

Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

Section One: Essential Information

Service / policy / strategy / practice / plan being assessed	Nuneaton Town Centre Access and Movement Proposals
Business Unit / Service Area	Communities – Transport and Highways – Transport Planning
Is this a new or existing service / policy / strategy / practice / plan? If existing, please state date of last assessment.	New
EIA Authors	Victoria Geffert
Do any other Business Units / Service Areas need to be included?	No
Does this EIA contain personal and / or sensitive information?	No
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?	No

1. Please explain the background to your proposed activity and the reasons for it.

Transport Planning at Warwickshire County Council (WCC) has developed proposals to improve access to transport and improve traffic movements in Nuneaton town centre. The proposals complement the work brought forward through the Transforming Nuneaton Programme to improve the town centre through redevelopment and supporting new highway infrastructure.

Our proposals are intended to:

- Make it more convenient for people to travel to the town centre by bus.
- Improve connectivity and enhance the experience for pedestrians and cyclists.
- Improve accessibility for Blue Badge holders and people using taxis.
- Manage deliveries made to and by businesses.
- Improve information on parking provision in the town.
- Create a more attractive and pleasant space for people to enjoy.

Our proposed activity is to engage with key stakeholders and public to gain their feedback on our proposals. Feedback will be carefully reviewed and used to inform a design.

2. Please outline your proposed activity including a summary of the main actions.

Our proposed activity is to engage with key stakeholders and public on the proposals we have put together to improve access and movements in Nuneaton town centre. The main actions are to invite key stakeholders and public to a series of events and encourage feedback on our proposals via a survey that can be filled in online on our website or a paper copy can be provided.

The events we will host are:

- Evening online engagement sessions with stakeholders and public via Teams video call. These sessions will be used to share a presentation of the proposals and invite feedback.
- Manned exhibition of proposals for public at a local venue on three separate days (two Saturdays and one Wednesday to coincide with Nuneaton town centre market days) to show proposals on large pull-up banners. These manned exhibitions are intended so that the public can speak to County Council officers about the proposals face-to-face.
- In-person key stakeholder events at a local venue on two separate days to share a presentation of the proposals and invite feedback from persons/organisations with a keen interest in our proposals.
- In addition, display posters of the proposals at local venues such as the town centre library and bus station.

Key stakeholders and public will be invited to our engagement events by email and publicity such as press releases and social media channels. The engagement will run for a period of 5 weeks from Monday 18th November to Sunday 22nd December 2024.

3. Who is this going to impact and how?

Customers	Members of the Public	Employees	Job Applicants
People who visit Nuneaton town centre.	People who shop, visit, stay and live in Nuneaton town centre.	People who work in Nuneaton town centre.	
Other, please specify:	Organisations and businesses based in Nuneaton town centre or whose interests cover transport or community well-being.		

Section Two: Evidence

Please include any evidence or relevant information that has influenced the decisions contained in this EIA. This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups and additional groups outlined in Section Four.

A – Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

The Nuneaton town centre access and movement proposals apply mostly to a geographical area of the Nuneaton and Bedworth borough although not limited to this area due to people travelling into Nuneaton town centre from other areas for purposes such as working, shopping, visiting, or attending appointments. The borough population as of 2021 was 134,197.

Detailed information on the demographic profiles of Nuneaton and Bedworth borough residents is set out in the Warwickshire Insights data tables <https://data.warwickshire.gov.uk/>.

B – Qualitative Evidence

This is data which describes the effect or impact of a change on a group of people, e.g., some information provided as part of performance reporting.

Current access to bus stops in Nuneaton town centre is identified as being below the recommended standard. Access to bus stops should be within a comfortable walking distance of 250m. In Nuneaton town centre, bus stop access is only via the bus station in the north of the town centre and from some of the shops in the core of the town centre, a walking distance to the bus station is some 400m. For a person with mobility issues, this could pose a barrier to them using a bus to access the town centre.

Equally, bringing taxis closer to the core of the town centre enables persons less able to walk to choose a taxi.

Section Three: Engagement

Engagement with individuals or organisations affected by the proposed activity must take place. For further advice and support with engagement and consultations, click [here](#).

<p>Has the proposed activity been subject to engagement or consultation with those it's going to impact, taking into account their protected characteristics and socio-economic status?</p>	<p>Our proposals for Nuneaton town centre will be shared with key stakeholders and public in an engagement commencing Monday 18th November 2024.</p> <p>Some of the key stakeholders identified and included are in our engagement are the mobility and visually impaired, the elderly, younger persons, people with vulnerabilities, and women.</p>	
<p>If YES, please state who with.</p>		
<p>If NO engagement has been conducted, please state why.</p>	<p>Engagement will commence on Monday 18th November 2024.</p>	
<p>How was the engagement carried out?</p>	<p>Yes / No</p>	<p>What were the results from the engagement? Please list...</p>
<p>Focus Groups</p>	<p>N/A</p>	<p>Engagement will commence on Monday 18th November 2024. A series of key stakeholder engagement events are being held in-person at a local venue and online to reach out to persons most involved with the town centre and persons who will benefit most from the proposals.</p>
<p>Surveys</p>	<p>N/A</p>	<p>https://ask.warwickshire.gov.uk/bi/nuneaton-access-and-movement-survey/</p>
<p>User Panels</p>	<p>N/A</p>	

