

EQUALITY IMPACT ASSESSMENT

1. Topic of assessment

EIA title:	Runnymede Roundabout
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EIA author:	Paul Fishwick / Jeffrey Wilson
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2. Approval

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

3. Quality control

Version number	1	EIA completed	24/10/16
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4. EIA team

Name	Job title (if applicable)	Organisation	Role
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

¹ Refer to earlier guidance for details on getting approval for your EIA.

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5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>This assessment is of the Runnymede Roundabout major scheme. The roundabout has a strategic location as it has a direct link to the M25 and is in close proximity to Heathrow Airport, Staines-upon-Thames, Egham and Windsor.</p> <p>Currently the junction experiences a large amount of congestion, with junction modelling showing that a number of the approaches are above operational capacity at both morning and evening peak times. Runnymede roundabout is also impacted by the southwest radial approach to Heathrow which is one of the busiest and often most congested parts of the UK road network.</p> <p>Currently the roundabout is difficult to navigate for pedestrians and cyclists due to the high traffic flows, complex layout and lack of crossing facilities. The high levels of congestion present a barrier to potential developments in the immediate vicinity which could potentially provide estimated 2,500-3,000 jobs locally.</p>
What proposals are you assessing?	<p>This EIA assesses the following proposed measures which may be included within the scheme:</p> <p>Traffic management</p> <ul style="list-style-type: none">• Convert arms of the roundabout to signal controlled junctions.• Widen the circulatory carriageway to up to four lanes with a one lane U-turn facility at the A308, The Glanty.• Replace the circulatory carriageway between the A30 northbound and the A308, The Glanty.• The U-turn will facilitate the movement of traffic from the M25 southwards towards Staines-upon-Thames.• Journey time benefits to vehicular users of the roundabout.• Mitigation of long term projections for significant increases in congestion around Runnymede Roundabout. <p>Pedestrians and Cyclists</p> <ul style="list-style-type: none">• Installation of new controlled toucan crossing facilities.• Installing anew and upgrading existing footways around the junction to wider and well-surfaced shared-use pedestrian and cycle paths.• Linking the roundabout to the Thames Riverside Path (also an off-road cycle route) accessed from the A30 northbound. This provides the residents of Egham with a direct link to the footpath as well as removing pedestrians from the immediate vicinity of the carriageway.

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Who is affected by the proposals outlined above?	<p>The proposals could potentially affect anyone living, travelling or working in the vicinity of Runnymede Roundabout. This includes:</p> <ul style="list-style-type: none">• Motorists travelling to and through the area.• Pedestrians.• Businesses that operate in the area or those that may potentially move to the area (including their employees).• Cyclists and potential cycle users.• Users of significant nearby sites interest i.e. Royal Holloway University or Heathrow Airport.• Freight traffic.• Bus users and operators. <p>The above includes all of the groups with protected characteristics.</p>
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6. Sources of information

Engagement carried out
<p>Engagement so far includes:</p> <ul style="list-style-type: none">• Local Area Committee meetings• Member Task Group meetings• Surrey County Council officers• Runnymede Borough Council officers• Egham Residents Association• Highways Agency• English Heritage• Surrey County Council officers attended a 2013 meeting with local Empowerment Board (now Disability Alliance Network) for the Runnymede area to present both the Runnymede Roundabout and Egham Sustainable Transport Package schemes and provide a forum where attendees could raise questions or issues about the scheme.• Public consultation (21 October – 15 December 2013): A statutory eight-week public consultation, engaging both individuals and organisations.• A public webpage was used as a centralised source of information for the scheme; also providing a link to an online questionnaire for respondents.• 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.• 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.• 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.• 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). <p>Details of the eight 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. 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 and information used in the major scheme has been sourced from:</p> <ul style="list-style-type: none">• The Surrey Transport Plan (LTP3)• Local Committee Reports• Traffic count data• Feedback received during the public consultation period.

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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 ²	Potential positive impacts	Potential negative impacts	Evidence
<p>Age</p>	<p>Significantly improved safety for pedestrians and cyclists which could lead to more young people using sustainable modes of transport.</p> <p>Due to the improvements such as; improved lighting, signal controlled junctions for traffic, more walking routes and pedestrian crossings Runnymede Roundabout becomes safer and more accessible for vulnerable members of society such as elderly people, school children and young families.</p> <p>Improvements to congestion conditions and journey times are likely to benefit those who are less likely/able to travel via non-motorised modes.</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>During the construction of the improvements, age groups reliant on walking/cycling may experience reduced accessibility as works disrupt normal routes.</p> <p>In areas where additional vehicle lanes are proposed, this may require a reduction in footway width. More vulnerable groups ones such as school children and the elderly may be sensitive to the impact of this.</p> <p>Shared cycle and pedestrian routes may increase the perceived vulnerability of older and younger people using pedestrian facilities.</p>	<p>In addition, the Accessibility Strategy published in 2010 identified cycling safety and a lack of adequate cycling facilities as an issue for children and older people.</p> <p>Casualty data from Police STATS 19 shows that casualties occur across nearly all age groups. They tend to be highest among people between the ages of 10 and 49.</p> <p>Best practice research showed that European countries that have invested in safe cycling infrastructure such as the Netherlands have far higher levels of cycling than the UK among older people as well as lower casualty rates.</p> <p>Concessionary journeys make up 34% of all bus journeys - Annual Bus Statistics 2014/15</p> <p>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</p>

