

**Equality impact assessment form**

|  |  |
| --- | --- |
| Directorate | Communities and Place |
| Service area | Traffic and Transportation |
| Proposal | Transforming Cities Fund - Public Realm Improvement Works at The Morledge and Railway Terrace, Midland Road & Calvert Street |
| Reason for proposal | To improve connectivity and sustainable transport options in Derby, connecting Derby City centre with the Railway Station. Improving the public realm and the cycle route linking the Riverside Path, Sustrans National Cycle Network Route 6 with the Railway Station |
| Sign off (Director/Head of Service) | Nigel Brien |
| Date of assessment | 13/04/2023 |

**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** –

Other team members if appropriate

| **Name** | **Job title** | **Organisation** | **Area of expertise** |
| --- | --- | --- | --- |
| Stephen Gaskin | Transforming Cities Fund -Cycle Infrastructure Coordinator | Derby City Council | Public Realm & Cycle Infrastructure |
| Robert Waite | Transforming Cities Fund -Programme Delivery Manager | Derby City Council | Highways Project Management |
| Ann Webster | Lead on Equality | Derby City Council | Equality & Inclusivity |
|  |  |  |  |
|  |  |  |  |

**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.

|  |  |
| --- | --- |
| 1. What are the main aims, objectives and purpose of the decision you want to make? | **Railway Terrace, Midland Road and Calvert Street** – The aim of the scheme is to provide public realm improvements aimed at improving the link between Derby City centre and the Railway Station, as well as improvements to the route that leads to Siddals Road and the Riverside Path, Sustrans National Cycle Network Route 6 via Midland Place and Calvert Street.  Owing to the scheme falling entirely within the Railway Conservation Area, all materials chosen suit and match the existing pallet of materials previously used in Midland Place and provide a smooth rolling surface, satisfactory grip and good colour contrast.  The scheme will involve widening of existing footways with new high quality smooth York stone paved surfaces, constituted granite kerbs, Ketley Blue blocks and pink granite/York stone tactile paving. Controlled Toucans crossings at all locations will provide pedestrians and cyclists with improved access.  Owing to the widening of footways and the consequential narrowing of the carriageway, road crossing distances will be less.  Improvements to limited waiting parking bays will provide users of the Railway Station with the opportunity to drop passengers off more conveniently and where possible, footway and carriageway levels will be improved to provide more acceptable gradient and drain surface water more effectively.  As part of the scheme the carriageway will be resurfaced over the extent of scheme to provide a smooth and much quieter rolling surface, free from defects.  Where required rainwater gullies and channel grate will be fitted with heal guard covers. Street lighting will also be improved over the extent of the scheme.  Two large CCTV columns are to be removed to reduce street furniture clutter and two new CCTV cameras are to be installed on signal poles. One outside the Railway Station and one at the Railway Terrace, Siddals Road signalised junction.  The existing layby adjacent to No 9 Railway Terrace is to be paved and will effectively provide a much wider area of footway at that point. Access to Sheffield Place will be retaining via a dropped kerb.  The bus stop and shelter adjacent to the Railway Station will remain unchanged, furthermore Taxi users will still continue to use the existing facilities accessed from Nelson Street.  All parking restrictions will remain the same.  **Morledge** – There is an existing shared use pedestrian cycle route between Traffic Street and the Morledge, the area is relatively narrow and poorly lit. The aim of the scheme is to be provide a much wider pedestrian cycle route with improved street lighting.  As part of the scheme changes will be made to the Bus Station signalised junction to enable two buses to exit the Bus Station at the same time, thereby reducing delays and improving air quality.    The scheme will involve a realignment of the carriageway underneath the Riverside Car Park to allow for a substantial widening of the existing footway adjacent to Derbion building. New high quality York stone paved surfaces and tactile paving will be laid between Traffic Street and the Bus Station.  Controlled Toucans crossings will be installed at all locations that will provide pedestrians and cyclists with improved access between Traffic Street and the Morledge/Bus Station. Owing to the widening of footways and the consequential narrowing of the carriageway, road crossing distances will be shorter, thereby allowing users to cross more quickly.  Where possible signage and the location of street furniture will be improved to reduce street clutter and obstructions.  At the location of the access point to the Derbion Basement, a paved route over the carriageway is to be provided, improving the desire line for pedestrians, and highlighting and traffic calming the route taken by vehicles.  The six Blue Badge parking bays located under the Riverside car park despite being located slightly will remain unchanged along with the present access arrangements. Where possible footway and carriageway levels will be improved to provide more acceptable gradients and drain surface water more effectively.  As part of the scheme the carriageway will be resurfaced over the extent of scheme providing a smooth and much quieter rolling surface, free from defects.  Street lighting will be improved under the Riverside Car Park, thereby improving the environment and personal sense of security.  All road markings will be replaced and parking restrictions will remain the same. |
| 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 Eurovia (Contractor) and Consultants, Jacobs (Designer) who are an approved contractor on the Derby City Council Midlands Highway Alliance 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**

|  |  |
| --- | --- |
| 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, totalling 12 weeks, in addition to stakeholder engagement with Bus Operators and other Derby City Council departments  The public consultation was undertaken via the Derby City Council ‘Lets Talk Derby’ website between the 23rd November 2021 and 14th February 2022  Further to the consultation a designated Public Liaison Officer (PLO) has been appointed to visit residents and business’ to collate information on shop open hours, delivery times etc. and discuss day to day operational issues. The PLO will also form a direct point of contact during the delivery phase, should any issues arise. |

