

**Equality impact assessment form**

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| Directorate | Sustainability |
| Service area | Traffic and Transportation |
| Proposal | Transforming Cities Fund – Nottingham Road Corridor Improvements |
| Reason for proposal | To improve connectivity, active travel and sustainable transport options along Nottingham Road in Chaddesden from Raynesway/Acorn Way roundabout to the Chaddesden Park Road signalised junction, complementing the adjacent proposals for Derby Road between Spondon Island/ Merchant Avenue and the Raynesway/ Acorn Way roundabout. |
| Sign off (Director/Head of Service) | Nigel Brien |
| Date of assessment | 14/07/2023 |

**Please read the support notes to help you in Appendix 1 before completing your assessment**

**The form**

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

**The assessment team or name of individual completing this form**

**Team leader’s name and job title** – Stephen Gaskin, Cycle Infrastructure Coordinator

Other team members if appropriate

| **Name** | **Job title** | **Organisation** | **Area of expertise** |
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| Robert Waite | Transforming Cities Fund -Programme Delivery Manager | Derby City Council | Highways Project Management |
| Ann Webster | Lead on Equality | Derby City Council | Equality & Inclusivity |
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**Step 1- setting the scene**

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

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| 1. What are the main aims, objectives and purpose of the decision you want to make? | The proposed scheme will make it easier and safer for pedestrians, cyclists, drivers, and public transport vehicles to travel in the area. The area will become more accessible to everyone and will provide the following improvements:   * Construction of a new minimum 3.0 metre wide shared off road cycle route between the Acorn Way/ Raynesway Roundabout and Chaddesden Park Road signalised junction. Also, on the northern side of Nottingham Road between Chaddesden Lane and Chaddesden Park. Improvements are also planned within Chaddesden District Shopping Centre   In more detail the scheme will involve the following changes:   * New Toucan crossing adjacent to the Acorn Way/ Raynesway Roundabout to provide a safe facility for pedestrians and cyclists to cross Nottingham Road leading to the northern side of Nottingham Road and the cycle route that leads towards Oregon Way. * Junction improvements at side roads and retail areas to provide pedestrians and cyclists with priority over vehicles. Dutch kerbs will be used which will form a plateau and effectively form a continuation of the route through the junction mouth. * Existing controlled Puffin crossings will be widened and converted to Toucan crossings to enable pedestrians and cyclists to cross between the northern side of Nottingham Road and the new route on the southern side. * Junction improvement at Eden Road incorporating a narrowing of the junction mouth, formalising traffic movement and allowing pedestrians and cyclists to cross more quickly and easily. The improvement at this junction will also provide improved visibility beyond the junction. * The parapet wall over Chaddesden Brook is to be raised to 1.5 metres to protect pedestrians and cyclists from falling into the brook below. * New Toucan crossings at the Chaddesden Lane signalised junction to provide access to the Chaddesden District Shopping Centre and nearby shops etc. * Introduction of a one-way system for vehicles through the District Shopping Centre car park which will simplify access/ egress and provide space for an additional 4no. parking spaces to be created. 6no. ‘Sheffield’ cycle stands will be installed within the District Centre. * New Toucan crossings at the Chaddesden Park Road signalised junction to provide access to Chaddesden Park Road and adjacent residential area. A sheltered off-slip is to be provided on Nottingham Road to enable cyclists to safely access the existing mandatory cycle lane leading towards Pentagon Island. * Improvements to bus stops will also take place with the provision of new shelters having perch seats, raised bus kerbs and Real Time Information (RTI). * The Nottingham Road carriageway is to be resurfaced over its entire length and new lining will be applied. This will improve the surface quality, provide improved surface water drainage run off and aim to reduce noise. * New cycle route signage will be installed along the route complete with times.   The improvements will benefit pedestrians and cyclists and enhance the appearance of the local area. The proposals will complement the active travel scheme proposed for Derby Road between Spondon Roundabout/Merchant Avenue and Raynesway/ Acorn Way Roundabout, providing improved links to the city centre, Spondon, Alvaston, adjacent cycle routes and the former Spondon Canal path route leading towards Borrowash and beyond. |
| 1. Why do you need to make this decision? | The Joint Mobility Programme is aimed at improving available transport choices for users, to enhance their time spent visiting, residing and working in the city. The Government funding that has been provided to Derby City Council through the Transforming Cities Fund project will benefit residents and visitors to Derby, improve sustainability and provide inclusive transport options and accessibility for all users. |
| 1. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements? | The scheme will be delivered by the Transforming Cities Team in conjunction with Balfour Beatty (Contractor) and Consultants, Tetra Tech (Designer) who are an approved contractor on the Derby City Council Scape Framework. Public Consultation, totalling 12 weeks in addition to stakeholder engagement with Bus Oprerators and other Derby City Council departments has taken place. |
| 1. Who are the main customers, users, partners, colleagues or groups affected by this decision? | Residents and visitors, including Blue Badge holders, local businesses, stakeholders, bus operators, cyclists and taxi drivers. |

