

# EQUALITY IMPACT ASSESSMENT

## 1. Topic of assessment

<b>EIA title:</b>	Egham Sustainable Transport Package (Egham STP)
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<b>EIA author:</b>	Paul Fishwick / Jeff Wilson
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## 2. Approval

	<b>Name</b>	<b>Date approved</b>
<b>Approved by<sup>1</sup></b>	Jason Russell	03/11/16

## 3. Quality control

<b>Version number</b>	1	<b>EIA completed</b>	24/10/16
<b>Date saved</b>	25/10/16	<b>EIA published</b>	04/11/16

## 4. EIA team

<b>Name</b>	<b>Job title (if applicable)</b>	<b>Organisation</b>	<b>Role</b>
Jeffrey Wilson	Graduate Transport Planner	SCC (E&I)	Contributor
Paul Fishwick	Transport Policy Programme Manager	SCC (E&I)	Contributor
Lisa Creaye-Griffin	Equalities Group (DEG) - Chair	SCC (E&I)	Support, acting as critical friend and EIA approver

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<sup>1</sup> Refer to earlier guidance for details on getting approval for your EIA.

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## 5. Explaining the matter being assessed

<p><b>What policy, function or service is being introduced or reviewed?</b></p>	<p>This EIA reviews the Egham STP major scheme. It is centred in a strategic location covering the main residential, business and retail area of Egham. It is also in close proximity to Heathrow Airport, Staines-upon-Thames as well as the Runnymede Roundabout major scheme.</p> <p>Despite already being home to some major businesses, Egham currently suffers from constrained developer interest and recruitment due to traffic congestion and low levels of travel via alternative modes.</p> <p>The objective of the scheme is to introduce and upgrade sustainable transport facilities (walking/cycling/bus) into and around Egham town centre, focussing on the A308 corridor (The Glanty/The Causeway).</p> <p>The expected outcomes include improved accessibility to areas of commerce and employment for groups without access to car, as well as the facilitation of a modal shift to sustainable modes for current car users. It is anticipated that these outcomes will help to decrease congestion and its cost to the local community and businesses.</p>
<p><b>What proposals are you assessing?</b></p>	<p>This assessment looks at the equalities issues in relation to the proposed measures of the scheme which may include:</p> <p><b>Pedestrians and Cyclists</b></p> <ul style="list-style-type: none"> <li>• Improved signage on existing routes</li> <li>• Shared use pedestrian and cycle footways</li> <li>• New/upgraded pedestrian and cycle toucan crossings</li> <li>• Widened and re-aligned footways and kerbs</li> <li>• Re-surfacing and levelling of footways</li> </ul> <p><b>Bus network improvements</b></p> <ul style="list-style-type: none"> <li>• Raising and/or re-alignment of kerbs to aid accessibility.</li> <li>• Replacement of bus stop lay-bys with on-line bus stops.</li> <li>• Upgrades to existing bus stop facilities (e.g. lighting, seating, information)</li> </ul>
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>The proposals could potentially affect anyone living, travelling, studying or working in the vicinity of Egham. This includes:</p> <ul style="list-style-type: none"> <li>• Motorists travelling to or through the area (including key destinations of Royal Holloway University or Heathrow Airport).</li> <li>• Pedestrians.</li> <li>• Cyclists and potential cycle users.</li> <li>• Bus users.</li> <li>• Businesses that operate in the area or those that may potentially move to the area (including their employees).</li> </ul> <p>The above includes all of the groups with protected characteristics.</p>

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## 6. Sources of information

Engagement carried out
<p data-bbox="167 280 646 313">Engagement carried out includes:</p> <ul data-bbox="215 347 1436 1444" style="list-style-type: none"><li>• Local Area Committee meetings</li><li>• Member Task Group meetings</li><li>• Surrey County Council (SCC) officers</li><li>• Runnymede Borough Council (RBC) officers</li><li>• Egham Residents Association</li><li>• WSP Parsons Brinckerhoff</li><li>• Highways Agency</li><li>• Surrey County Council officers attended a 2013 meeting with the local Empowerment Board (now Disability Alliance Network) for Runnymede to present both the Runnymede Roundabout and Egham Sustainable Transport Package schemes and provide a forum where attendees could raise questions or issues.</li><li>• Public consultation (21 October – 15 December 2013): A statutory eight-week public consultation, engaging individuals and organisations on both the Runnymede Roundabout and Egham Sustainable Transport Package schemes.</li><li>• A public webpage was used as a centralised source of information for the scheme; also providing a link to an online questionnaire for respondents.</li><li>• Public exhibitions were held at Egham Library and Runnymede Borough Council offices throughout the duration of the consultation, with staff on hand on Friday 8 and Saturday 9 November at Egham Library to answer questions.</li><li>• Notification of the public engagement was sent to local interest groups including resident associations and environmental groups. Over 400 local businesses, organisations and schools were written to as part of the consultation.</li><li>• 5,000 leaflets were distributed to community shops and buildings to inform members of the public of the proposed scheme and how to get involved. Posters were also displayed at key locations around Egham, specifically along High Street.</li><li>• Specific organisations that cater for users with protected characteristics were targeted for engagement as part of the consultation (including Runnymede Mental Health Association, Strodes Community Learning Centre, St John’s Church and a number of educational establishments).</li></ul> <p data-bbox="167 1478 1412 1668">Details of the eight week public consultation carried out can be found in a <b>Consultation Report</b> produced by SCC. This report details the feedback received via the consultation and the demographics of who responded. The consultation received responses from a strong core of elderly and adolescent individuals: 12% of questionnaire respondents indicated that they were aged 60 or older, whilst 26.7% were aged 19 or younger.</p>
Data used
<p data-bbox="167 1724 1189 1758">Data and information used in the major scheme has been sourced from:</p> <ul data-bbox="215 1792 1061 1982" style="list-style-type: none"><li>• The Surrey Transport Plan (LTP3)</li><li>• Airtrack report</li><li>• Accident and traffic count data</li><li>• Local Committee Reports</li><li>• Feedback received during the public consultation period.</li></ul>