Public Event	N/A	Engagement will commence on Monday 18 th November 2024 with the proposals being available to see at a public venue on three separate days. The proposals will be on show on large display banners for public to see and these will be manned by County Council officers so that public can ask questions and feedback their views in person.
Displays / Exhibitions	N/A	Display banners will be available to view at a public venue TBC.
Other (please specify)	N/A	
Has the proposed activity changed as a result of the engagement?	N/A	
Have the results of the engagement been fed back to the consultees?	N/A	Results of our stakeholder and public engagement will be available to view via our Ask Warwickshire webpage in February 2025.
Is further engagement or consultation recommended or planned?	N/A	
What process have you got in place to review and evaluate?	Warwickshire County Council Business Intelligence team will support the engagement analysis in January 2025.	

Section Four: Assessing the Impact

Protected Characteristics and other groups that experience greater inequalities.

What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposed activity? This section also allows you to consider other impacts, e.g., health inequalities such as deprivation, socio-economic status, vulnerable groups such as individuals who suffer from socio-economic disadvantage, armed forces, carers, homelessness, people leaving prison, young people leaving care etc.

On the basis of evidence, has the potential impact of the proposed activity been judged to be positive (+), neutral (=), negative (-), or positive and negative (+&-), for each of the protected characteristic groups below and in what way?

N.B In our Guidance to EIAs we have provided you with potential questions to ask yourself when considering the impact of your proposed activity. Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at Section Six.

	Impact type (+) (=) (-) or (+&-)	Nature of impact
Age	+	Positive benefits are provided for people of all ages through an improved pedestrian space for walking and resting. New bus stops and taxi parking in the town centre will help accessibility for all ages. If driving, older people may benefit from variable message car park space information on the ringway which avoid driving around for a car parking space. New signalised crossings and improved existing crossings on the ringway will help all ages.
	-	Possible negative impacts on older car drivers/ passengers from potential reallocation of parking and new street furniture and changes traffic management may impact older people and people with neurodiversity issues.

Disability Consider: <ul style="list-style-type: none"> • Physical disabilities • Sensory impairments • Neurodiverse conditions (e.g., dyslexia) • Mental health conditions (e.g., depression) • Medical conditions (e.g., diabetes) 	+	<p>People with mobility and visual impairments benefit from access to new bus stops and taxis in the town centre. Improved surfaces and reduced conflict with parked cars in the pedestrian zone benefit persons with disabilities. Motor traffic conflict is reduced through new crossings on the ringway.</p> <p>Bringing buses (and taxis) into the core of the town centre may help people with neurodiversity and mental health conditions in terms of feeling safer particularly at night. New soft landscaping such as ornamental plants and trees may help people with neurodiversity and mental health conditions.</p>
	-	<p>Possible negative impacts on disabled car drivers/ passengers from potential reallocation of parking and highway. Opening streets to buses and new street furniture may impact people with neurodiversity issues.</p>
Gender Reassignment	=	No specific impact on this group
Marriage and Civil Partnership	=	No specific impact on this group
Pregnancy and Maternity	+	<p>Positive benefits for pregnant mothers and those with accompanying children, particularly those with prams/ pushchairs or child carrying bikes (cargo bikes, trailer bikes, tagalongs etc.) by providing new inner town centre bus stops, step-free access and improving surfaces. On the ringway, pregnant mothers and those with accompanying children may benefit from new crossing points and improved existing crossing points, and if driving, benefit from variable message car park space information.</p>
	-	<p>Possible negative impacts may be on children's safety around moving buses.</p>
Race Including: <ul style="list-style-type: none"> • Colour • Nationality • Citizenship • Ethnic or national origins 	=	No specific impact on this group.

Religion or Belief	=	No specific impact on this group
Sex	+	Positive benefits for women are improved personal safety. Through the introduction of buses, the town centre benefits from surveillance provided by buses which helps women feel more secure on a dark evening or night. Improved lighting in the town centre adds to improving the sense of safety.
Sexual Orientation	=	No specific impact on this group
Vulnerable People: <ul style="list-style-type: none"> • Individuals who suffer socio-economic disadvantage • Armed Forces (WCC signed the Armed Forces Covenant in June 2012) • Carers • Homelessness • People leaving Prison. • People leaving Care. 	=	No specific impact on this group
Health Inequalities (HI) Many issues can have an impact on health is it an area of deprivation, does every population group have equal access, unemployment, work conditions, education, skills, our living situation, rural, urban, rates of crime etc.	+	Nuneaton and Bedworth borough is an area where deprivation exists and where buses are most relied on in Warwickshire. By providing new bus stops in the core of Nuneaton town centre we are helping people to access the new college (where a bus stop will be provided), town centre employment, places of worship, leisure, charities, and other services. Through improved lighting in the town centre and bus surveillance we are helping to reduce crime.

