

EQUALITY IMPACT ASSESSMENT – Staines STP

1. Topic of assessment

EIA title:	Wider Staines Sustainable Transport Package (Staines STP)
-------------------	---

EIA author:	Tamsin Ward / Rob Curtis
--------------------	--------------------------

2. Approval

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

3. Quality control

Version number	1.0	EIA completed	16/08/16
Date saved	04/11/16	EIA published	04/11/16

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Tamsin Ward	Transport Planner, Transport Policy	SCC (E& I)	Contributor
Robert Curtis	Project Manager, Transport Policy	SCC (E& I)	Contributor
Lisa Creaye-Griffin	Equalities Group (DEG) - Chair	SCC (E& I)	Support, acting as critical friend and EIA approver
Jeffrey Wilson	Equalities Group (DEG) – NAM Rep	SCC (E& I)	Support, acting as critical friend

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

EQUALITY IMPACT ASSESSMENT – Staines STP

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>This EIA reviews the Wider Staines Sustainable Transport Package (Staines STP): a package of measures to improve sustainable transport options within Staines, Stanwell and North Ashford to key areas of employment, community importance and economic activity.</p> <p>The package aims to improve connectivity, safety and the quality of facilities for cyclists and pedestrians. It also aims make bus travel easier, more reliable and more pleasant.</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 cost to the local community and businesses. 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 seven sections of pedestrian and cycling oriented measures. It also assesses measures that target two corridors and a key interchange hub for buses.</p> <p><u>Pedestrian/cycle measures</u></p> <p>The package seeks to provide safe and direct routes between key areas of Wider Staines by using measures that may include:</p> <ol style="list-style-type: none"> (1) Upgrades to existing or constructing new wide, off-road and well-surfaced footways and shared use pedestrian/cycle paths. (2) Installation of new surface crossing facilities to enable safe surface crossing for pedestrians and cycles. (3) Provision of new dropped kerbs and improvements to existing kerb treatments (4) Provision of directional signage to improve wayfinding. (5) Provision of cycle hire scheme to enable wider access to the bicycle as a mode of transport. (6) Provision of 'cycle gutters' to aid stepped crossings/bridges with cycles. <ul style="list-style-type: none"> • <i>Section 1 A308 London Road</i> – Upgrade route from Staines Town Centre to Crooked Billet roundabout using measures 1, 2 and 3. • <i>Section 2 Rosefield Road Station Link</i> – Upgrade route between Staines rail station and Crooked Billet roundabout using measures 4 and 5. • <i>Section 3 Stanwell Moor Road</i> – Upgrade route between Crooked Billet roundabout, Stanwell Moor and Heathrow Terminal 5 using measures 1 and 2. • <i>Section 4 Park Road</i> – Upgrade route between Stanwell Moor and Stanwell using measures 1 and 2. • <i>Section 5 Town Lane/Oaks Road Link</i> – Upgrade route from North Ashford, through Stanwell to Heathrow Terminals 4 & 5 using measures 1, 2, 3 and 4. • <i>Section 6 Stanwell Residential Links</i> – Upgrade routes within the Stanwell area using measures 1, 3, and 4. • <i>Section 7 Bedfont Road</i> – Upgrade route from Stanwell to Heathrow Terminals using measures 1 and 6. <p><u>Bus measures</u></p> <p>The package looks to improve facilities for bus users along two corridors</p>

EQUALITY IMPACT ASSESSMENT – Staines STP

	<p>within Stanwell that are used to reach Staines, Hounslow, Hillingdon and Heathrow terminals through measures that may include:</p> <ul style="list-style-type: none"> • Installation/upgrade of bus shelters and seating. • Real time passenger information (RTPI) screens. • User accessibility improvements (e.g. raised kerbs, reconfiguration of bus stop layout, stop relocation). • Improved information on bus services, timetables and fares. • New bus cages or improving bus access/egress to existing cages. • On-board facilities (audible/visible) <p>Additionally the package seeks to improve bus service reliability and passenger waiting facilities at the Ashford Hospital interchange. The interchange currently has insufficient seating and shelter space for the high number of passengers using the stops. The layout and delays at the junction with the interchange discourages northbound buses from entering site, forcing passengers to alight outside of the hospital complex and cross Town Lane to gain access to the site. Measures may include:</p> <ul style="list-style-type: none"> • Installation of higher capacity shelters and seating for waiting passengers. • Reconfiguration of the interchange layout to improve the efficiency of circulating buses. • Modification to the layout or signalling of the junction into Ashford Hospital to improve its operating efficiency and reduce levels of queuing traffic.
<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 Wider Staines area, including:</p> <ul style="list-style-type: none"> • Anyone who travels through wider Staines (by any and all modes). • Users of the 116, 203, 400/570, 441, 446, 555 and 591 bus services. • Rail users travelling to/from Staines or Ashford rail stations. • Visitors to and residents of Staines, Stanwell and north Ashford. • 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 or in the nearby vicinity of the area. • Bus operators who operate in wider Staines. • Staines rail station operator. <p>The above list includes all groups with protected characteristics.</p>

