

## Warwickshire County Council 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 [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk)

<b>Service / policy / strategy / practice / plan being assessed</b>	Bridge Street & High Street Improvement Scheme, Stratford-upon-Avon
<b>Business Unit / Service Area</b>	Transport Planning / Transport & Highways
<b>Is this a new or existing service / policy / strategy / practice / plan?</b> If an existing service / policy / strategy / practice / plan please state date of last assessment	New scheme / project
<b>EIA Review team – list of members</b>	Stephen Rumble / Philippa Young
<b>Do any other Business Units / Service Areas need to be included?</b>	Not at this stage, but as the scheme progresses beyond concept / feasibility design it will be necessary to seek wider input from service areas within the County Council including, but not limited to Transport Operation and Infrastructure and Sustainable Communities
<b>Does this EIA contain personal and / or sensitive information?</b>	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?**

If **yes** please let your Assistant Director and the Customer Relations Team know as soon as possible

At this stage no, but as the project develops it is possible that complaints about elements of the scheme proposals being taken forward will emerge.

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

The proposal is to redevelop two key streets within the centre of Stratford-upon-Avon; Bridge Street and High Street.

The proposal has a firm policy basis as set out in key local plans and strategies including the Stratford-on-Avon District Core Strategy, Stratford-upon-Avon Area Transport Strategy and the Stratford-upon-Avon Neighbourhood Development Plan, all of which highlight the a need to protect and enhance Stratford town centre in order to better meet the needs residents, businesses and visitors to the town.

Stratford-upon-Avon Town Council initiated a project at the beginning of 2021 to develop concept designs for the redevelopment of the two streets. This work has been supported by the Stratford-upon-Avon Town Centre Strategic Partnership, a group set up to oversee the delivery of town centre objectives and proposals identified in the Neighbourhood Plan. The Government Levelling-Up Fund provides an opportunity to secure funding for the Bridge Street and High Street Improvement Scheme.

The project is required to:

- Improve the balance between vehicles, pedestrians and cyclists within the town centre.
- Encourage active travel and support health and well-being.
- Contribute to carbon reductions targets and improve air quality within the town centre.
- Enhance the town centre streetscape, creating an environment which attracts people and helps people to move about freely
- Support revitalisation of the town centre and tourism economies following the impact of the Covid-19 pandemic.

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

The scheme will redevelop Bridge Street and High Street in Stratford-upon-Avon. The scheme proposals are currently at a concept / feasibility stage and will be subject to further design and engagement / consultation with stakeholders and the public as it progresses through the design stages towards delivery. At this stage therefore the design detail has not been identified. There are however key project principles / objectives which lead the design process. These include:

1. Reducing the dominance of traffic in the town centre
2. To make journeys on foot or by bike more attractive and provide the opportunity to use alternative modes of transport to the car for short local trips.
3. To make the town centre a more attractive space in which people want to spend town by providing a streetscape that enhances the setting of the town's historic buildings, introduces planting / the natural environment and by reducing the amount of street 'clutter'.

The outcomes the scheme is seeking to achieve include:

1. A reduction in motorised vehicles within the town centre.
2. An increase in the number of journeys to the town centre made by active modes of travel and public transport.
3. Improved air quality.
4. Increased footfall and dwell time within the central area.
5. Increased visitor spend.

The scheme will achieve this by:

1. Giving greater priority and space to pedestrians and cyclists including wider footways and more crossing points.
2. Making the town centre streets less attractive to through traffic including through the introduction of a 20mph speed limit and by potentially introducing vehicle restrictions.
3. Reducing the volume of on-street car parking spaces.
4. Providing high quality and secure cycle parking.
5. Introducing planting and seating
6. Providing flexible space that can be used for a variety of purposes including events, performance and outdoor hospitality space

### **3. Who is this going to impact and how? (customers, service users, public and staff)**

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see more.**

- Initial stakeholder engagement has taken place via the Town Centre Strategic Partnership and has demonstrated high levels of support for the project. Consultation with the public carried out as part of the development of the Neighbourhood Plan also identified support for the scheme proposals.

Stakeholder	Positive impact	Negative impact
Town centre businesses	<ul style="list-style-type: none"> <li>• Potential to utilise new outdoor space being created, e.g. outdoor hospitality space, events space.</li> <li>• Scheme drives increase in footfall, time spent in town centre and visitor spend.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction in on-street short stay parking with accompanying loss of trade</li> <li>• Impact on deliveries</li> </ul>
Town centre visitors	<ul style="list-style-type: none"> <li>• Reduced safety risk from interaction with vehicles.</li> <li>• Greater circulation space / ease of movement</li> <li>• Improved air quality through reduced vehicle emissions.</li> <li>• Enhanced town centre offer; improved environment and setting for historic buildings</li> <li>• Potential addition of outdoor hospitality / event / performance / socialising space.</li> </ul>	
Local residents	<ul style="list-style-type: none"> <li>• Enhanced town centre offer</li> <li>• Improved pedestrian / cycling access to town centre</li> <li>• Improved ease of movement within the town centre.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction in on-street short stay parking affects ease of use of town centre shops and services.</li> <li>• Increase in journey duration / cost due to need to re-route to avoid restrictions / delay within town centre.</li> <li>• Potential increases in congestion, delay and vehicle emissions on alternative routes caused by displaced traffic.</li> </ul>
Bus users	<ul style="list-style-type: none"> <li>• Potential to enhance bus stop facilities on Bridge Street.</li> <li>• Improved journey time reliability</li> </ul>	
Bus companies	<ul style="list-style-type: none"> <li>• Increase in patronage due to ease of town centre bus impact</li> <li>• Reduced costs due to shorter layover requirements if journey time reliability can be achieved.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential to impact on routing options for city sightseeing bus tours, however route does not currently include High Street or Bridge Street.</li> </ul>