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 current areas present a number of issues that impede older visitors to use the area. This includes damaged and uneven paving slabs and defects in the carriageway that increase the likelihood of slips and trips. Vehicles passing through the streets reduce air quality. Vehicular air pollution affects people with breathing related issues. Footways and carriageways will be paved and resurfaced to provide smooth surfaces with the inclusion of tactile paving at crossing points.  Street clutter has been reduced to enable improved access through the areas.  Where possible footway and carriageway levels will be improved to provide more acceptable gradient and drain surface water more effectively.  Traffic calming and the reduction in carriageway widths will improve driver behaviour and slow vehicles down. The reduction in carriageway width will enable pedestrians to cross the road in less time.  Street lighting will be improved under the Riverside Car Park, thereby improving the environment and personal sense of security.  In connection with the restriction of moving vehicles on Corporation Street (limited to Buses, Taxi’s and Cyclists between 7am and 7pm) vehicular traffic has reduced on the Morledge and this has positively improved air quality in the area. | **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 current areas present a number of issues that impede older visitors to use the area. This includes damaged and uneven paving slabs and defects in the carriageway that increase the likelihood of slips and trips. Vehicles passing through the streets reduce air quality. Vehicular air pollution affects people with breathing related issues. Footways and carriageways will be paved and resurfaced to provide smooth surfaces with the inclusion of tactile paving at crossing points.  Street clutter has been reduced to enable improved access through the areas.  Street lighting will be improved under the Riverside Car Park, thereby improving the environment and personal sense of security.  Where possible footway and carriageway levels will be improved to provide more acceptable gradient and drain surface water more effectively.  Traffic calming and the reduction in carriageway widths will improve driver behaviour and slow vehicles down. The reduction in carriageway width will enable pedestrians to cross the road in less time.  In connection with the restriction of moving vehicles on Corporation Street (limited to Buses, Taxi’s and Cyclists between 7am and 7pm) vehicular traffic has reduced on the Morledge and this will positively improve air quality in the area.  Blue Badge parking bays located under Riverside Car Park will remain unchanged  We know that disabled people face discrimination, harassment and hate crime. The inclusion of new additional CCTV and improved street lighting will enhance the sense of safety and personal security. | **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 assist all users, but we are aware that discrimination, harassment and hate crime because of peoples Gender identity exist. The inclusion of new CCTV and improved street lighting will offer a sense of safety and security. | **YES** |  |  |
| **Marriage and Civil Partnership** | The improvements will benefit all users | **YES** |  |  |
| **Pregnancy and maternity -** women who are pregnant or who have recently had a baby, including breast feeding mothers | New seating areas and a reduction in vehicular traffic, additional cctv will make the area quieter with space to sit with an enhanced sense of security, easier to access on level/undamaged paving & better air quality. The new paving will offer smooth surface for pushing prams and buggies. | **YES** |  |  |
| **Race -** the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community | The improvements will assist all users, but we are aware that discrimination, harassment and hate crime because of people’s race exist. The inclusion of new CCTV and improved street lighting will offer a sense of safety and security. | **YES** |  |  |
| **Religion or belief or none -** the effects on religious and cultural communities, customers and colleagues | The improvements will assist all users, but we are aware that discrimination, harassment and hate crime because of people’s religion, belief or none exist. The inclusion of new CCTV and improved street lighting will offer a sense of safety and security. | **YES** |  |  |
| **Sex -** the effects on both men and women and boys and girls | The improvements will assist all users, but we are aware that discrimination and harassment because of people’s sex exist. We also know that various police forces are looking at violence against women. The inclusion of new CCTV and improved street lighting will offer a sense of safety and security. | **YES** |  |  |
| **Sexual orientation -** the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality | The improvements will assist all users, but we are aware that discrimination, harassment and hate crime because of people’s sexually orientation exist. The inclusion of new CCTV and improved street lighting will offer a sense of safety and security. | **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?

|  |  |  |
| --- | --- | --- |
| **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?

We have consulted with the Access Hub from the outset and identified areas of improvement that we have implemented into the proposals. The scheme will be subject to a review once completed to ensure best practice and lessons learnt for future schemes. The Access Hub will be involved in this.

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.