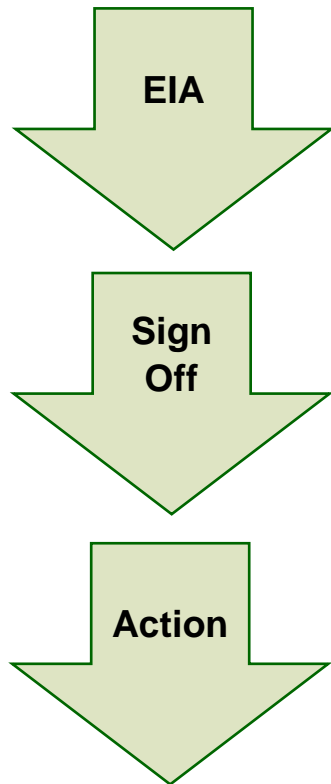


Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form

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).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or via equalities@warwickshire.gov.uk, or if it's relating to health inequalities, please contact Ruby Dillon via rubydillon@warwickshire.gov.uk.



- Having identified an EIA is required, ensure that the EIA form is completed before any work is started. This includes gathering evidence and / or engaging the relevant stakeholders to inform your assessment.
- Brief the relevant Assistant Director for sign off and upload the completed form here: [Upload Completed Equality Impact Assessments](#). Please name it “EIA [project] [service area] [year]”
- Undertake further research / engagement to further understand impacts (if identified).
- Undertake engagement and / or consultation to understand if EIA has identified and considered impacts.
- Amend accordingly to engagement / consultation feedback and brief decision makers of any changes.
- Implement proposed activity.
- Monitor impacts and mitigations as evidence of duty of care.

Section One: Essential Information

| | |
|--|--|
| Service / policy / strategy / practice / plan being assessed | Draft Warwickshire Local Cycling and Walking Infrastructure Plan |
| 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 N.B. It is best practice to have more than one person complete the EIA to bring different perspectives to the table. | Alison Kennedy |
| 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.

A Local Cycling and Walking Infrastructure Plan (LCWIP) is an evidence-based report which sets out a programme of prioritised improvements to facilitate more walking and cycling for everyday journeys. It is based on guidelines set out by the Department for Transport in 2017.

The draft Warwickshire LCWIP has been developed for a number of reasons:

- To address local concerns and aspirations for improved walking and cycling facilities
- To set out a clear forward programme for Active Travel in Warwickshire and communicate this to local people
- To meet Government requirements – criteria for Department for Transport funding expects local authorities to produce LCWIPs to support applications for funding.
- To co-ordinate with other local policies
- To support the local planning process, both in preparation of plans and in development management

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

Preparation of a Warwickshire LCWIP. This will include consultation on the draft LCWIP which will include:

- Online – digital copies of the full LCWIP reports, plus maps and survey
- Local venues – printed information in key libraries
- At least five in-person information events are also scheduled, one in each district/ borough, where there will be an opportunity to speak with officers. These will be during the daytime on weekdays
- Online webinar. This will be a weekday evening to provide a more accessible option for people, who are unable to travel to, or attend, the daytime meetings
- Informal discussions at other ad hoc events
- Communications about these activities will be emailed to existing stakeholders and publicised through wider promotion including via a press release and social media.

The consultation will be over an 8-week period (17 June to 12 August 2022).

3. Who is this going to impact and how?

| Customers | Members of the Public | Employees | Job Applicants |
|-------------------------------|---|---------------------------------|----------------|
| People who visit Warwickshire | People who live in Warwickshire | People who work in Warwickshire | |
| Other, please specify: | Organisations and businesses based in Warwickshire or whose interests cover transport or recreation in Warwickshire | | |

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 draft Warwickshire LCWIP is a non-statutory document. However, it is closely based on Government guidelines. Its geographical scope is county-wide and therefore it potentially impacts on all 583,786 residents of Warwickshire (2020 estimate, Office for National Statistics). Detailed information on the demographic profiles of Warwickshire residents is set out in the Warwickshire Insights data tables <https://data.warwickshire.gov.uk/>, and included in Section 2 of the LCWIP reports.

