

EQUALITY IMPACT ASSESSMENT – Epsom Banstead STP

1. Topic of assessment

EIA title:	Epsom Banstead Sustainable Transport Package (STP)
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EIA author:	Tim Vickers, Richard Banner
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2. Approval

	Name	Date approved
Approved by¹	Jason Russell	03/11/16

3. Quality control

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4. EIA team

Name	Job title (if applicable)	Organisation	Role
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¹ Refer to earlier guidance for details on getting approval for your EIA.

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5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>This EIA reviews the Epsom Banstead Sustainable Transport Package (STP): a package of measures to improve sustainable transport options in and around Epsom and Banstead.</p> <p>The package aims to make it easier and safer to walk and cycle between Epsom, Banstead, Nork, Burgh Heath and the Preston estate. The package would also make it easier to travel between these places by bus and would include improvements to Banstead railway station.</p> <p>The package is expected to improve connectivity between residential and employment areas in and around Epsom and Banstead. This includes connectivity to and between Epsom and Banstead town centres.</p> <p>The expected outcomes of these improvements would be to facilitate a modal shift from private vehicle use to alternative modes, thus decreasing congestion and its costs to the local community, businesses, and the environment. Additionally, the scheme will provide viable transport options to key destinations of employment and commerce for individuals who do not have access to a private vehicle.</p>
<p>What proposals are you assessing?</p>	<p>This assessment looks at proposed pedestrian and cycling improvements in and around Epsom and Banstead. It also assesses proposals to improve access to and facilities at Banstead railway station and assesses proposals to improve four bus corridors in the area.</p> <p><u>Pedestrian/cycling improvements</u> Measures to achieve improvements for pedestrians and cyclists as part of the package include:</p> <ul style="list-style-type: none"> • Constructing new shared use routes for pedestrians and cyclists that are wide, well surfaced and well lit; • Introducing cycle routes that are continuous and separated from busy traffic; and • Installing safe road crossing facilities for pedestrians and cyclists. <p>The package of improvements which include the above measures can be divided into several schemes:</p> <p>C1: Reigate Road Cycle Link – new off-road shared use path will be created along the eastern side of Reigate Road from NESCOL to the Drift Bridge Junction. This new route will be wide enough for both cyclists and pedestrians and is separate from busy, fast moving traffic.</p> <p>H1: Drift Bridge Junction improvements – a new cycling and pedestrian crossing facility will be installed across Fir Tree Road. Drift Bridge is a busy, car dominated junction, so this crossing provides an additional safe place for cyclists and pedestrians to cross and directly joins schemes C1 and C2.</p> <p>C2: Warren Road Cycle Link – a designated cycle route down Warren Road will be created through signing and resurfacing the road. As a relatively quiet residential street, on-road cycling is appropriate.</p> <p>C3: Banstead High Street linkage to Banstead Station – a designated cycle route will be introduced between Banstead High Street and Banstead railway station. To achieve this we would sign a route from the High Street via Bolters Lane and The Horseshoe to join up with the proposed toucan crossing across the A217 Brighton Road (C4). The route will continue along Burgh Wood Road, Green Curve and then through to Banstead railway</p>

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	<p>station. The paths leading to Banstead railway station from Nork that are currently dark and overgrown with vegetation will be widened, resurfaced and the lighting will be improved. Along Bolters Lane and Burgh Wood Road, off-road shared use paths will be created.</p> <p>C4: A217 Brighton Road Burgh Wood Horseshoe Crossing – a new toucan (pedestrians and cyclists) crossing will be built across the A217 joining Burgh Wood Road to the Horseshoe. This is a busy location and the nearest crossing is currently 450m away on Garratts Lane.</p> <p>C5: Brighton Road Cycle Link – a new off-road shared use path for pedestrians and cyclists will be introduced along the eastern side of the A217 Brighton Road. This new route directly joins C3/C4 schemes to the National Cycle Network 22.</p> <p>C6: Burgh Heath Cycleway and Tattenham Way Junction Improvements – a new off-road pedestrian and cycle shared use route will be built from outside of Burgh Heath ASDA to Tattenham Way, connecting with the National Cycle Network 22. The crossing facilities at Tattenham Way junction will also be improved.</p> <p><u>Passenger Transport Improvements</u></p> <p>The package seeks to improve facilities for bus users along four corridors within Epsom, Banstead and the surrounding areas. The package also aims to improve facilities at Banstead railway station. Measures to achieve this include:</p> <ul style="list-style-type: none"> • Installing/upgrading bus shelters and seating; • Installing real time passenger information (RTPI) screens; • Raising kerbs so they are level with the bus making it easier for people to get on and off; • Better information at bus stops; • Changes that will make bus services more reliable; • Extending the frequency and the hours of some bus services so they run later into the evening and at weekends; and • Provision of better facilities at Banstead rail station (including cycle storage and CCTV). <p>The Package of improvements cover the following bus corridors/schemes:</p> <p>PT1: 460 & 480 service PT2: 420 service PT3: 166 service PT4: Banstead railway station improvements</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The proposals could potentially affect individuals and organisations that are based in, or travel around, the Epsom and Banstead area, including:</p> <ul style="list-style-type: none"> • Anyone who travels through the Epsom, Banstead, Nork, Burgh Heath and the Preston Estate (by any and all modes). • Visitors to and residents of Epsom, Banstead, Nork, Burgh Heath and the Preston Estate. • Users of the 460, 480, 420 and 166 bus services. • Rail users travelling to/from Banstead railway station. • Anyone who walks in the area for transport, leisure or sport. • Anyone who cycles in the area for transport, leisure or sport. • Businesses that operate within or in the nearby vicinity of the area. • Staff and customers of businesses/organisations that operate within the area or in the nearby vicinity of the area.

