

Equality Impact and Outcome Assessment (EIA)

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users. They analyse how all our work as a council might impact differently on different groups. They help us make good decisions and evidence how we have reached these decisions.

See end notes for full guidance.

1. Equality Impact and Outcomes Assessment (EIA)

Title of EIA	Active Travel Fund Programme – Tranche 2 (July 2021)	ID No.	
Team/Department	City Transport		
Focus of EIA	<p>The coronavirus (Covid-19) pandemic has transformed the way transport across Brighton & Hove is, and will, continue operating. With the implementation of national guidelines and emergency legislation to manage the impact of the public health crisis, the Government set an imperative in 2020 for Local Authorities to meaningfully reallocate road space for walking and cycling to encourage more active travel.</p> <p>In response, the Council set out measures in its Covid-19 Urgent Response Transport Action Plan (the 'Action Plan') that would enable people to travel and exercise safely, follow physical distancing rules, support the city's economic recovery and provide a lasting legacy of sustainable, safer transport.</p> <p>The measures affect all users of the city's transport network – its roads, cycle paths, footways, and public transport services – and the Council's key providers / contractors who help to deliver and maintain the network. Using specific funding for active travel awarded by the Department for Transport</p>		

(DfT) the Council delivered a number of temporary changes under the Action Plan, including 8km of protected cycle lanes, 1km of widened pavement, pedestrian improvements and signage across the city centre.

Before these changes were implemented an overarching Equality Impact Assessment (EIA) - EEC19 - was undertaken on the Action Plan in June 2020. This was updated in September 2020 following implementation of the temporary changes. EIA EEC19 has been used as the basis of this new assessment, focusing on further permanent and temporary active travel changes to be implemented as part of a second tranche of DfT funding awarded in November 2020. It has also been informed by public consultation, engagement activities, contact from customers, and national and local data/intelligence.

Specifically, the transport schemes included under the second tranche of Active Travel funding are:

1. **Madeira Drive** - one-way layout including improvements for pedestrians, cyclists, blue badge holders and businesses (loading).
2. **Old Shoreham Road (A270)** - continuation of lightly segregated temporary cycle lanes to the west. Junction improvements and complementary measures including modal filters and a cycle lane on Nevill Road.
3. **A259** - continuation of lightly segregated temporary westbound cycle lane.
4. **A23** - upgrading of cycle lanes to include segregation, key junction improvements, and new contraflow on Stanford Avenue section.
5. **Western Road** - key pedestrian and area improvements.

This overarching EIA considers any broad, disproportionate impacts of these changes. Individual EIAs for each of the above schemes will be undertaken to highlight any unique factors that might have disproportionate effects on people with protected characteristics.

2. Update on previous EIA and outcomes of previous actions

The actions listed below are part of EIA EEC19, but also apply to the Active Travel Fund Programme – Tranche 2.

What actions did you plan last time?	What improved as a result?	What <u>further</u> actions do you need to take?
Ensure details of the changes to the transport network are published publicly	Public consultation on the schemes took place 1 February to 14 March 2021 and a section of the website (One Journey Better) dedicated to the active travel changes means there has been greater transparency about the proposals. 4,695 consultation responses were received.	Ensure the information published includes a rationale for why these changes are happening and the process being followed, for greater transparency and understanding.
Share information about transport changes with local community / representative groups to disseminate widely	<p>Information about the proposed changes and public consultation was shared directly with a wide range of organisations and groups across the city. This information was also made available in alternative formats and other languages. An Active & Inclusive Travel Forum was established, bringing key stakeholders together to exchange of information and views on schemes and initiatives that support more active and inclusive forms of transport.</p> <p>As a result, Councillors, stakeholders and community groups have been able to share any views and concerns about the changes ahead of implementation, as well as highlighting potential impacts on specific communities.</p>	<p>Continue to engage through the Active & Inclusive Travel Forum and other equality and community groups.</p> <p>Include information on support for carers to travel with their cared for relatives/friends.</p>
Ensure measures that reallocate road space for walking and cycling meet accessibility standards and are an appropriate width to accommodate adapted cycles and child	Disabled people, those with reduced mobility, and cyclists travelling on adapted cycles have been able to utilise the cycle lanes and pedestrians with mobility aids	Continue to review and consider feedback on the accessibility of the transport changes to meet a wide range of needs.