Transport infrastructure, including walking and cycling routes, are also used by people living outside of Warwickshire and working in, or visiting, the County. The 2011 Census showed that a significant number of people commuted into Warwickshire from other local authority areas. In terms of visitors, pre-pandemic estimates suggested that Warwickshire attracted approximately 16 million visitor trips (see <https://democracy.warwickshire.gov.uk/documents/s19699/Appendix%20%20-%20State%20of%20Warwickshire%20Report.pdf>).

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.

Walking and cycling are the most accessible of all modes of transport, both in terms of age of user and ability. Walking and cycling are also the most accessible forms of physical activity – providing health benefits (mental as well as physical) for all people with protected characteristics under the Public Sector Equality Duty.

This is therefore a key influence on this EIA and the wider LCWIP and is reflected in the main aim of the Warwickshire LCWIP, ‘to create a safe and attractive environment for walking and cycling, so that they become the natural choices for shorter journeys and outdoor recreation in Warwickshire and the most convenient means of daily exercise’.

Various sources of evidence demonstrate these benefits:

- Cycling for Everyone, Sustrans 2020 https://www.sustrans.org.uk/media/7377/cycling_for_everyone-sustrans-arup.pdf
- Walking for Everyone, Sustrans and Living Streets 2022 https://www.sustrans.org.uk/media/10152/220322-inclusivewalking-a4report_v23_remediated.pdf
- Cycling and walking for individual and population health benefits, Public Health England 2018 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/757756/Cycling_and_walking_for_individual_and_population_health_benefits.pdf

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>County wide online engagement took place via a survey in Summer 2021 – using the interactive platform, 'Commonplace'. https://warwickshirelcwip.commonplace.is/</p> | |
| <p>If YES, please state who with.</p> | <p>Information about the 2021 survey was communicated via a press release, Council website and social media and emails sent out to over 400 local organisations. The organisations included those representing people with protected characteristics of age, disability, race and religion, and included over 200 Parish and Town Councils.</p> | |
| <p>If NO engagement has been conducted, please state why.</p> | <p></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>No</p> | <p></p> |
| <p>Surveys</p> | <p>Yes</p> | <p>The Commonplace survey took place online between May and July 2021. Over 2,000 comments were received and over 7,000 'contributions' (agreement with other comments). The total visitor numbers during the survey period were 9,221. Total respondents were 1,732. Some people made more than one comment and/ or agreement with someone</p> |

| | | |
|--|---|---|
| | | <p>else's comment. 53% of all respondents identified as a leisure cyclist/ walker. 39% were residents living along the route they were commenting on</p> <p>For usual modes of travel: 53% usually travel on foot in and around the area; 47% usually cycle; and 45% usually drive a car. https://warwickshirelcwip.commonplace.is/news</p> |
| User Panels | No | |
| Public Event | No | |
| Displays / Exhibitions | No | |
| Other (please specify) | No | Opportunities for engagement in 2021 were limited by Covid-19 and therefore focused solely on the online survey. |
| Has the proposed activity changed as a result of the engagement? | Yes | Over 2,000 comments and suggestions from the 2021 survey were received. These informed the development of network plans and priorities for future walking and cycling schemes. |
| Have the results of the engagement been fed back to the consultees? | Yes | https://warwickshirelcwip.commonplace.is/news and in discussions and presentations to WCC officers and members |
| Is further engagement or consultation recommended or planned? | Yes | Consultation on the draft Warwickshire LCWIP is planned for summer 2022. Approval for consultation was given by the Portfolio Holder for Transport and Planning on 18/3/22. https://democracy.warwickshire.gov.uk/ieListDocuments.aspx?CIId=203&MIId=3245&Ver=4 |
| What process have you got in place to review and evaluate? | Warwickshire County Council Business Intelligence team will support the consultation and analysis in Summer 2022. Ongoing monitoring and evaluation of the LCWIP will be led by the Transport Planning Unit, supported by the Traffic Modelling and Surveys team. | |