EQUALITY IMPACT ASSESSMENT – Staines STP

6. Sources of information

Engagement carried out
<p>Examples of public engagement carried out include:</p> <ul style="list-style-type: none">• Local Area Committee meetings (14 March and 18 July 2016).• Member Task Group meetings (16 February and 28 June 2016).• Sustrans meeting and site visit (22 March 2016)• Disability Alliance Network North Surrey (14 March 2016). SCC officers attended group meeting to present proposals for Staines STP and notify them of the upcoming consultation.• Public consultation (4 April – 15 May 2016): A six-week statutory public consultation primarily based online. Using the Local Transport Plan list of consultees and inviting feedback via survey forms (online and hard copies).• North West Surrey Local Valuing People Group (11 April 2016): Group meeting attended by SCC officers to present the consultation and outline the way that people can get involved. The group included people with learning disabilities, carers/family of those with learning disabilities, representatives from the health and voluntary sector.• Spelthorne Committee for Access Now (SCAN) (13 April 2016): SCC officers attended group meeting to present consultation, outline the areas that the project addresses and the way that people can get involved. The group included people with mobility impairments.• Three public exhibitions held on 21, 22 and 23 April 2016 at three locations in and around the wider Staines area: Staines Library, Stanwell Rose Community Centre and the Elmsleigh Shopping Centre. Exhibitions were staffed by 3-5 SCC officers and a member of the local Spelthorne Walking and Cycling for Health groups.• A public webpage was created as a centralised source of information for the scheme; also providing a link to the online questionnaire, pdf versions of the exhibition panels and promoting the exhibition date and time.• The scheme and its public consultation was advertised frequently on social media channels, including the council's Surrey Matters Facebook and Twitter platforms.• Notification of the public engagement was sent to local interest groups, including business forums, resident association groups, cycle groups and environmental groups. Schools in the area were also notified of the consultation.• Posters were displayed and leaflets distributed to raise awareness of the scheme at locations including Staines bus station, onboard bus services, community centres, health centres, Ashford Hospital and Staines Library.• The Staines Movement Study was carried out in 2014 to identify potential measures to mitigate against congestion to support Staines' continued growth and success. This included phone interviews of 1009 people and deliberative workshops with 30 people as well as an infrastructure audit to identify the barriers to walking and cycling. People with protected characteristics were represented during the quantitative research. The results of these surveys are available upon request. <p>Details of the six 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. 8% of those who responded to the question of disability considered themselves to have a disability, whilst 3% preferred not to say. 29% of respondents were aged sixty-five or over whilst 1% preferred not to say.</p>
Data used
<p>A survey of public opinion was carried out by SCC during the consultation period. The majority of respondents to these surveys stated they would like to see an improvement in walking, cycling and bus facilities and expressed a favourable opinion to all of the proposals listed within the</p>

EQUALITY IMPACT ASSESSMENT – Staines STP

Staines STP.

Feedback was received from the public engagement with protected characteristics groups, as well as wider comments that specifically related to protected characteristics groups regarding the current state of facilities around wider Staines. The themes of these responses included:

- Cyclists should be separated from motorists, however poor facilities currently exist on the pavement.
- The impacts of cuts to bus services have a disproportionate effect on the elderly and those with disabilities.
- Poor pavement surface quality and the presence of safety railings around Staines can make navigation hazardous for the elderly and those with mobility impairments.
- The design/location of some bus shelters can make it difficult for wheelchair users to enter or to get past them.
- Pavement parking and clutter make it difficult to navigate for wheelchair users and people with impaired sight.
- Wheelchair facilities on bus services (including ramps and seating areas) are often unavailable.
- Stepped pedestrian bridge crossings are often inaccessible/inappropriate for wheelchair users or people with poor mobility.

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

EQUALITY IMPACT ASSESSMENT – Staines STP

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>Greater accessibility to economic centres, rail stations and sites of community importance – including schools, community centres and Ashford Hospital. Lack of transport options can affect independence and social isolation, which may impact on health and social care needs</p> <p>Improved bus accessibility is 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>Improved pedestrian crossing facilities should specifically advantage adolescent and elderly users who may be more vulnerable when crossing busy roads.</p> <p>A shift towards active travel modes to and from school should in turn have an impact on the prevalence of childhood</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 • Staines STP public engagement feedback noted the disproportionate effect of bus service cuts on elderly users. • 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](#).

EQUALITY IMPACT ASSESSMENT – Staines STP

	obesity.		
Disability	<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 Spelthorne would improve the overall Air Quality within the town centre, benefiting those who suffer from chronic respiratory illnesses.</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>Suggested provision of a cycle gutter over existing stepped footbridges would not solve problems of navigation for wheelchair users or those with mobility impairments.</p> <p>Those with disabilities may be negatively impacted whilst works are ongoing to deliver some of the infrastructure improvements proposed in the forward programme.</p> <p>Some types of modern bus shelter can make access and egress difficult for wheelchair users.</p>	<p>See sources listed above, plus the following:</p> <ul style="list-style-type: none"> • The entire borough of Spelthorne is a designated Air Quality Management Area where annual mean levels of NO₂ exceed designated safe limits – DEFRA, 2003 • Staines STP public engagement feedback highlighted the problems caused to wheelchair users by existing poor-standard footways. • 15% of disabled people in London actively travelled in 2014 – TFL, 2015. • Staines STP public engagement feedback highlighted how bus stop layout and type of bus shelter can affect their ease of use for wheelchair users. • Staines STP public engagement feedback highlighted the inappropriateness of stepped footbridges for disabled users.
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.