**Step 2 – collecting information and assessing impact**

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| 1. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents. | Public Consultation in addition to stakeholder engagement with Bus Operators and other Derby City Council departments  The public consultation was open for 12 weeks on the Derby City Council ‘Lets Talk Derby’ website and closed on Monday 14th February 2022  Further consultation was also undertaken with Local Elected Members where we walked the route and explained the proposals, aims and benefits of the scheme.  Consultation has been carried out with internal stakeholders and asset managers, including:   * Transport Development Group * Highway Asset Managers * Highways Development Control officers |

1. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you’ll need to explain how you are going to lessen the impact.

| **People with protected characteristics** | **What do you already know?** | **Positive impact** | **Negative impact** | **Mitigation - what actions will you take to lessen impact?** |
| --- | --- | --- | --- | --- |
| **Age –** older and younger people | The proposal contains a number of measures that will improve conditions for older and younger visitors who may be deterred from using the area. This includes:  The new minimum 3.0 metre wide shared off road cycle routes between the Acorn Way/ Raynesway Roundabout and Chaddesden Park Road and on the northern side of Nottingham Road between Chaddesden Lane and Chaddesden Park will provide older people with more space and improved visibility. The improved surface quality of new machine laid tarmac will be free from trip hazards and imperfections resulting from tree roose and former excavations. Disabled users will also find using wheelchairs and scooters more comfortable.  Where changes in use occur, tactile corduroy paving has been incorporated in the design.  Younger less experienced cyclists will benefit from a safer route further from passing vehicles. The provision of the cycle route will also aid parents accompanying children to the local schools and shops. The improved surface will benefit those wheeling push chairs and buggies. The surface will also benefit very young children own chose to use wheeled scooters having very small wheels, balance bikes and cycles having small wheels.  The improved surface quality will aid surface water run off and the new surface will have less changes in levels, particularly at private driveways and some junctions etc.  Where side road junctions are being narrowed (Eden Road) the time taken be users to cross the junction will be reduced. Visibility will also be improved, making the junctions safer.  Where pedestrian and cycle priority is being provided using Dutch kerbs which will form a plateau, these will reduce conflict with vehicles and clearly define user priority.  All of the above measures have been designed in accordance with current guidance and best practice. | **Yes** |  |  |
| **Disability –** the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments | The improvements will benefit all users as described above.  In addition:   * New tactile paving will be provided in line with current guidance. * Traffic signals will include facilities for visually impaired people, including audible warnings (bleepers) and tactile rotating cones. * Traffic signals will include pedestrian crossing detection to extend crossing clearance periods for people with walking difficulties. | **YES** |  |  |
| **Gender identity-** trans and those people who don’t identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity. | The improvements will benefit all users as described above. | **YES** |  |  |
| **Marriage and Civil Partnership** | The improvements will benefit all users as described above. | **YES** |  |  |
| **Pregnancy and maternity -** women who are pregnant or who have recently had a baby, including breast feeding mothers | The improvements will benefit all users as described above. | **YES** |  |  |
| **Race -** the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community | The improvements will benefit all users as described above. | **YES** |  |  |
| **Religion or belief or none -** the effects on religious and cultural communities, customers and colleagues | The improvements will benefit all users as described above. | **YES** |  |  |
| **Sex -** the effects on both men and women and boys and girls | The improvements will benefit all users as described above. | **YES** |  |  |
| **Sexual orientation -** the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality | The improvements will benefit all users as described above. | **YES** |  |  |

