

Equality Impact Assessment

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| Directorate: Resources, Housing and Regeneration | |
| Service: Transport | |
| Name of Officer/s completing assessment: Charlotte Lee | |
| Date of Assessment: 7/11/2014 | |
| Name of service/function or policy being assessed: A332 and A355 Widening Schemes | |
| 1. | <p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The aim of these route enhancements is to carry out localised road widening on the A332 and the A355 in order to provide additional lanes and reduce congestion. Improvements to pedestrian crossings will also be carried out, in order to ensure that pedestrian safety along these routes is enhanced.</p> |
| 2. | <p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The policy will be delivered and implemented by the Transport Department, with funding from the Council and the Government's Local Growth Fund (LGF.) Slough Borough Council (SBC) will also contract external partners. These partners are unknown at the time of completing this EIA, and the contract is to be awarded in line with SBC's procurement process when the schemes go out to tender in the next financial year.</p> |
| 3. | <p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Pedestrian improvements will have a positive impact on pedestrians of a variety of ages, as they will ensure that the roads are safer to cross, especially for young and elderly pedestrians.</p> <p>Disability:</p> |

SBC will need rights to re-configure the disabled steps outside Slough Baptist Church, and access to the Church from the pavement. However, access to the Church will be maintained throughout this process via ramp access in order to ensure that the reconfiguration does not have a negative impact on those with a disability or access requirement.

Improved pedestrian access points with tactile cones will have a positive impact on blind and partially sighted pedestrians, as it will provide safe and accessible locations at which to cross the road.

Closure or narrowing of the footway during the construction process may have a negative impact on disabled pedestrians. In this event, SBC and its contractors will provide diversion routes which are accessible for disabled pedestrians. Upon completion of the project, footway widths will be maintained in order to ensure they remain accessible.

Gender Reassignment: No impact

Marriage and Civil Partnership: No impact

Pregnancy and maternity:

Closure or narrowing of the footway during the construction process may have a negative impact on mothers with prams. In this event, SBC and its contractors will provide diversion routes which are accessible for mothers with prams. Upon completion of the project, footway widths will be maintained in order to ensure they remain accessible.

Race: No impact

Religion and Belief:

SBC will need rights to re-configure the disabled steps outside Slough Baptist Church, and access to the Church from the pavement. However, access to the Church will be maintained via ramp access in order to ensure that there is no negative impact upon attendees and members of Slough Baptist Church.

Sex: No impact

Sexual orientation: No impact

Other: No impact

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| | <p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>These schemes will improve pedestrian access across the two roads. This will ensure that the roads are safer to cross, particularly for the very young and the elderly.</p> <p>Additionally, the works will provide improved pedestrian access points; tactile cones underneath the control buttons of the crossing points; and tactile paving on key footways, which will help to ensure that the crossing points will be made safer for blind and partially sighted pedestrians.</p> |
| 4. | <p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Narrowing or closure of the pavements at certain points during the construction process has the potential to negatively impact those with access requirements, such as wheelchair users, blind or partially sighted road users, and mothers with pushchairs</p> <p>SBC will need rights to re-configure the disabled steps and access from the pavement to Slough Baptist Church. This has the potential to disrupt access into the Church, and to make the Church less accessible for those with disabilities and access requirements</p> <p>The change to the layout of the roads has the potential to negatively impact blind and partially sighted road users, as such changes can be disorientating</p> |
| 5. | <p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>These impacts have been identified after consideration of the most detailed and recent scheme designs.</p> <p>Any additional impacts, including those received as part of our consultation process, will be mitigated for as they are identified.</p> |
| 6. | <p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>We have held public consultations, at which we have consulted with businesses, residents, and community groups. The consultation finishes on 28th November, and all comments will be collated after this point and fed back so that changes can be made to the detailed designs if necessary.</p> |

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| 7. | <p>Have you considered the impact the policy might have on local community relations?</p> <p>The policy will reduce congestion and enhance connectivity into the town centre.</p> <p>It will also improve pedestrian access, so will enhance safety and community inclusion for pedestrians, particularly those who are blind or hard of hearing.</p> |
| 8. | <p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Narrowing or closure of the roads during the construction process has the potential to negatively impact blind and partially sighted pedestrians, wheelchair users, and mothers with pushchairs. In order to mitigate for this, SBC will ensure that accessible diversions are in place for all pedestrians and cyclists . Upon completion of the project, footway widths will be maintained in order to ensure they remain accessible.</p> <p>The change to the layout of the roads may have a negative impact on blind and partially sighted road users, as such changes can be disorientating. In order to mitigate for this, SBC will provide tactile paving on key footways in order to alert blind and partially sighted road users to road layout changes. All signal crossings will also be fitted as standard with tactile cones.</p> <p>At this moment we are unable to identify what type of disruption will occur while SBC re-configure the disabled steps and access from the pavement to Slough Baptist Church. However, access to the Baptist Church will be maintained via ramp, in order to ensure that entry to the Church is maintained, included disabled access.</p> <p>Equalities will also be managed through the CDM-C role throughout the process.</p> |
| 9. | <p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Members of the public are able to contact Slough Borough Council with concerns upon completion of the works. The impact of the works will also be monitored by various teams within the Transport Department.</p> |

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| What course of action does this EIA suggest you take? More than one of the following may apply | ✓ |
| Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken | |
| Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan). | ✓ |
| Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan). | |
| Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan). | |

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

| Action | Target Groups | Lead Responsibility | Outcomes/Success Criteria | Monitoring & Evaluation | Target Date | Progress to Date |
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| SBC will provide diversion routes for pedestrians and cyclists in the event that a footway needs to be closed or narrowed during the construction process | Wheelchair users, blind and partially sighted pedestrians, pedestrians with access requirements, mothers with prams | Savio DeCruz | Disabled access will be maintained throughout the construction process | Monitoring of construction process and public feedback | TBC | Not yet started |
| SBC will ensure that footway widths are maintained upon completion of the projects, in order to remain accessible for those with access requirements such as wheelchair users and mothers with prams | Wheelchair users, blind and partially sighted pedestrians, mothers with prams | Savio DeCruz | Disabled access will be maintained on completion of the project | Monitoring of construction process and public feedback | TBC | Not yet started |

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| SBC will maintain access to Slough Baptist Church by providing ramp access to the building whilst work is carried out to re-configure the disabled steps of the Baptist Church and access from the pavement to the Baptist Church | Wheelchair users, pedestrians with access requirements, blind and partially sighted pedestrians, members and attendees of Slough Baptist Church | Savio DeCruz | Disabled access to Slough Baptist Church will be maintained throughout the construction process and on completion of the project | Monitoring of construction process and public feedback | TBC | Not yet started |
| SBC will provide tactile paving on key footways in order to alert blind and partially sighted road users to road layout changes | Blind and partially sighted pedestrians | Savio DeCruz | Access for blind and partially sighted pedestrians will be maintained, and improved by this project | Monitoring of construction process and public feedback | TBC | Not yet started |

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| <p>Name: Charlotte Lee Signed:(Person completing the EIA)</p> <p>Name: Savio DeCruz Signed:(Policy Lead if not same as above)</p> <p>Date: 17/11/2014</p> |
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