EQUALITY IMPACT ASSESSMENT – Staines STP

<p>Pregnancy and maternity</p>	<p>Improving sustainable travel options and reducing the number of vehicles within Spelthorne would improve the overall Air Quality within the town centre, 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>While works are ongoing to deliver improvements, pedestrian/pram access may be restricted.</p>	<p>See sources listed above, plus the following:</p> <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.
<p>Race</p>	<p>n/a</p>	<p>n/a</p>	<p>The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.</p>
<p>Religion and belief</p>	<p>n/a</p>	<p>n/a</p>	<p>The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.</p>
<p>Sex</p>	<p>n/a</p>	<p>n/a</p>	<p>The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.</p>
<p>Sexual orientation</p>	<p>n/a</p>	<p>n/a</p>	<p>The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.</p>
<p>Marriage and civil partnerships</p>	<p>n/a</p>	<p>n/a</p>	<p>The objectives and preferred measures of the scheme are unlikely to advantage/disadvantage users with this protected characteristic any more than users without it.</p>

EQUALITY IMPACT ASSESSMENT – Staines STP

<p>Carers³</p>	<p>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.</p>	<p>While works are ongoing to deliver improvements, pedestrian/wheel chair access may be restricted.</p>	<p>See sources listed above, plus the following:</p> <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.
----------------------------------	--	--	--

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

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p>Age</p>	<p>The scheme does not propose any changes to staff work. No impacts are foreseen at this time.</p>	<p>The scheme does not propose any changes to staff work. No impacts are foreseen at this time.</p>	<p>The proposals are not expected to have any specific impacts on staff from any protected group.</p>
<p>Disability</p>	<p>See above</p>	<p>See above</p>	<p>The proposals are not expected to have any specific impacts on staff from any protected group.</p>
<p>Gender reassignment</p>	<p>See above</p>	<p>See above</p>	<p>The proposals are not expected to have any specific impacts on staff from any protected group.</p>
<p>Pregnancy and maternity</p>	<p>See above</p>	<p>See above</p>	<p>The proposals are not expected to have any specific impacts on staff from any protected group.</p>
<p>Race</p>	<p>See above</p>	<p>See above</p>	<p>The proposals are not expected to have any specific impacts on staff from any protected group.</p>

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.'

EQUALITY IMPACT ASSESSMENT – Staines STP

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.

EQUALITY IMPACT ASSESSMENT – Staines STP

8. Amendments to the proposals

Change	Reason for change
<p>No changes have been made to the Staines 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
Improved safety and accessibility for young people, older people, those with disabilities, pregnant women and those with young children.	Ensure standards for new cycling, pedestrian and bus infrastructure are of sufficient quality that they will feel safe for use by all, including young children.	During the delivery of the package.	Project manager / Works delivery
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 detailed design stage and delivery of the package.	Project manager / Works Delivery
<p>While works are ongoing to deliver improvements, pedestrian/pram access may be restricted.</p> <p>During the construction of transport infrastructure improvements, there may be disruption to routes and services for users.</p>	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
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.	Travel and Transport / Works Delivery

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
<p>Improvements to improve cycle accessibility over existing stepped footbridges via cycle gutters will not solve problems for other users that find it difficult to use them. However alternative surface crossing facilities are in place at these locations, although they provide a less direct route. Additionally, Highways England are investigating the feasibility of providing a new surface crossing in place of one of these footbridges as part of their planned improvements to the Crooked Billet</p>	<p>Disability groups and some older people.</p>

EQUALITY IMPACT ASSESSMENT – Staines STP

roundabout.

11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<p>Public meetings with protected characteristic groups, feedback from the public during Staines STP public consultation period (and previous STP consultations) Staines Movement Study, Local Area Committee and Member Task Group meetings and third party data from empirical studies.</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<ul style="list-style-type: none"> • Improved safety and accessibility for young people, older people, those with disabilities, pregnant women and those with young children. • Increase independence for young, older and disabled people who cannot/ may no longer drive. • A reduction in the number of casualties amongst young people. • Encourage modal shift across all age ranges freeing up the road network. • Improved air quality, through reduced congestion, will improve the overall health of the community • Improved journey time reliability allowing for quicker journeys to desired destinations on public transport (e.g. hospital appointments)
<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>Improvements to improve cycle accessibility over existing stepped footbridges will not solve problems for other users that find it difficult to use them. However alternative surface crossing facilities are in place at these locations, although they provide a less direct route. Additionally, Highways England are investigating the feasibility of providing a new surface crossing in place of one of these footbridges as part of their planned improvements to the Crooked Billet roundabout.</p>