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- Bus operators who operate in the area.
- Banstead railway station operator.

The above list includes all groups with protected characteristics.

6. Sources of information

Engagement carried out

Examples of public engagement carried out include:

- Public consultation (27 June – 14 August 2016): A seven-week public consultation primarily based online was carried out. As part of this it included four exhibitions; two exhibitions were held at the Ebbisham Centre in Epsom town centre, two at Banstead Library adjacent to Banstead High Street – 229 people visited the exhibitions. The exhibitions were manned by 4 staff and 5 large panels were on display with information about the proposals that form the package. Feedback was primarily received by way of a questionnaire – 504 responses were received by this method. Emails responses were also received (8) and comments made at the exhibitions (26) not received through the questionnaire responses were captured.
- Disability Alliance Network Mid Surrey: SCC officers attended group meeting on 11 July 2016 to present proposals of the Epsom Banstead STP and notify them of the public consultation.
- A public webpage was created as a centralised source of information for the scheme. PDF versions of the exhibition panels were linked to inform viewers of the scheme details, and a link to the questionnaire (Survey Monkey) was included. The webpage also promoted the exhibition dates.
- Notification of the consultation was sent by email to various interest groups. These included businesses, resident association groups, cycle and walking clubs, churches and religious groups, hospitals, schools, and environmental organisations including the Environment Agency and Natural England.
- The consultation was advertised via the SCC, Epsom & Ewell Borough Council and Reigate & Banstead Borough Council websites; and local newspapers. Social media was also used to engage with the public. The Travel SMART Facebook account was utilised and a permanent post added to advertise the consultation. Two twitter accounts were used to promote the consultation - Travel SMART (@travsmartsurrey) and Surrey Matters (@surrey_matters) with a combined total of 31,000 followers.
- At the beginning of 2016 a petition was started on change.org requesting a safe crossing over the A217 in Banstead. It received over 1000 responses and the support of local councillors. Full details can be found at <https://www.change.org/p/mike-dawson-customer-services-and-improvement-manager>. Since this scheme included a proposal for a new crossing on the A217, contact was made with the lead petitioner to ensure the views of respondents were taken into consideration.
- Flyers were distributed to residents living at key locations affected by the proposals and posters were displayed at Epsom and Banstead railway stations, key bus stops on the bus corridors included within the proposals, and shops were asked to display posters around Drift Bridge junction and along Banstead High Street.
- Local Area Committee meetings - 10 meetings have taken place between December 2015 and present where the proposals have been on the agenda.
- A Member Task Group has been in place for developing the scheme since November 2015.

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Details of the seven week public consultation carried out can be found in a **Consultation Report** produced by SCC. This report details the feedback received via the consultation and the demographics who responded. 6% of those who responded to the question of disability considered themselves to have a disability, whilst 4% preferred not to say. 15% of respondents were aged sixty-four or over whilst 3% preferred not to say.

Data used

Section 7 that follows assesses the impact of the Epsom Banstead STP proposals on residents and service users with protected characteristics. Key themes and points raised by respondents during public engagement have been used as evidence for the suggested impacts.

Data and statistics were also taken from a number of empirical studies to provide evidence for ways in which Staines STP may positively or negatively affect protected characteristics groups. These data sources are referenced within the evidence column of Section 7 within this EIA.

