any impact on socio-economic exclusion.	
Health and wellbeing considerations, for example:* <ul style="list-style-type: none"> • Health behaviours (healthy eating, physical activity, smoking, alcohol) • Family, friends and community (social isolation, community safety, mental health, family support) • Environment (housing standards, fuel poverty, air pollution, green spaces) • Work and education (employment, working conditions, income) • Transport (active travel, public transport, road injury risk, traffic management) • Quality and access to care 	Neutral	<p>All options are expected to be similarly positive in making the cycle lane more attractive for cyclists and therefore encouraging more active travel.</p> <p>As far as possible, appropriate guidance from the Department of Transport has been used to design a scheme in line with that guidance, taking into consideration the effect on all road users.</p>	

Health and Wellbeing considerations note: Depending on the scale of the impact identified, there may be a recommendation for a full Health Impact Assessment to be completed

Part B

If you are undertaking any further work before the decision on this policy or service change is made, please complete Part B and then make a final assessment based on this additional information.

1. Consultation, follow up data and information gathered from actions identified above

Action Undertaken	What does this information tell us?
<i>Describe any consultation or engagement that you have carried out since you completed Part A and number of responses/event attendees/contacts</i>	<i>What did people tell you? Did they support the proposal? Did they make any alternative suggestions? Did support differ depending on who was responding?</i>
<i>Describe any further work you have undertaken since completing Part A – have you had further discussions with providers? Has the budget changed? Are alternative proposals being considered? Have you been able to fill in any gaps in information that you had identified?</i>	<i>What does this tell you?</i>

2. Protected characteristics as set out in the Equality Act 2010: Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.

Characteristic	Impact <i>(delete as appropriate)</i>	Explanation	Mitigations/Actions <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i>
Sex <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Gender reassignment <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Age <i>Refer to Part A for detail</i>	Positive / neutral /		

Characteristic	Impact <i>(delete as appropriate)</i>	Explanation	Mitigations/Actions <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i>
	negative / unsure		
Disability <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Race & Ethnicity <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Sexual Orientation <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Religion or Belief (or No Belief) <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Pregnancy & Maternity <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		

3. Cross-cutting considerations: Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.

Group	Impact <i>(delete as appropriate)</i>	Explanation	Mitigations/Actions <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i>
Human Rights – (Please see articles in the toolkit for more information)	Positive / neutral /		

Group	Impact <i>(delete as appropriate)</i>	Explanation	Mitigations/Actions <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i>
<i>Refer to Part A for detail</i>	negative / unsure		
Rural Isolation <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Socio-economic exclusion <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		
Health and wellbeing considerations, for example:* <i>Refer to Part A for detail</i>	Positive / neutral / negative / unsure		

4. Final impact analysis (taking the findings from Part B into account) – including review date if required

Based on all the information contained in this assessment, and based on what you are proposing to do/recommend, what do you assess the impact to be – in particular, highlight where there may be negative impacts, and what can be done to mitigate them. These need to be made clear so that decision-makers are fully informed before making their decision. This equality impact assessment will be the Council's evidence of meeting its duties under the Equality Act and would be referred to in the event of a legal challenge.