trailers	have been able to move around the city safely.	
Ensure that the placement of new signs and barriers do not cause obstructions for disabled users	Disabled pedestrians and cyclists are able to move around the city safely, whilst physically distancing.	Seek opportunities to make road layout changes more obvious / visible for people with sight impairments.
Ensure essential access for disabled people is maintained in areas where road space is reallocated	Overall, the number of disabled parking bays has not reduced as a result of the transport changes to-date and will not be affected by the proposed Tranche 2 changes. Where concerns about disabled access have been raised, traffic regulation orders have been amended and alternative/additional provision has been sought in partnership with disabled community representatives.	As above - continue to review and consider feedback on the accessibility of the proposed changes to meet a wide range of needs. Review and look to increase disabled parking provision where required.
Set up account with an interpreting service to manage requests for information in other languages, and publicise the service	Consultation materials were made available in other languages on request – translations and interpreting service commissioned as requested.	Continue to monitor and review uptake of interpretation offer.
Continue to promote and publicise Access Fund schemes for sustainable travel, alongside changes to the transport network	The DfT Capability Fund replaces the Access Fund from 2021 but provides a continued focus on encouraging travel behaviour change. A focus on facilitating more active travel among underrepresented groups, as well as supporting access to education and employment will remain, alongside delivery of a School Streets programme.	Monitor uptake and impact of Capability Fund initiatives.
Ensure short-term transport measures do not undermine the critical capacity of the transport network	There has been an increase in the number of cycle trips on several key routes, but congestion levels have also increased in some areas. Under an experimental traffic regulation order measures can be altered	As more people return to work, seek measures that will help reduce congestion in the city. Consider impact of permanent transport changes on the capacity of the network.

	quickly, in response to these impacts.	
Ensure pavement widening measures that support physical distancing take account of people gathering near places of worship, community 'hubs' and shops	Reallocating road space in busy retail and city centre areas is creating more outdoor space for communities to enjoy safely, whilst supporting the local economic recovery.	Continue to monitor, review and amend measures as necessary.
Ensure the Action Plan supports areas that are 'transport poor' and people in areas of multiple deprivation	Temporary cycle lanes are supporting key commuter journeys and providing new facilities where there were previously very few. Data on usage and walking and cycling uptake since the temporary changes, as well as feedback through the public consultation, has informed the development of proposed permanent changes.	Continue to monitor, review and amend measures as necessary.

3. Review of information, equality analysis and potential actions

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
Age	<ul style="list-style-type: none"> • Residents of Brighton & Hove: <ul style="list-style-type: none"> ○ 45,375 (15.6%) 0-15yrs old ○ 206,515 (71.1%) working age ○ 38,505 (13.3%) aged 65+ • 41% of people aged 65+ live alone. • 18.7% of older people are income deprived. • Over 60s are amongst those most vulnerable to infection and at risk of falling seriously ill, but the national Covid-19 vaccination programme is significantly reducing the risk of serious illness/hospitalisation in older adults and the population as a whole. • There are 31,643 older persons bus pass holders in the city. These bus passes provide national travel for eligible holders between the 9am and 	<ul style="list-style-type: none"> • Dedicated cycle lanes make is safer and easier for children to cycle to school. • Concern for safety of children using cycle lanes that cars have to cut across to access/exit side roads. • E-bikes provide an opportunity to get older people cycling. • Opportunities for cycling and walking facilities near schools and nurseries are important, particularly with physical distancing rules in place and to encourage more families to send their children back to school. • Increased congestion and/or removal of parking spaces linked to temporary changes can affect how efficiently care workers and others assisting vulnerable people can operate. • A focus on improving 	<ul style="list-style-type: none"> • Covid-19 may be having a disproportionate effect on the elderly, by discouraging them from travelling at the busiest times of day. • More families and children will be travelling on popular routes to education settings as lockdown restrictions ease and there is a risk that car journeys will increase. • Some parents may be reluctant to send their children back to school during the pandemic, so creating a safe environment for families travelling to school and around these settings is important. • If temporary 	<ul style="list-style-type: none"> • Seek opportunities to reallocate road space near schools to facilitate active travel and support physical distancing as more children return to education. • Work with local charities / organisations supporting older people to travel more actively. • Utilise government funding secured for school transport and travel demand management to provide additional, safe public transport options for children travelling to school • Monitor the impact of transport measures on levels of vehicle traffic and take steps to reduce congestion. • Focus on wider pedestrian benefits in all schemes