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## 7. Impact of the new/amended policy, service or function

### 7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic <sup>2</sup>	Potential positive impacts	Potential negative impacts	Evidence
<b>Age</b>	<p>The provision of off-road shared-use pedestrian and cycle paths and controlled toucan crossing facilities are expected to improve road safety and reduce road traffic casualties amongst less experienced and more vulnerable users, including adolescent and elderly groups.</p> <p>Improved accessibility to bus service network should improve usability for this protected characteristic group. The installation of suitable heighted kerbs at bus stops and ramps are expected to make it easier for the elderly and those accompanied by young children when boarding and alighting buses.</p> <p>Increased independence for both older and younger people as there is a safer, more efficient and reliable transport service that doesn't rely on the ability to drive.</p>	<p>During the construction of the improvements, age groups reliant on walking/cycling may experience reduced accessibility as works disrupt normal routes.</p> <p>Shared cycle and pedestrian routes may increase the perceived vulnerability of older and younger people using pedestrian facilities.</p>	<p>There were 18 casualties on the A308 in the period between January 2008 and July 2012 (Surrey accident data – Road Safety Team).</p> <p>Cycling safety and a lack of adequate cycling facilities has been identified as a specific issue an issue for children and older people (Surrey Accessibility Strategy, 2010).</p> <p>Concessionary journeys make up 34% of all bus journeys - <a href="#">Annual Bus Statistics 2014/15</a></p> <p>Previous public engagement on STP schemes noted that some users perceived shared cycle and pedestrian paths to be less safe for pedestrians.</p> <p>Best practice research showed that European countries that have invested in safe cycling infrastructure (e.g. the Netherlands) have far higher levels of cycling than the UK among older people as well as lower casualty rates.</p>
<b>Disability</b>	<p>Safe, high-quality cycle and pedestrian routes could offer increased independence for many people with disabilities, who may potentially be able to walk or cycle, but might feel unsafe cycling on or crossing the road.</p>	<p>As above, shared pathways may increase conflict between cyclists and more vulnerable pedestrians such as mobility or visually</p>	<p>15% of disabled people actively travelled for transport in 2014 (<a href="#">TFL, 2015</a>). National research shows cycling is the third most popular sport amongst disabled people with approximately 10% taking part in cycling.</p>

<sup>2</sup> More information on the definitions of these groups can be found [here](#).

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	<p>The opportunity for increased physical activity through active commuting could have benefits in preventing and mitigating chronic illnesses that can exacerbate disabilities.</p> <p>Improvements to the surface quality and width of footways, provision of formal crossing facilities and dropped kerbs will aid movement for wheelchair and mobility scooter users.</p> <p>Outcomes of the scheme aim to facilitate a modal shift from private car to sustainable modes which should have a positive impact on the local air quality and benefit those who suffer from or at risk to chronic illnesses.</p>	<p>impaired groups.</p> <p>Those with disabilities reliant on wheeled accessibility may temporarily experience reduced accessibility whilst construction works are ongoing.</p>	<p>National research shows major benefits of physical activity in relation to many health issues.</p> <p>Air pollution has been shown to exacerbate and increase the risk of a number of respiratory and cardiopulmonary illnesses (<a href="#">British Medical Bulletin, 2003</a>).</p>
<b>Gender reassignment</b>	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
<b>Pregnancy and maternity</b>	<p>Installing new pedestrian crossings and improving existing crossings will increase the actual and perceived safety of the road network for this group.</p> <p>Encouraging greater use of sustainable modes will help lower levels of air pollutants in the local area, benefitting health.</p>	While works are ongoing to deliver improvements, pedestrian/pram access may be restricted.	The research, published in <a href="#">The Lancet Respiratory Medicine journal</a> , found that exposure to air pollutants increased the risk of babies being born weighing less than 2.5kg, and reduced average head circumference.
<b>Race</b>	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
<b>Religion and belief</b>	Improved accessibility to Egham Parish Church which is in the vicinity of potential Egham STP routes	No impact	