**Important** - For any of the equality groups you don’t have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed from organisations’ websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don’t put down that the impact affects ‘everyone the same’ – it never does!

**Step 3 – deciding on the outcome**

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

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| **Outcome 1** |  | **No major change needed** – the EIA hasn’t identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken |

Why did you come to this decision?

The EIA has not identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken. The proposals will improve safety for all users and include specific measures to improve conditions for younger users, older users, or users with a disability.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

**Appendix 1**

**Equality impact assessment form– please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact, you need to do an equality impact assessment whenever a decision is needed about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories…

* Organisational policies and functions, such as recruitment, complaints procedures, re-structures.
* Key decisions such as allocating funding to voluntary organisations, budget setting.
* Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to complete them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have ‘**due regard’** to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘**relevant protected characteristic’** and people who don’t. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

Having ‘due regard’ means:

* removing or minimising disadvantages suffered by people due to their protected characteristics
* taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
* encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

This completed form should be attached to any Corporate Leadership, Senior Leadership, Cabinet or Personnel Committee report to help decision makers take the equality implications into account when they make the decision. Equality impact assessments **must be done before** decisions are made.

You’ll find that completing these assessments will help you to:

* understand your customers’ and communities needs
* develop service improvements
* improve service satisfaction
* demonstrate that you have been fair and open and considered equality when working on re-structuring
* make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Unless this is a quick Covid 19 decision, don’t do the form by yourself. Get a small team together and make sure you include key people in the team such as representatives from our Equality Hubs and Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You’ll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you’ll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

Remember, we need to complete these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010. If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It is a public document so must not contain any jargon and must be easy to understand.

**Contact for help**

Ann Webster – Lead on Equality and Diversity

[ann.webster@derby.gov.uk](mailto:ann.webster@derby.gov.uk)

Tel 01332 643722 mobile 07812301144

[Sign Language Service](https://www.derby.gov.uk/signing-service/)

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722, 07812301144** or **derby.gov.uk/signing-service/**

**Punjabi**

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 64XXXX** ਜਾਂ [**derby.gov.uk/signing-service/**](https://m365.eu.vadesecure.com/safeproxy/v4?f=cz0ZWu24j28Vl3BzVuSdCoMCDHCpL9JaioWisQGi8S3bCtXk5W_yq3A1dfyVYoVx&i=PzsE2Gw3YTbfFz6VRd0Fp7PxwveHyJEAnSRCrEBoAvjp2JnIw93iHpjapoZiIAzMglI-pzPfWmh3zAXeaCy-cA&k=eT2K&r=WEhxufS7rROOSKWC-Ni-ndX3MbR3jmgif-yU_rjLBEeXieKDl9GVjsBYwsEYj00cS2TOCi-p9sppx0CalkJbVw&s=276a2020258c8586ddb25bb54ee75c8fa638b7e241f542e2eb47998ae5359519&u=http%3A%2F%2Fwww.derby.gov.uk%2Fsigning-service%2F)

**Polish**

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 64XXXX** lub [**derby.gov.uk/signing-service/**](http://www.derby.gov.uk/signing-service/)

**Slovak**  
Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke [**derby.gov.uk/signing-service/**](http://www.derby.gov.uk/signing-service/)

**Urdu**

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **640000 01332**  یا **derby.gov.uk/signing-service/** پر ہم سے رابطہ کریں

The scheme has been designed to the current LTN1/20 cycling guidance in conjunction with existing Design Standards.

. Pedestrian access to be maintained to the shops throughout the works and all access will be ramped and solid bound where required.