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<p>11pm on weekdays and anytime at the weekend.</p> <ul style="list-style-type: none"> Between 1 March and 31 August 2020 there have been over 28,700 journeys made by older people before 9am. Younger people have a lower risk of becoming seriously ill or dying from Covid-19. Covid-19 lockdown has led to many children needing to be home schooled - families with fewer resources are at risk of their children having worse attainment outcomes than families with more financial security and social capital. 	<p>commuter routes disproportionately impacts retired people and school age children whose preferred destinations are not linked to employment.</p> <ul style="list-style-type: none"> Less able older people can find crossing cycle lanes intimidating if they are not able to move as quickly as others. Younger people regularly use the direct cycling and walking routes to access education and employment in the city. Older people are more vulnerable to cycle / pedestrian conflict issues and poor quality pavements 	<p>transport measures only focus on enabling safe commuter trips, this is less likely to support older and younger people to safely reach their key destinations (e.g. schools, retail centres, healthcare settings)</p>	
Disability	<ul style="list-style-type: none"> 51,000 (22%) of adults in the city have two or more long term health conditions 19,000 (8%) of adults in the city have mental and physical disabilities Children and young people with Special 	<ul style="list-style-type: none"> Blue Badge parking provision needs to be reviewed and improved. If existing disabled parking bays are relocated for temporary / permanent transport measures, these need to be as close as possible to 	<ul style="list-style-type: none"> Partially-sighted and blind people will not necessarily be aware of changed road layouts Disabled car users may not be able to access areas of the city easily or safely 	<ul style="list-style-type: none"> Continue to offer 24 hour travel for disabled bus pass holders within Brighton and Hove. Reduce, as far as possible, any physical barriers as part of transport changes that would create accessibility

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<p>Educational Needs and Disabilities (SEND) have been significantly affected during lockdown with 70-80% reporting worsening mental health concerns</p> <ul style="list-style-type: none"> • There are c.11,000 blue badge holders in the city, 2.5% are held under hidden disability • There are c. 6,500 disabled concessionary bus pass holders in the city. These bus passes provide free bus travel (24 hours) for eligible holders within Brighton and Hove and are available for use during statutory times in other areas. • Between 1 March and 31 June 2021 there have been over 52,000 journeys made by disabled bus pass holders before 9am. A total of 4,906,809 journeys have been made between 9am and 4am by combined concessionary pass holders in this time. 	<p>previous bay locations.</p> <ul style="list-style-type: none"> • Loss of pay & display parking negatively affects disabled car users who may also have used these spaces to park with their Blue Badge. • More Blue Badge parking is needed near other accessible facilities, e.g. Changing Places, and popular shopping areas and leisure destinations. • Change of 24hr disabled parking to 3hr spaces limits access to employment for disabled workers who rely on extended hours and limits the length of time disabled car users can visit areas of the city. • Specific detail on any temporary changes to disabled parking bays needs to be publicly available as soon as possible when implementing schemes. • The needs of drivers of larger vehicles with large 	<p>and may avoid travelling or have to travel further distances to reach disabled parking bays.</p> <ul style="list-style-type: none"> • Changes to the transport network may exclude disabled people from areas they were previously able to access easily. • Obstructions and inaccessible cycling infrastructure may discourage disabled people from travelling actively. • Physical distancing rules and the need for more personal protection may make it difficult for carers and disabled people to travel safely in the city. • Information about the transport changes should be clear, accessible and 	<p>issues for wheelchair users and people with mobility impairments e.g. ensuring footway extensions are flush to the existing infrastructure and dropped kerbs are provided where appropriate.</p> <ul style="list-style-type: none"> • Ensure temporary barriers, signs and businesses do not cause obstructions on the pavement through timely enforcement action. • Maintain access in scheme areas for disabled people travelling in cars / taxis. • Maintain access to existing blue badge bays wherever possible or relocate nearby if suspended. (N.B. Disabled badge holders can park on yellow lines for up to 3hrs if not causing obstruction). • Ensure sufficient parking provision to accommodate larger