Other Groups If there are any other groups	n/a	
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Public Sector Equality Duty (PSED)

Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please evidence how your proposed activity meets our obligations under the PSED.

	Evidence of Due Regard
Eliminate unlawful discrimination. (Harassment, victimisation and other prohibited conduct):	The Nuneaton town centre access and movement proposals will take account of the needs of people with certain protected characteristics and will seek to create an environment which is comfortable and welcoming to all.
Advance equality of opportunity: This involves. <ul style="list-style-type: none"> 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, for example, taking steps to take account of people with disabilities. encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. 	Engagement will include contact with organisations representing interests of people with Protected Characteristics and groups that experience health inequalities. In addition, <ul style="list-style-type: none"> In-person engagement will be in accessible venues, attended by Council staff ready to welcome everyone and listen to all points of view. Online engagement will take place (a live webinar and recorded session) for people to access in their own time and place of choice. The live webinar will give an opportunity for the audience interaction/questions. Online information and a survey will be available for a period of 5 weeks.
Foster good relations:	

This means tackling prejudice and promoting understanding between people from different groups and communities.

- Engagement materials will be made accessible and will be available in a range of accessible formats and languages throughout the engagement period.

Section Five: Partners / Stakeholders

Which sectors are likely to have an interest in or be affected by the proposed activity?	Yes / No	Describe the interest / effect
Businesses	Yes	Businesses will be interested in delivery movements and how these are managed. From a customer point of view and employee point of view, businesses will be interested in public transport improvements, car parking and the look and feel of the proposed new public space.
Councils	Yes	NBBC will be interested in how the proposals tie in with their own policies, strategies, and aspirations.
Education Sector	Yes	The education sector will be interested in access to buses, car parking, and the safety of staff and students.
Fire and Rescue	Yes	Fire and Rescue will be interested in access to the town centre and access to buildings.
Governance Structures	No	N/A
NHS	Yes	NHS will be interested in staff and patient access and wellbeing.
Police	Yes	Police will be interested in community safety and security.
Voluntary and Community Sector	Yes	Voluntary and Community Sector will be interested in the look and feel of the proposed new public space from a perspective of helping physical and mental well-being, and the natural environment.
Other(s): please list and describe the nature of the relationship / impact. Developers/ landowners		Bus companies will have a keen interest in the proposals as will cyclists.

Section Six: Action Planning

If you have identified impacts on protected characteristic groups in Section Four, please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact, you should complete the No Mitigating Actions section below instead.

Mitigating Actions

Identified Impact	Action(s)	Timescale incl. evaluation and review date	Name of person responsible
See Section 4: potential positive and negative impacts on age, disability, pregnancy and maternity, sex, health inequalities.	<p>Engagement of the Nuneaton town centre access and movement proposals will include contact with organisations representing interests of people with Protected Characteristics and groups that experience health inequalities.</p> <ul style="list-style-type: none">• In-person engagement events will be in accessible venues, attended by Council staff ready to welcome everyone and listen to all points of view.• Online engagement events will take place (a live webinar and recorded session) for people to access in their own time and place of choice. The live webinar will give an opportunity for the audience interaction/questions.• Online information and surveys will be available for a period of 5 weeks.• Consultation materials can be requested in a range of accessible formats and languages. <p>The positive and negative impacts will be considered carefully during the detailed design stage.</p>	Not known at this stage.	Victoria Geffert

	Review EIA in response to outcomes of the engagement.	Not known at this stage.	

No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.
N/A.
The positive and negative impacts will be considered carefully during the detailed design stage.

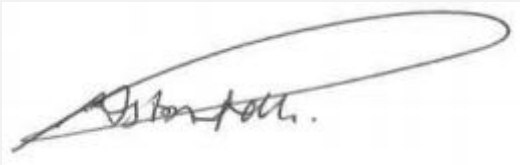
Section Seven: Assessment Outcome

Only one of following statements best matches your assessment of this proposed activity. Please select one and provide your reasons.

<p>No major change required.</p>		<p>No major changes are required. The Nuneaton town centre access and movement proposals will be shared with key stakeholders and public over our 5-week engagement period. Our engagement will be in line with best practice to ensure that everyone's voice is heard, and that feedback is able to influence the development of the proposals.</p>
<p>The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities.</p>		<p>N/A</p>
<p>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities.</p>		<p>N/A</p>
<p>Stop the proposal as it is potentially in breach of equality legislation.</p>		<p>N/A</p>

Section Eight: Sign Off

N.B To be completed after the EIA is completed but before the area of work commences.

Name of person/s completing EIA	Victoria Geffert, Principal Transport Planner
Name and signature of Director 	David Ayton-Hill, Director for Economy and Place
Date 14.11.24	14/11/2024
Date of next review and name of person/s responsible	Review EQIA in response to outcomes of the key stakeholder and public engagement.

Once signed off, please ensure the EIA is uploaded using the following form. Please name it “EIA [project] [service area] [year]”: [Upload Completed Equality Impact Assessments](#)

These will be stored on a [Sharepoint library](#) which WCC colleagues can access.