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

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			<p>overweight children by borough/district.</p> <p>1 in 3 children would like to cycle to school - BikeHub</p>
Disability	<p>More crossing points are available meaning a shorter travel distance is required for those who are less mobile. Particularly, where no existing facilities exist, signal controlled junctions are easier to navigate for individuals with disabilities.</p> <p>Improvements to the surface quality of footways, pedestrian signage and the provision of dropped kerbs will aid movement for wheelchair and mobility scooter users.</p> <p>Improved active travel facilities may allow people with a disability to switch mode to walking or cycling if they work locally as there is now a safer, more easily accessible route to residential and business areas.</p> <p>Outcomes of the scheme aim to ease congestion 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>Improvements to congestion conditions and journey times are likely to benefit those who are less able to travel via non-motorised modes.</p>	<p>Those with disabilities reliant on wheeled accessibility may temporarily experience reduced accessibility whilst construction works are ongoing.</p> <p>The addition of more lanes could affect the visually impaired users initially as they will have to take the time to get used to the new layout of the roundabout.</p> <p>If traffic lanes are widened into the footway this loss of pavement space could have a negative impact on wheelchair users.</p>	<p>National research shows that cycling is the third most popular sport among disabled people, with approximately 10% taking part in cycling.</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 (British Medical Bulletin, 2003).</p>
Gender reassignment	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.

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Pregnancy and maternity	<p>New controlled crossings may increase the actual and perceived safety of the road network for this group.</p> <p>Improving sustainable travel options and reducing congestion at the junction may benefit mothers with unborn and young children who are at significant risk from air pollution.</p>	<p>As above, any new schemes should consider potential impacts resulting from loss of pavement space. This may be problematic for people with buggies / prams.</p>	<p>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.</p>
Race	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
Religion and belief	Improved accessibility to Egham Parish Church which is in close proximity to the roundabout	No impact	
Sex	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
Sexual orientation	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
Marriage and civil partnerships	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.
Carers³	No impact	No impact	The proposals are not expected to have any specific impacts on members of this protected characteristic group.

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

Protected	Potential positive	Potential negative	Evidence
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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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characteristic	impacts	impacts	
Age	The Runnymede Roundabout scheme does not propose any changes to staff work. No impacts are foreseen at this time.	The Runnymede Roundabout 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 Runnymede Roundabout scheme as a result of the Equalities Impact Assessment.</p> <p>All protected characteristics have been considered from the start of the development of scheme and will continue to be a principal consideration in future revisions of the document.</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 young people, older people, those with disabilities, pregnant women and those with young children.</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 and desire lines around the junction to place pedestrian crossings.</p>	<p>During feasibility and design</p>	<p>Project Team / Road Safety / Design Team</p>
<p>The addition of more lanes could affect the visually impaired users initially as they will have to take the time to get used to the new layout of the roundabout.</p>	<p>The controlled crossings will include audible and tactile measures to assist users with visual / hearing impairments and adjust to the alterations.</p>	<p>During design</p>	<p>Design Team / Works Delivery</p>
<p>Conflict between pedestrians and cyclists</p>	<p>Consider sufficient pathway widths as part of the scheme design where shared use facilities are provided, delivering a minimum width of 3m where possible.</p>	<p>During feasibility and design</p>	<p>Project Team / Design Team</p>
<p>An improved road network allowing for faster journey times</p>	<p>Create an appealing road network that minimises delays due to congestion.</p>	<p>During design</p>	<p>Project Team / Design Team</p>

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hence retaining existing employers as well as attracting new ones	This would include measures such as improved signalling and wider lanes.		
Improved air quality, through reduced congestion, will improve the overall health of the community	Aim to maximise the efficiency of the junction for to minimise vehicular congestion and queuing traffic.	During design	Project Team / Design Team
Temporary disruption of current routes and footways during the construction of the scheme.	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.	During design and construction	Works Delivery / Works Communications
Impacts of a reduced shared-use pathway width due to widening of the carriageway on approach to the roundabout.	Minimise reduction in pathway width to ensure that a minimum 3m standard width is maintained	During feasibility and design	Project Team / Design Team

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
N/A	N/A

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	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.
Key impacts (positive and/or negative) on people with protected characteristics	<p>In general the impact of the scheme is anticipated to be positive for the commuters (regardless of transport mode) using the roundabout as well as the majority of the residents of Egham and the wider area.</p> <p>There are specific positive impacts as follows:</p> <ul style="list-style-type: none"> Improved safety and accessibility for young people, older people, those with disabilities,

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	<p>pregnant women and those with young children.</p> <ul style="list-style-type: none"> • A reduction in the number of casualties amongst young people. • An improved road network allowing for faster journey times hence retaining existing employers as well as attracting new ones unlocking economic growth • Improved air quality, through reduced congestion, will improve the overall health of the community <p>Negative impacts are as follows:</p> <ul style="list-style-type: none"> • Temporary disruption of current routes during the construction of the scheme. • Conflict between pedestrians and cyclists on shared use pathways • Loss of pathway width due to the widening of the carriageway on the approach to the roundabout.
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>N/A</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>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.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>There are no potential negative impacts which cannot be mitigated.</p>