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<p>Non-pandemic estimates would see c. 11,750,000 journeys made by concessionary pass holders during this time.</p> <ul style="list-style-type: none"> • New, renewal and replacement applications for bus passes have continued as usual during the pandemic with 25,110 being issued during this time. • Between 1 March and 31 August 2020 there have been over 28,700 journeys made by older people before 9am. This finished on 1 September to allow capacity on the buses for school children to return. 	<p>mobility aids should be considered when designing disabled parking bays.</p> <ul style="list-style-type: none"> • Appropriate 'buffer zones' around disabled parking bays are important for people unloading heavy, large disability equipment. • Access restrictions on roads with disabled parking feel like a curfew. • Restricting vehicle access to roads is also restricting access to other important facilities for disabled people • There is a need for better cycle parking for adapted cycles used by disabled people. • Cycle parking should be accessible for disabled people (i.e. not needing to lift cycles, etc.). • The width of cycle lanes should safely accommodate adapted cycles and passing space. • People with sight loss are affected by difficulties 	<p>available in a range of formats, including different languages and BSL.</p> <ul style="list-style-type: none"> • Roads and pavements need to be well-maintained and free of obstructions to ensure disabled people can travel around the city safely. 	<p>disabled vehicles.</p> <ul style="list-style-type: none"> • Ensure that transport changes do not unwittingly restrict access to other accessible facilities • Incorporate accessible crossings into temporary measures wherever possible • Share information about the changes with local representative groups for wider dissemination • Increase accessibility and inclusivity of information on the changes and the mechanisms for feeding back views • Utilise the support and expertise of representative groups to ensure information is as accessible as possible and actions are targeted to ensure a broad spectrum of concerns are addressed. • Maximise the width of new and existing cycle infrastructure where

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
		<p>navigating and seeing changes to signage, barriers and judging distances from other people.</p> <ul style="list-style-type: none"> • Obstructions on the highway and footway (e.g. A-boards, tables & chairs, tree routes and cycle storage) and the condition of the pavements/roads put disabled road users at greater risk. • Flat surfaces and dropped kerbs are important for people using mobility aids. • Some disabled people rely heavily on carers to travel safely and easily around the city. • Information shared publicly about the transport changes must be accessible and inclusive, as well as the mechanisms for feeding back views. • Disabled people are more likely to be anxious about coming out of shielding and returning to work. 		<p>possible to ensure they are accessible to all types of adapted cycles with appropriate dropped kerbs for easy access.</p> <ul style="list-style-type: none"> • Ensure cycle lanes on the carriageway do not compromise the safety of existing controlled crossings with the use of low-level cycle signals and cycle stop lines as needed. • Ensure light separation on temporary cycle lanes has breaks of sufficient width to allow access for larger adapted cycles and that barriers are of a suitable height not to impede sightlines. • Ensure bus stops are still accessible for visually impaired people following footway widening adjacent to bus stop infrastructure.

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
		<ul style="list-style-type: none"> • Bumps at crossings, controlled crossings and central waiting spaces are helpful for sight impaired people crossing roads. • Both audible and tactile indicators at pedestrian crossings are important for those with sight and/or hearing impairments. • People with learning disabilities can find it more difficult to understand transport principles/etiquette, e.g. black and white crossings across a cycle lane. • Congestion at popular bus stops can make it difficult for disabled people to access and exit buses safely. • Disabled people / people with mobility issues generally find access in their local area poor. 		
Gender reassignment	<ul style="list-style-type: none"> • There are at least 2,760 transgender adults living in Brighton & Hove and many more visit, study or work in the city. 		<i>No specific impacts identified for this group.</i>	

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<ul style="list-style-type: none"> Transgender people are more likely to be unemployed, disabled/live with long term conditions and/or mental illness. 			
Pregnancy and maternity	<ul style="list-style-type: none"> 25% of households in the city have dependent children. 	<ul style="list-style-type: none"> Cycle lanes should be wide enough to accommodate cycles with child trailers/tagalongs. Dedicated cycle lanes make it safer and easier to cycle with children. 	<ul style="list-style-type: none"> A significant number of people may need / choose to travel as part of a family unit. 	<ul style="list-style-type: none"> Ensure changes are designed with family travel in mind, e.g. space and safety.
Race/ ethnicity Including migrants, refugees and asylum seekers	<ul style="list-style-type: none"> 19.5% of the city's population are from BAME groups, 80.5% are White British. 7.36% of the Council's workforce are from BAME groups. 8.3% of the population do not speak English as their preferred or first language. People on low incomes or who are unemployed are more likely to be from BAME groups and residents from some BAME communities are more likely to be in the city's most deprived 	<ul style="list-style-type: none"> Some people from BAME groups need accessible cycling proficiency lessons in their native language and access to subsidised / free cycles. Awareness amongst BAME communities of their increased risk to COVID-19 causes significant anxiety. This anxiety, in addition to misunderstandings about guidelines, and being less likely to have outdoor space at home, impacts on people's ability to go outside and exercise, also affecting mental health. 	<ul style="list-style-type: none"> People from BAME groups are more likely to be in roles where travel to work is unavoidable and where they are unable to change their working hours to travel at less busy times. People from BAME groups are more likely to use the transport network during lockdown as key workers, bus/taxi/delivery drivers. People who do not 	<ul style="list-style-type: none"> Take steps to minimise non-essential travel by others, to make it easier for this group to access the transport network safely for essential journeys. Ensure interpreting services are available to support customers whose first language is not English. Share information about the transport changes with local groups for wider dissemination to different communities. Ensure Capability Fund schemes that promote