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

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

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
<p style="text-align: center;">Age</p>	<p>Greater accessibility to economic centres, rail stations (especially Banstead station due to accessibility improvements, and also Epsom and Tattenham corner which are on the bus corridors to be improved) and sites of community importance – including schools, community centres and Epsom Hospital, will benefit people of ages that predominantly travel to these locations. Lack of transport options can affect independence and social isolation, which may impact on health and social care needs.</p> <p>Improved bus accessibility and services are expected to benefit youth and elderly groups who make up a significant proportion of bus passengers. Both of these user groups are often unable to access private cars due to age restrictions or physical, sensory and cognitive impairments that may affect ability to drive.</p> <p>The new crossing facility planned across the A217 Brighton Road would benefit</p>	<p>During the construction of transport infrastructure improvements, age groups that rely on public and sustainable transport may experience reduced accessibility and increased vulnerability as works disrupt normal routes and services.</p> <p>Shared cycle and pedestrian routes may increase the perceived vulnerability of older and younger people using pedestrian facilities.</p>	<ul style="list-style-type: none"> • Vulnerability factors of older people taken from AgeUK – What makes older people vulnerable. • Concessionary journeys make up 34% of all bus journeys - Annual Bus Statistics 2014/15 • Epsom Banstead STP public consultation feedback noted the greater effect the elderly experience as a result of limited/delayed bus services and difficulty getting onto buses. • Child pedestrians in the most deprived wards are four times more likely to be hit by a car than in the least deprived wards – IPPR, 2002 • Previous public engagement on STP schemes noted that some users perceived shared cycle and pedestrian paths to be less safe for pedestrians. • Over a quarter of Surrey’s children are overweight or obese by the time they are 10-11 years old - National Child Management Programme (NCMP) 2011/2012 results for obese and overweight children by borough/district. • 1 in 3 children would like to cycle to school - BikeHub

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

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	<p>school children who attend the schools in the vicinity of the Horseshoe. Lack of a crossing here currently restricts, walking, cycling and scooting to schools here by the children themselves and their parents/guardians. The crossing will also benefit other age groups broadly but particularly the more elderly who would benefit significantly from not having to walk as far to get to the nearest crossing to the Horseshoe. The nearest crossing is 450m away, which assuming they have to double back, adds up to an extra 900m to a journey.</p> <p>A shift towards active travel modes to and from school should in turn have an impact on the prevalence of childhood obesity.</p> <p>Improved pedestrian crossing facilities more generally should specifically advantage adolescent and elderly users who may be more vulnerable when crossing busy roads.</p> <p>People of working age who commute into London may benefit in particular as a result of the interchange and accessibility improvements planned for Banstead railway station.</p>		
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<p>Disability</p>	<p>A greater modal shift away from the private car would benefit those with a disability by minimising congestion and improving public transport reliability.</p> <p>Improvements to the surface quality of footways, provision of formal crossing facilities and dropped kerbs will aid movement for wheelchair and mobility scooter users.</p> <p>Improving sustainable travel options and reducing the number of vehicles within the Epsom and Banstead area would improve the overall Air Quality benefiting those who suffer from chronic respiratory illnesses. Drift Bridge junction in particular is a designated Air Quality Management area where levels of NO₂ are high.</p> <p>Improved cycle facilities may encourage greater active travel amongst people with a disability, due to its popularity as a travel mode.</p> <p>Improving bus stop accessibility and upgrading the layout of shelters should make it easier for people with mobility impairments to use the bus.</p>	<p>Those with disabilities may be negatively impacted whilst works are ongoing to deliver some of the infrastructure improvements proposed.</p> <p>Some types of modern bus shelter can make access and egress difficult for wheelchair users.</p> <p>Shared use facilities, if used in inappropriate ways, can create risks for the visually or audibly impaired.</p>	<ul style="list-style-type: none"> • Drift Bridge junction is a designated Air Quality Management Area where annual mean levels of NO₂ exceed designated safe limits – DEFRA, 2003 • Epsom Banstead STP public consultation feedback highlighted the problems caused to wheelchair users on footways and for accessing buses in the Epsom and Banstead area. • 15% of disabled people in London actively travelled in 2014 – TFL, 2015.
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Gender reassignment	n/a	n/a	The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.
Pregnancy and maternity	<p>Improving sustainable travel options and reducing the number of vehicles within the Epsom and Banstead area would improve the overall Air Quality within the area, benefiting mothers with unborn and young children who are at significant risk from air pollution.</p> <p>Providing off-road cycle paths may make available a new travel mode to pregnant women and parents with young children on bike seats who may normally have particular safety or access concerns when sharing the highway with vehicles.</p> <p>Parents pushing prams will benefit from widened, better surfaced footpaths.</p> <p>The new crossing facility at the Horseshoe across the A217 Brighton Road will be of particular benefit for mothers with young children for whom the provision of safety and shortened travelling distance will be beneficial.</p>	While works are ongoing to deliver improvements, pedestrian/pram access may be restricted.	<ul style="list-style-type: none"> • Research, published in The Lancet Respiratory Medicine journal, found that exposure to air pollutants increased the risk of babies being born weighing less than 2.5kg, and reduced their average head circumference. • Epsom Banstead STP public consultation feedback highlighted sections on routes planned to be improved by this package where footpaths were inadequately surfaced or too narrow for prams.
Race	n/a	n/a	The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.