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 (For this LCWIP assessment this assumes the overall impact of improvements to walking and cycling infrastructure) |
|------------|---|---|
| Age | + | Positive benefits to people of all ages by providing additional space for moving, passing and resting but particularly: <ul style="list-style-type: none"> • children and young people – by providing safer routes and crossings • older people – by providing step-free access and improving surfaces and removing obstacles |
| | - | Possible negative impacts on older car drivers/ passengers from potential reallocation of parking and highway space to walking and cycling. Potential loss of parking spaces and space to access vehicles could particularly impact blue badge holders and people with limited mobility. Shared use routes, new street furniture and changes to street layouts 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) | + | Positive benefits to people with a range of disabilities but particularly: <ul style="list-style-type: none"> • People with limited mobility – by providing step-free access and improving surfaces and removing obstacles, and reducing conflict with motor traffic through new crossings, new and wider paths • Blind and partially sighted people – by providing wider spaces, removing obstacles and providing tactile surfaces, and reducing conflict with motor traffic through new crossings, new and wider paths • People with hearing loss and deafness – by extending distance between people and motor traffic noise, introducing greater segregation between pedestrians and cyclists, and providing traffic-free spaces, helping to cut out noise distractions and reducing conflicts |
| | - | Possible negative impacts on disabled car drivers/ passengers from potential reallocation of parking and highway space to walking and cycling. Potential loss of parking spaces and space to access vehicles could particularly impact blue badge holders and people with limited mobility. Shared use routes, new street furniture and changes to street layouts may impact older people and people with neurodiversity issues. |
| Gender Reassignment | = | No specific impact on this group |
| Marriage and Civil Partnership | = | No specific impact on this group |
| Pregnancy and Maternity | + | Positive benefits for pregnant mothers and those accompanying children, particularly those with prams/ pushchairs or child carrying bikes (cargo bikes, trailer bikes, tagalongs etc.) by providing new and wider paths (including traffic-free spaces), safer routes and crossings, step-free access and improving surfaces and removing obstacles |
| | - | Possible negative impacts on car drivers/ passengers from potential reallocation of parking and highway space to walking and cycling. Potential loss of parking spaces and space to access vehicles could particularly impact pregnant women and users of prams/ pushchairs. |

| | | |
|--|---|--|
| Race Including: <ul style="list-style-type: none"> • Colour • Nationality • Citizenship • Ethnic or national origins | = | No specific impact on this group, although also referenced in section on health inequalities |
| Religion or Belief | = | No specific impact on this group |
| Sex | + | Positive benefits for women (evidence shows that they are more risk averse in terms of road safety and personal security), by providing new and wider paths (including traffic-free spaces), safer routes and crossings and improved lighting |
| 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, | + | What health inequalities already exist? <ul style="list-style-type: none"> • Particular areas of the county and specific groups suffer from poorer health outcomes – see Health and Wellbeing Strategy 2021-2026 Will your proposal have negative or positive implications on health inequalities? <ul style="list-style-type: none"> • Positive impacts by using criteria that helps to prioritise infrastructure in areas with health inequalities |

| | | |
|---|-----|---|
| our living situation, rural, urban, rates of crime etc. | | <p>What can you do to mitigate any identified health inequalities?</p> <ul style="list-style-type: none"> • Focused investment on walking and cycling facilities, particularly attractive, traffic-free routes for daily exercise, that link with areas of health inequalities and are accessible from health hubs and leisure centres, and by the most disadvantaged groups (identified as having poorer health outcomes including people living with disabilities, learning difficulties, people with serious mental illness, people from BAME communities and people from lower socioeconomic groups) |
| Other Groups If there are any other groups | n/a | |