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<p>neighbourhoods.</p> <ul style="list-style-type: none"> • People from BAME groups constitute a disproportionately high number of key frontline workers – public transport drivers, cleaners, carers, Band 5 nurses, etc. • People from BAME groups are more likely to have underlying health conditions that make them more vulnerable to Covid-19. • People from BAME groups are 4 times as likely to have no outdoor space at home. • People from BAME groups are less likely to access culture and leisure facilities. 		<p>speak English / have poor English may struggle to access information about the transport changes that would help keep them safe.</p> <ul style="list-style-type: none"> • BAME groups are more likely to use reallocated road space as key workers needing to travel to work. 	<p>sustainable transport and support access to employment and education, are well publicised amongst BAME communities.</p>
Religion or belief	<ul style="list-style-type: none"> • 49% of the city's population have a religion. 		<ul style="list-style-type: none"> • A significant portion of the population may wish to travel to places of worship during lockdown and as restrictions ease, and/or to congregate / travel for religious 	<ul style="list-style-type: none"> • Ensure there is sufficient pavement space near places of worship for pedestrians to physically distance when they gather.

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
			ceremonies (e.g. burials) / events / festivals in the city.	
Sex/Gender	<ul style="list-style-type: none"> • The gender split of Brighton & Hove’s population is even (50/50) • 46% of BHCC City Transport staff are female, 54% are male (Q4, 2020-21) • Women tend to be the primary carer at home and are less likely to be in full-time employment • A majority of the Council’s care workforce is female. • In the city, 58% of carers are women rising to 62% of those providing care for 50 hours or more a week. The majority of caregivers, at home and in our communities, are also women. • Women are more likely to feel unsafe walking alone than men, particularly after dark. • 71% of all women in the UK have experienced 	<ul style="list-style-type: none"> • Obstacles on cycling routes are more likely to impact women who may be travelling with children and larger, adapted cycles / cargo cycles • Women are more likely to cycle if they feel the route is safe (both physically and socially) • Women are more likely to be travelling with children on ‘the school run’. • Streetlighting in the city needs to be improved to make women in particular, feel safer. 	<ul style="list-style-type: none"> • Women are more likely to use the transport network during periods of national/local lockdown as key workers. • Women are more likely to be travelling on the network with family members, as primary carers. • Provision of protected cycling infrastructure, separated or away from motor traffic, is more likely to encourage women and families to cycle. • Women may be encouraged to walk and cycle more, particularly after dark, when they feel safer doing so. 	<ul style="list-style-type: none"> • Consider the needs of key workers (e.g. care workers accessing clients’ homes) when making changes to the transport network, (e.g. removing parking spaces). • Ensure the design of cycling facilities is inclusive, (e.g. maximising the width of cycling infrastructure to ensure accessibility for all types of adapted cycles, installing dropped kerbs for easy access, and removing physical barriers/obstructions wherever possible) • Ensure light separation on temporary cycle lanes to provide greater protection vehicle traffic for users • Seek opportunities to reallocate road space

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<p>some form of sexual harassment in a public space, with the figure increasing to 86% among 18- to 24-year-olds. Incidents of street harassment are generally under-reported.</p>			<p>near schools to facilitate active travel and support physical distancing as more children return to education.</p> <ul style="list-style-type: none"> • Consider ways to ‘design out crime’ as part of developing safer walking and cycling routes and proposals to improve lighting in public areas.
Sexual orientation	<ul style="list-style-type: none"> • 11-15% of the city’s population is estimated to be lesbian, gay or bisexual. • The city is known for being a welcoming place for LGBTQ+ people and hosts large-scale annual events such as Pride. • The Covid-19 lockdown restrictions closed many public spaces, including LGBTQ+ pubs, clubs, cafes, shops (some permanently because of the financial impacts) and cancelled major annual events, providing no opportunity for members of the community to come 		<ul style="list-style-type: none"> • As the city begins to reopen and restrictions on movement ease, there have been calls to reinstate mass gatherings / events / festivals that would affect traffic in the city and increase visitor numbers 	<ul style="list-style-type: none"> • Ensure capacity on the transport network is not compromised by the transport measures • Ensure transport measures complement those that are usually required for large-scale events