Taxi companies		<ul style="list-style-type: none"> <li>Loss of Bridge St taxi rank (approx. 8 stands). Relocation required potentially to a less visible / accessible position impacting on patronage.</li> </ul>
Highway users		<ul style="list-style-type: none"> <li>Reduced route options and potential increase in journey length, duration and cost.</li> </ul>
Schools		<ul style="list-style-type: none"> <li>Potential impact on coach access to schools during school day.</li> </ul>

**4. Please analyse the potential impact of your proposed activity against the protected characteristics.**

**N.B** 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 question 7.

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
<b>Age</b>	Generate feedback from existing and potential future older town centre users on the scheme proposals to understand impacts and mitigate any negative impacts, particularly in relation to any reduction in town centre parking and relocation of blue badge parking spaces.	Increased circulation space for pedestrians Increased crossing facilities reducing walking distances and enhancing safety. Space created for potential seating / resting areas. Potential for improved bus waiting facilities. Increased opportunity for social interaction in new spaces.	Impact on access to town centre facilities due to loss of centrally located on-street short stay parking. Increase in cycling with potential for conflict between cyclists and pedestrians.
<b>Disability</b> Consider <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g. dyslexia)</li> <li>• Mental health conditions (e.g. depression)</li> <li>• Medical conditions (e.g. diabetes)</li> </ul>	Generate feedback from existing and potential future town centre users with disabilities on the scheme proposals to understand impacts and mitigate any negative impacts, particularly in relation to any reduction in town centre parking and relocation of blue badge parking spaces. Understanding also required on potential impacts on travel plans of individuals.	Increased circulation space for all pedestrians including wheelchair users. Increased number of crossing facilities reducing walking distances and enhancing safety. Space created for potential seating / resting areas. Potential for improved bus waiting facilities. Increased opportunity for social interaction in new spaces. Planting / natural environment introduced to space. Reduced vehicle emissions / improved air quality.	Potential issues if informal crossing points are utilised. Increase in cycling could introduce conflict between cyclists and pedestrians. Changes to existing space and loss of current reference points which help those with sensory impairments navigate through the space. Impact on access to town centre facilities due to loss of centrally located on-street short stay parking.

<b>Gender Reassignment</b>	To be monitored and reviewed as part of the consultation.		
<b>Marriage and Civil Partnership</b>	To be monitored and reviewed as part of the consultation.		
<b>Pregnancy and Maternity</b>	Generate feedback from groups representing pregnancy & maternity issues to understand impacts and mitigate any negative impacts, particularly in relation to any reduction in town centre parking and relocation of blue badge parking spaces	Increased circulation space assisting those with prams / buggies. Increased number of crossing facilities reducing walking distances and enhancing safety. Space created for potential seating / resting areas. Potential for improved bus waiting facilities. Increased opportunity for social interaction in new spaces. Planting / natural environment introduced to space. Reduced vehicle emissions / improved air quality.	Increase in cycling could introduce conflict between cyclists and pedestrians. Impact on access to town centre facilities due to loss of centrally located on-street short stay parking.
<b>Race</b>	To be monitored and reviewed as part of the consultation.		
<b>Religion or Belief</b>	To be monitored and reviewed as part of the consultation.		
<b>Sex</b>	To be monitored and reviewed as part of the consultation.		
<b>Sexual Orientation</b>	To be monitored and reviewed as part of the consultation.		

**5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?**

Potential for improved employment opportunities in the town centre and wider area associated with creating a thriving town centre environment / offer that supports the local tourism sector.

**6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:**

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

The project can be expected to have a positive affect on equality of opportunity between those who share a protected chacteristic and those who do not. It will do this by taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people. This will be achieved in the following ways:

1. The project design will take account of the needs of people with certain protected characteristics. It will seek to create an environment which is comfortable and welcoming to people with certain protected characteristics and will thereby make the town centre easier for these people to access and use.
2. Furthermore, steps will be taken to encourage people with certain protected characteristics to participate in the project consultation by ensuring the consultation reaches and is accessible to the diverse communities of Warwickshire.

**7. Actions – what do you need to do next?**

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 for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!



<b>Action</b>	<b>Timescale</b>	<b>Name of person responsible</b>
Consultation on scheme proposals to inform identification of preferred option and the progression of the scheme to development of detailed design.	Summer / autumn 2021.	Scheme project manager working with Town Council and the Strategic Town Centre Partnership.
Review EIA in response to outcomes of the consultation.	Autumn / winter 2021.	Scheme project manager.
Engagement on detailed design including scheme walk through with key representative groups, e.g. Guide Dogs for The Blind	Pre-delivery	Scheme project manager

## 8. Sign off.

<b>Name of person/s completing EIA</b>	Stephen Rumble
<b>Name and signature of Assistant Director</b>	David Ayton-Hill (Assistant Director for Communities)
<b>Date</b>	10/06/2021
<b>Date of next review and name of person/s responsible</b>	Review following completion of the initial consultation on the feasibility design and subsequent adaption of the scheme design.