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 |
|--|---|
| <p>Eliminate unlawful discrimination (harassment, victimisation and other prohibited conduct):</p> | <p>The LCWIP sets out a programme of improvements for walking and cycling that will take account of the needs of people with certain protected characteristics and seeks to create an environment which is comfortable and welcoming to all.</p> <p>Consultation on the draft LCWIP will include contact with organisations representing interests of people with Protected Characteristics and groups that experience health inequalities.</p> <p>In addition,</p> |
| <p>Advance equality of opportunity:</p> <p>This involves</p> <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 | |

| | |
|---|--|
| <p>other people, for example, taking steps to take account of people with disabilities;</p> <ul style="list-style-type: none"> • encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. | <ul style="list-style-type: none"> • In-person consultation events will be in accessible venues, with at least one event in each district/ borough (and possible additional locations in more dispersed rural areas such as North Warwickshire), attended by Council staff ready to welcome everyone and listen to all points of view • Online consultation event 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 some audience interaction/ questions • Online information and surveys will be available for an extended period – 8 weeks • Consultation materials can be requested in a range of accessible formats and languages. |
| <p>Foster good relations:</p> <p>This means tackling prejudice and promoting understanding between people from different groups and communities.</p> | |

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 | Interest in transport network, parking, access and tourism. Effect on freight costs, staff access and wellbeing |
| Councils | Yes | Interest in policy and investment Effect on integration of strategies, investment programmes and development planning |
| Education Sector | Yes | Interest in transport network, parking, access, safety Effect on staff and student access and wellbeing |
| Fire and Rescue | Yes | Interest in transport network, parking, access, safety Effect on journey times, road safety outcomes, staff access and wellbeing |
| Governance Structures | No | n/a |
| NHS | Yes | Interest in transport network, parking, access, safety Effect on physical and mental health outcomes, road safety outcomes, staff and patient access and wellbeing |
| Police | Yes | Interest in transport network, parking, access, safety Effect on journey times, road safety outcomes, community safety outcomes, staff access and wellbeing |
| Voluntary and Community Sector | Yes | Interest in transport network, parking, access, safety, climate and environmental impacts Effect on physical and mental health outcomes, road safety outcomes, community safety outcomes, air quality and natural environment |
| Other(s): please list and describe the nature of the relationship / impact Developers/ landowners | | Interest in land-use, transport network, parking Effect on investment programmes and development planning |

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

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts or build on positive impacts for protected groups or health inequalities
- Whether you could do more to fulfil the aims of the PSED
- How you will monitor and evaluate the effect of this work
- Anything else you can think of!

| 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 | Consultation on the draft LCWIP including contact with organisations representing interests of people with Protected Characteristics and groups that experience health inequalities. <ul style="list-style-type: none">• In-person consultation events will be in accessible venues, with at least one event in each district/ borough (and possible additional locations in more dispersed rural areas such as North Warwickshire), attended by Council staff ready to welcome everyone and listen to all points of view | June-August 2022 | Alison Kennedy alisonkennedy@warwickshire.gov.uk 01926 413950 |

| | | | |
|--|---|-----------|--|
| | <ul style="list-style-type: none"> • Online consultation event 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 some audience interaction/ questions • Online information and surveys will be available for an extended period – 8 weeks • Consultation materials can be requested in a range of accessible formats and languages. <p>Other mitigation is that the positive and negative impacts are also considered in more detail within the design of individual walking and cycling improvement schemes (and that design is in accordance with national and local standards) and in specific engagement / consultation on individual schemes.</p> | | |
| | Review EIA in response to outcomes of the consultation. | Sept 2022 | |
| | Prepare final LCWIP reflecting outcomes of the consultation | Oct 2022 | |

No Mitigating Actions

| |
|--|
| <p>Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.</p> |
| <p>n/a</p> |

Section Seven: Assessment Outcome

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

| | | |
|---|--|--|
| No major change required | | Overall, the LCWIP has a number of potential positive impacts. The LCWIP consultation will be undertaken in line with best practice to ensure that everyone's voice is heard and that this can influence the development of the final LCWIP. |
| The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities | | n/a |
| Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities | | n/a |
| Stop the proposal as it is potentially in breach of equality legislation | | n/a |

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 | Alison Kennedy, Principal Transport Planner |
| Name and signature of Assistant Director | Philippa Young on behalf of David Ayton-Hill, Assistant Director for Communities |
| Date | 15/06/2022 |
| Date of next review and name of person/s responsible | September 2022. Review EIA in response to outcomes of the consultation by Alison Kennedy, Principal Transport Planner |

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.