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	together.			
Marriage and civil partnership	<ul style="list-style-type: none"> • There are 8,635 lone parent families in the city – lone parents in particular, experience problems coordinating work time with childcare and education. • The registration service resumed ceremonies for marriage and civil partnerships on 6 Aug 2020. People can choose to hold ceremonies in Brighton Town Hall, located in an area where vehicle access is temporarily restricted. 	<ul style="list-style-type: none"> • Couples holding a ceremony are not choosing to approach the Old Town as they are not sure whether they can access the area with a ceremony car. 	<ul style="list-style-type: none"> • Lockdown restrictions may have a disproportionate impact on lone parents as safe transport options are more limited / they have to change the way or times that they usually travel. • People may be dissuaded from holding a wedding / civil partnership ceremony in Brighton. 	<ul style="list-style-type: none"> • Ensure changes are designed with family travel in mind, e.g. space and safety • Take steps to discourage people from travelling at peak times when lone parents may have no other choice but to. • In areas where vehicle access is restricted, permit access for ceremony cars.
Community Cohesion	<ul style="list-style-type: none"> • Nationally – adults living alone are over 50% more likely to experience loneliness during lockdown. 		<ul style="list-style-type: none"> • There may be an increased desire for communities to gather, particularly as lockdown restrictions ease. • There have already been public gatherings for mass 	<ul style="list-style-type: none"> • Ensure transport measures include a focus on facilitating safe mass gatherings.

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
			protests in the city.	
Other relevant groups	<ul style="list-style-type: none"> • Many of those in key worker roles who are under 60, are on low incomes • The largest employment sector in Brighton & Hove is retail (14% of employees). Health and social care (13%), and Education (12%) are the next largest sectors 		<ul style="list-style-type: none"> • People on low incomes may not be able to afford alternative, safer modes of transport that support physical distancing. • As sections of the local economy start to reopen following the transition out of lockdown, a significant proportion of the employed population are returning to work, accessing leisure and shopping areas and therefore needing to travel. 	<ul style="list-style-type: none"> • Ensure Capability Fund schemes that promote travel behaviour change and support access to employment and education, are publicised. • Ensure there is sufficient space to move safely in retail areas and places with heavy footfall for shoppers and other pedestrians to be able to physically distance.
Cumulative impact	<ul style="list-style-type: none"> • There is a strong link between deprivation and people living with disabilities in the city. • 49,833 (17.2%) of Brighton & Hove residents live in one of the most deprived 20% of areas in 	<ul style="list-style-type: none"> • Safe walking and cycling routes, including improved access to the public transport network, give people alternatives to increasingly unaffordable car ownership. 	<ul style="list-style-type: none"> • Disabled people may be more likely to struggle to travel for access to work. • Covid-19 is having a proportionally higher impact on the most deprived areas. 	<ul style="list-style-type: none"> • Work with representative groups in the city to understand the key transport and travel issues for disabled people. • Continue to target travel support, via the Capability

Groups to assess	What do you know?	What do people tell you?	What does this mean?	What can you do?
	England			Fund Programme, at those struggling to access employment <ul style="list-style-type: none"> • Ensure the transport changes support areas that are ‘transport poor’ and people in areas of multiple deprivation

Assessment of overall impacts and any further recommendations

The city’s transport network is used by everyone and therefore, any changes to the network have the potential to impact on all groups of people with protected characteristics under the Equality Act 2010.

The Active Travel Fund Programme Tranche 2 measures have been developed to swiftly and meaningfully reallocate road space to cyclists and pedestrians, including on strategic corridors, in line with Department for Transport guidelines and in response to the Covid-19 pandemic. While the early transport measures aimed to reduce the spread of the virus by increasing capacity for walking and cycling, the Tranche 2 measures aim to support uptake of healthy and active travel longer term, and keep the city moving.

The Tranche 2 measures have recently been subject to public consultation and, if implemented, the groups identified as most at risk of being disproportionately affected are disabled people, those from BAME groups and women. It is important that the changes:

- meet physical accessibility standards, so as not to negatively impact disabled people,
- as a priority, retain and improve disabled parking provision and maintain disabled access,
- minimise obstructions on the highway, particularly where a road layout has been altered,
- are communicated in clear, accessible and multiple formats,
- consider pedestrian and cyclist safety and ways to ‘design out crime’,
- take into account the journeys made by key workers and family carers, who are more likely to be female and from BAME groups,
- encourage people to travel more actively to reduce levels of congestion on the roads,
- facilitate the safe reopening of the city by supporting people to access employment, education, retail and leisure.

Continued engagement with organisations representing equality groups about the impacts of planned and implemented measures will be important for ensuring issues and concerns for specific communities are picked up and addressed.