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Religion and belief	n/a	n/a	The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.
Sex	n/a	n/a	The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.
Sexual orientation	n/a	n/a	The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.
Marriage and civil partnerships	n/a	n/a	The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.
Carers³	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.	<ul style="list-style-type: none"> Carers are currently able to claim back their travel costs through the NHS if a doctor can confirm the person being looked after needs someone to travel with them.

³ 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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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	The scheme does not propose any changes to staff work. No impacts are foreseen at this time.	The 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.
Disability	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Gender reassignment	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Pregnancy and maternity	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Race	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Religion and belief	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Sex	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Sexual orientation	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Marriage and civil partnerships	See above	See above	The proposals are not expected to have any specific impacts on staff from any protected group.
Carers	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 Epsom Banstead STP as a result of the Equalities Impact Assessment.</p> <p>Impacts on protected characteristics groups have been considered from the start of the development of the scheme.</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
+VE: Improved safety, accessibility and connectivity for young people, older people, those with disabilities, pregnant women and those with young children, as a result of new shared use paths and crossing facilities.	Ensure standards for new cycling and pedestrian infrastructure including crossing facilities are of sufficient quality that they will feel safe for use by all, including young children.	During detailed design stage and delivery of the package.	Project manager / Works delivery
+VE: Improved accessibility and reliability for groups that rely on bus services to travel in the area.	Ensure standards for new bus infrastructure enable all residents and use the bus easily.	During detailed design stage and delivery of the package.	Project manager / Works delivery
+VE: Health benefits associated with modal shift to sustainable travel options.	Ensure standards of improvements made are of high enough quality that residents want to make use of the new infrastructure/services instead of travelling by car. Also ensure engagement with the public takes place throughout and upon completion of the scheme (e.g. on website and social media) so that residents are aware of the improvements.	During the delivery of the package and upon completion.	Project manager / Works delivery / Travel SMART
-ve: While works are ongoing to deliver improvements, pedestrian/pram/cyclist/wheel chair access may be restricted. During the construction of transport infrastructure improvements, there may be disruption to routes and services for users.	During the delivery of individual schemes, 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.	During the design and delivery of an individual section.	Works delivery / contractor
-ve: Conflict between, pedestrians, cyclists and those with disabilities on shared use paths.	Consider sufficient widths of shared use paths part of the scheme design. Ideally widths should be a minimum of 3m where possible, especially in busier	During detailed design stage and delivery of the package.	Project manager / Works delivery

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	locations with higher volumes of users.		
Some types of modern bus shelter can make access and egress difficult for wheelchair users.	Consider ideal placement and layout of bus shelters to ensure that wheelchair users and other groups with mobility impairments are catered for.	During detailed design stage and delivery of bus facility improvements.	Passenger transport group / Project manager / Works delivery

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
None.	N/A.

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	Public meetings with protected characteristic groups, feedback from the public during Epsom Banstead STP public consultation (and previous STP consultations), Local Area Committee and Member Task Group meetings and third party data from empirical studies.
Key impacts (positive and/or negative) on people with protected characteristics	<ul style="list-style-type: none"> Improved safety and accessibility, especially significant for young people, older people, those with disabilities, pregnant women and those with young children. Increased independence for young, older and disabled people who cannot/ may no longer drive. The new crossing of the A217 Brighton Road will provide the benefit of greatly reducing travel distance at the Horsehoe for those crossing the A217. This will be especially beneficial for people where walking/ travelling larger distances is more difficult. A reduction in the number of casualties amongst young people. Encouraging a modal shift across all age ranges reducing congestion on the road network. Improved air quality, through reduced congestion, will improve the overall health of the community but will be especially beneficial for people with respiratory illnesses. Modal shift to sustainable travel can also help reduce obesity, particularly childhood obesity. Improved journey time reliability allowing for quicker journeys to desired destinations on public transport (e.g. hospital appointments).
Changes you have made to the proposal as a result of the EIA	N/A
Key mitigating actions planned to address any outstanding negative impacts	<ul style="list-style-type: none"> Implementation of best practice and minimum width design standards where possible when implementing pedestrian, cycle and bus improvements.

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	<ul style="list-style-type: none">• Provision of additional signage and alternative routes to minimise disruption during scheme construction.
Potential negative impacts that cannot be mitigated	N/A