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<b>Sex</b>	Off-road cycle routes may facilitate an increase in the proportion of regularly female cyclists, in comparison to male cyclists, by addressing concerns over road safety and vehicle conflict.	No impact	<p>Bikeability research found that women tend to be less confident as cyclists. This is supported by national research which shows that safety issues are of a particular concern in relation to cycling for women.</p> <p>Approximately 72% of cycling trips in the UK are made by men.</p> <p>By comparison, best practice research showed that European countries that have invested in safe cycling infrastructure such as the Netherlands have similar levels of cycling among men and women.</p>
<b>Sexual orientation</b>	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
<b>Marriage and civil partnerships</b>	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
<b>Carers<sup>3</sup></b>	It is possible that the scheme may improve accessibility for carers and their caree. Increased accessibility through pedestrian, cycle and bus network improvements should make travel for carers easier.	While works are ongoing to deliver improvements, pedestrian/wheel chair access may be restricted.	Carers are currently able to claim back their <a href="#">travel costs through the NHS</a> if a doctor can confirm the person being looked after needs someone to travel with them.

### 7b. Impact of the proposals on staff with protected characteristics

<sup>3</sup> Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that 'carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.'

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Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<b>Age</b>	The Egham Sustainable Transport Package scheme does not propose any changes to staff work. No impacts are foreseen at this time.	The Egham Sustainable Transport Package scheme does not propose any changes to staff work. No impacts are foreseen at this time.	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Disability</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Gender reassignment</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Pregnancy and maternity</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Race</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Religion and belief</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Sex</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Sexual orientation</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Marriage and civil partnerships</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
<b>Carers</b>	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.

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## 8. Amendments to the proposals

Change	Reason for change
<p>No changes have been made to the Egham STP as a result of the Equalities Impact Assessment.</p> <p>Impacts on protected characteristics groups have been considered from the start of scheme development.</p>	<p>Overall, the proposals are expected to have a positive impact on the protected groups.</p>

## 9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
<p>Improved safety and accessibility for identified protected groups.</p> <p>Reduction in road casualties.</p>	<p>Ensure standards for new cycling and bus infrastructure are of sufficient quality that they will feel safe for use by all, including young children</p> <p>Identifying the most dangerous pedestrian areas (or the most congested parts of the road network) to place pedestrian crossings.</p>	<p>During feasibility and design</p>	<p>Project Team / Road Safety / Design Team</p>
<p>Health benefits to protected groups through modal shift to sustainable modes (including improved air quality and active travel).</p>	<p>Ensure standards for new cycling infrastructure are of sufficient quality that they will be appealing for use by all, including young children.</p>	<p>During feasibility, design and construction</p>	<p>Project Team / Works Delivery</p>
<p>Increased independence for protected groups who cannot/ may no longer drive.</p>	<p>Consider areas that currently have poor accessibility and popular destinations as part of scheme prioritisation.</p> <p>Continued consultation with relevant groups for local insight.</p>	<p>During feasibility</p>	<p>Project Team</p>
<p>Temporary disruption of current routes during the construction of the scheme.</p>	<p>During construction steps will be taken to minimise the impacts of works on routes by providing, where possible, additional signage and alternative routes. The scheme will be designed with this mind to enable construction to be planned appropriately.</p>	<p>During design and construction</p>	<p>Works Delivery / Works Communications</p>

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Conflict between pedestrians and cyclists	Consider sufficient pathway widths as part of the scheme design where shared use facilities are provided, delivering a minimum width of 3m where possible.	During design	Project Team / Design Team / Works Delivery
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### 10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
There are no potential negative impacts which cannot be mitigated	Not Applicable

### 11. Summary of key impacts and actions

<b>Information and engagement underpinning equalities analysis</b>	Our analysis is underpinned by working with officers and protected characteristic representation groups to determine the needs of minority groups. Our public consultation also informed our assessment of the scheme by analysing the views of the public.
<b>Key impacts (positive and/or negative) on people with protected characteristics</b>	<p>In general the impact of the scheme is anticipated to be positive for the majority of the residents of Egham and the wider area.</p> <p><b>There are specific positive impacts as follows:</b></p> <ul style="list-style-type: none"> <li>• Improved safety and accessibility.</li> <li>• Increased independence.</li> <li>• Health benefits from modal shift away from private vehicle (including air quality and active travel).</li> </ul> <p><b>Negative impacts are as follows:</b></p> <ul style="list-style-type: none"> <li>• Temporary disruption of current routes during the construction of the scheme.</li> <li>• Conflict between pedestrians and cyclists</li> </ul>
<b>Changes you have made to the proposal as a result of the EIA</b>	N/A
<b>Key mitigating actions planned to address any outstanding negative impacts</b>	Implementation of best practice and minimum width design standards where possible when implementing pedestrian, cycle and bus improvements. Provision of additional signage and alternative routes to minimise disruption during scheme construction.
<b>Potential negative impacts that cannot be mitigated</b>	There are no potential negative impacts which cannot be mitigated.