In addition, officers should continue to utilise the Experimental Traffic Regulation Order (ETRO) process to adapt measures already in place in response to feedback from the public.

4. List detailed data and/or community feedback that informed your EIA

Title	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with?
Blue Badge and Concessionary Travel team database	June 2021	Will not reflect the entire disabled resident population of the city	Engage with representative groups to understand the key transport and travel challenges faced by disabled people during the pandemic
Brighton & Hove Joint Strategic Needs Assessment	2019	None identified	
Local Insight profile for Brighton and Hove area, OCSI	June 2020	None identified	
BHCC OPD Known Data	Q4, 2020-21	Staff who have not declared their gender, ethnicity or any disability	No action planned – staff have a right to withhold this information
Stakeholder engagement on the developing Local Cycling and Walking Infrastructure Plan (LCWIP) including strategic networks for walking and cycling	June 2020 & September 2020	Not necessarily reflective of wider resident/visitor/business views – only involved key stakeholders	Gather wider range of views on the transport changes via online survey and direct engagement / consultation activities
Customer contact via transport.projects inbox	From March 2020 onwards	Largely reflects views of people who are against changes / wish to complain	Gather wider range of views on the transport changes via online survey and direct engagement / consultation activities
ONS Data – Coronavirus and loneliness	June 2020	National dataset – not available at Local Authority level	No action planned

Title	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with?
Comments submitted on Experimental Traffic Regulation Orders	July 2020 onwards	None identified	
Feedback via the online public survey about the temporary measures	June – December 2020	Online survey not accessible to all.	Alternative mechanisms for people to feed back their views provided.
Informal working group with community representatives	June – December 2020	Not all equality groups represented. Disabled representatives included in the group from late August 2020.	Engage directly with wider representative groups and through the Active & Inclusive Travel Forum
Meetings with disability representatives and councillors	August, December 2020	Mainly focused on issues for disabled car users, not the wider disabled community	Continue to engage with a wide range of disability groups
Direct engagement by email to community groups for their feedback on the temporary changes	August/ September 2020	Responses not received from all groups Some feedback indicated information was hard to follow.	Simplified summary of the changes and the process being followed created using easy read information.
Direct feedback from councillors on schemes	May 2020 onwards	Not all councillors have shared views	Continue proactively sharing details of planned and implemented measures with councillors inviting feedback
Equalities and Access Workstream Report: Community impacts of COVID-19 lockdown on women, BAME, faith, LGBTQ and disabled communities in Brighton & Hove	August 2020	No specific mention of impacts of Covid-19 on movement around the city, although it can be assumed that other impacts identified would directly or indirectly affect this.	No action planned

Title	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with?
Feedback from customers via the Customer Feedback team	August 2020 onwards	Largely reflects views of people who are against changes / wish to complain	Gather wider range of views on the transport changes via online survey and direct engagement / consultation activities
Brighton & Hove City Tracker survey	2018	None identified	
UN Women report on sexual harassment in public spaces	March 2021	Nationally focused	
Engagement with CCG	September 2021	None identified	
Feedback from public consultation on the Tranche 2 Active Travel Fund proposals	29 Jan – 14 Mar 2021	Low response rates from BME groups and younger age groups	Utilise other methods of engagement to reach these portions of the population.
Active and Inclusive Travel Forum	April 2021	Not all key stakeholders / community representative groups have committed to being members of this Forum	Ensure engagement continues with community organisations outside of the Forum
Feedback from the Disabled Car Users Advisory Group	December 2020 onwards	Not representative of entire disabled community in the city	Ensure wider engagement with the disabled community, e.g. through established partnerships / forums and public consultation
Deputations, letters and questions to Environment, Transport & Sustainability Committee and Tourism, Equalities, Communities & Culture Committee	June 2020 onwards	May not reflect a majority public view	Also consider outcomes of wider engagement with the public and stakeholders, e.g. through established partnerships / forums and public consultation

5. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
All	Ensure clear, accessible, timely and inclusive information about the changes to the transport network and is published publicly, as well as the process being followed	More people aware of what the council is doing and why, and can plan their journeys accordingly	Fewer public enquiries about the changes	As and when changes to the transport network are made and/or altered
All (particularly disabled people, BAME groups and carers)	Share information about transport changes with local community / representative groups in appropriate formats to disseminate widely	Wider groups are aware of the changes and can plan their journeys accordingly	Fewer public enquiries about the changes from specific groups of users	As and when changes to the transport network are made and/or altered
All (particularly underrepresented groups)	Engage further with local charities / representative groups in the city to understand the key transport and travel issues for specific communities / user groups	Feed back from specific communities / user groups will shape future changes	Fewer negative impacts / complaints about the measures from specific user groups	Throughout the planning and implementation phases of the transport measures
All	Provide alternative mechanisms for people to feed back their views.	People with limited or no access to the internet are able to constructively share their views on the changes	Wider range of views inform the design of future transport changes	Ongoing
Parents, Disabled people	Ensure measures that reallocate road space for walking and cycling meet accessibility standards	Disabled users of the transport network and families are able to utilise the new measures safely	No complaints from these groups about the changes	As and when changes to the transport network are made and reviewed

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
	and are an appropriate width to accommodate adapted cycles and child trailers	and without obstruction	Road safety audits not highlighting any issues with the design of schemes for disabled people	
Disabled people	Ensure that the placement of temporary signs and barriers do not cause obstructions for disabled users	Disabled people are unimpeded when using reallocated space	No complaints about the accessibility of the changes from disabled people or accident/injury caused	As changes to the transport network are planned and implemented
Disabled people	Ensure essential access for disabled people is maintained in areas where road space is reallocated	Disabled people are not prevented from accessing areas of the city they would otherwise be able to	No complaints about the accessibility of the changes from disabled people	As changes to the transport network are planned and implemented
Disabled people	Wherever possible, ensure disabled parking bays are not removed as a result of transport changes, but if this is necessary, relocate bays to the nearest possible site	Disabled car users are not disadvantaged or prevented from accessing areas of the city they were previously able to	No complaints about the accessibility of the changes from disabled people Numbers of disabled people visiting areas of the city subject to temporary changes are not reduced	As and when changes to the transport network are made and reviewed
Disabled people	Ensure sufficient parking provision to accommodate larger disabled vehicles	Disabled car users feel safer accessing and existing their vehicles	No complaints about safety or access from disabled car users	As existing transport changes are reviewed and new measures designed/implemented
BAME groups, women, vulnerable people	Specifically consider the needs of key workers, especially those caring for vulnerable residents in the city, as short-term	Key workers able to fulfil their duties unhindered	No complaints about the transport changes from vulnerable residents or key workers operating in the city	As changes to the transport network are planned and implemented

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
	changes to the transport network are planned			
Women, vulnerable and disabled people	Consider ways to 'design out crime' as part of developing safer walking and cycling routes and proposals to improve lighting in public areas	Women, vulnerable and disabled people feel safer walking and cycling in the city, particularly after dark. Greater uptake in walking and cycling.	Fewer reports of harassment on the streets and in public spaces	As part of the design and implementation of transport measures
People on low incomes	Continue to promote and publicise Capability Fund schemes for sustainable travel, alongside short-term changes to the transport network	People on low incomes are able to access work and education safely, whilst potentially using an alternative mode of transport	Uptake of support offer via the Capability Fund Programme	As changes to the transport network are planned and implemented
All	Ensure short-term transport measures do not undermine the critical capacity of the transport network	Increase in pedestrian, cycle and motor traffic can be safely accommodated as lockdown restrictions ease, there are more visitors to the city, and more public gatherings	Levels of congestion are at expected levels or below Fewer complaints about traffic and congestion in areas where temporary changes have been implemented Physical distancing rules are not compromised in places where people are gathering and the city does not enter a 'local lockdown'	As changes to the transport network are planned and implemented
All (particularly people who have a religion/belief, and specific community	Ensure pavement widening measures that support physical distancing take account	People are able to gather whilst physically distancing	No complaints about physical space on the transport network from communities / residents	As changes to the transport network are planned and implemented

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
groups)	of people gathering near places of worship, community 'hubs' and shops		wanting to gather	
Vulnerable groups (most deprived)	Ensure the transport changes support areas that are 'transport poor' and people in areas of multiple deprivation	Improved and alternative transport links provided in more deprived areas More connected communities with better links to essential services	Range of alternative transport options provided across the city	As changes to the transport network are planned and implemented
All	Assess wider impacts of transport changes on the local economy and health to limit any indirectly disproportionate impacts on equality groups	Communities more likely to be negatively impacted do not experience any worse outcomes as a result of the transport changes	Fewer cases of financial hardship and /or health concerns amongst equality groups related to access to transport	As changes to the transport network are planned

EIA sign-off:

Staff member completing Equality Impact Assessment: Katie Read

Date: 1 July 2021

Directorate Management Team rep: Mark Prior

Date: 7 July 2021

CCG or BHCC Equality lead: BHCC Equalities Team

Date: Under review (based on EIA EEC19 updated and signed off in September 2020)