

# EQUALITY IMPACT ASSESSMENT TEMPLATE

**PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE**

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

## SUMMARY RAG RATING

<p>The outcome of this EIA has been assessed to be:</p> <p>(delete as applicable – see Appendix A)</p>	
--------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------

## SECTION 1:

<b>Title</b>	A4 Safer Roads scheme
<p>What are you analysing?</p> <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>The Council received funding from the Department for Transport (DfT) – Safer Roads Fund (SRF) - to improve road safety on the A4 across Slough. This road had been identified by the DfT as being one of the country’s 50 most dangerous ‘A’ roads.</p> <p>The scheme aims to improve road safety on the A4 across the borough, and to reduce the number of KSIs (Killed or Seriously Injured) incidents. The key focus here is to reduce the frequency and the severity of such incidents.</p> <p>This scheme is being implemented within the wider A4 Cycle Route scheme, with the overall objectives being to deliver a coherent, direct, safe, comfortable and attractive scheme that will improve cycle infrastructure along the A4 and tackle existing barriers to cycling for confident and less confident cyclists in Slough. The specific SRF element of the scheme will, more widely, improve road safety for all road users.</p> <p>In addition to improved road safety, the A4 SRF scheme aims to contribute to the uptake of active travel, with the associated benefits of reduced traffic congestion, reduced carbon emission, improved air quality, improved public health, increased accessibility and social inclusion, and better connectivity. The overall impact will be a contribution to an integrated, sustainable transport solution for the borough.</p> <p>The scheme will also deliver the Corporate Improvement and Recovery Plan 2022-2025 objective listed below:</p> <ul style="list-style-type: none"> <li>• A council that lives within our means, balances the budget and delivers best value for and service</li> </ul>

	<p>users by ensuring the correct governance and procurement processes are in place to provide robust and clear adherence to the requirements. By demonstrating to the DfT that Slough has successfully delivered schemes within budget, will assist the council to continue to place bids for government grants, thereby reducing any impact on Council budgets. taxpayers</p> <ul style="list-style-type: none"> <li>• An environment that helps residents live more independent, healthier and safer lives needs by improving road safety conditions for all users, specifically including pedestrians and cyclists as well as motorists.</li> <li>• A borough for children and young people to thrive; by improving air quality through sustainable active travel schemes that reduce congestion associated with road traffic incidents and associated delays.</li> <li>• Infrastructure that reflects the uniqueness of Slough's places and a new vision for the town centre by providing transport infrastructure that will make a visible difference to people's lives in terms of connectivity, access to destinations, improved journey quality and improvements to the public realm to instil a sense of pride in the area.</li> </ul> <p>The expectation is that the benefits will be experienced borough wide. This will apply to all groups who will be able to take advantage of the new infrastructure and opportunities as well as improved safety. In terms of the wider impacts i.e. social, environmental and economic, most of the benefits are expected to be experienced by all groups within the community.</p> <p>The overall expectation is that there will be no significant negative impacts for any social equality group.</p>
<p>Details of the lead person completing the screening/EIA</p>	<ul style="list-style-type: none"> <li>(i) Full Name: Eddie Hewitt</li> <li>(ii) Position: Principal Transport Strategy Officer</li> <li>(iii) Service Area: Major Infrastructure Projects / Transport Planning</li> <li>(iv) Email Contact Details: <a href="mailto:Eddie.Hewitt@slough.gov.uk">Eddie.Hewitt@slough.gov.uk</a></li> <li>(v) Date: 04/10/2023</li> </ul>

Date sent to Finance	05/10/23
Version number and date of update	13/10/2023 V2
<p><i>You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process. However <u>only</u> the most updated version will be saved in the Equalities SharePoint folder.</i></p>	

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>											
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="padding: 5px;">Equality Characteristic</th> <th style="padding: 5px;">Current or expected make up of service users</th> <th style="padding: 5px;">Over-represented or Under-represented relative to overall size in local population?  <i>(reference here to the survey for the wider A4 Cycle Route scheme and combined scheme consultation)</i></th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Gender</td> <td style="padding: 5px;">Female and Males</td> <td style="padding: 5px;">Females – Under represented. Neutral impact (positive impact for all.)</td> </tr> <tr> <td style="padding: 5px;">Ethnicity</td> <td style="padding: 5px;">All ethnic groups</td> <td style="padding: 5px;">Under-represented- Black Asian and Mixed/Multiple ethnic groups. Neutral impact (positive impact for all.)</td> </tr> </tbody> </table>	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?  <i>(reference here to the survey for the wider A4 Cycle Route scheme and combined scheme consultation)</i>	Gender	Female and Males	Females – Under represented. Neutral impact (positive impact for all.)	Ethnicity	All ethnic groups	Under-represented- Black Asian and Mixed/Multiple ethnic groups. Neutral impact (positive impact for all.)		
Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?  <i>(reference here to the survey for the wider A4 Cycle Route scheme and combined scheme consultation)</i>										
Gender	Female and Males	Females – Under represented. Neutral impact (positive impact for all.)										
Ethnicity	All ethnic groups	Under-represented- Black Asian and Mixed/Multiple ethnic groups. Neutral impact (positive impact for all.)										

	Disability	This is dependent on the nature of the disability. The new infrastructure is expected to lead to positive outcomes for people with certain disabilities e.g. road crossing improvements.	Under-represented.  Positive impact.
	Sexual orientation	No variation	Neutral impact (positive impact for all.)
	Age	Age will have some influence here. As above, both the elderly and young children are expected to benefit from new and improved road safety features / infrastructure.	Under-represented .  Positive impact.
	Religion or belief	No variation	Neutral impact (positive impact for all.)
	Gender Identity	No variation	Neutral impact (positive impact for all.)
	Pregnancy/Maternity	Again, as above, this group is expected to benefit from new and improved road safety features / infrastructure.	Under-represented.  Positive impact.
	Marriage/Civil Partnership	No variation	Neutral impact (positive impact for all.)
<b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</b>	<p>The main focus of the survey on the wider A4 Cycle Route scheme was on the existing route, and hence comments apply accordingly.</p> <p>Although a consultation exercise was undertaken for the A4 Cycle route, it did not ask questions specific to the preliminary designs for the specific SRF element of the scheme, therefore the equalities profiling is based on known trends of all road users in Slough.</p> <p>There is no detailed equalities monitoring of current users, and future and road users are considered to comprise all equality groups. However, based on known trends, some groups are more or less likely to walk or cycle, and as vulnerable road users, potential impacts are of specific importance here. A further engagement exercise will be undertaken to present the detailed designs to the disability groups</p>		

	<p>and respondents will be asked to complete voluntary equalities monitoring. Any equalities profiling will be updated in the EIA.</p> <p>The construction plan will accommodate disability groups to ensure safer passage for vulnerable users during the construction period.</p>
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i></b></p>	<p>Data to identify any groups with protected characteristics that are under-represented by the proposed scheme will be collected as part of the engagement exercise for the detailed designs and construction plan.</p>

2.4	Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?			
	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>1</sup> people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes*	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Care Experienced People	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**\*People with in some equality groups are more likely to be on low incomes ( e.g. single parents ( mainly women), people with disabilities, some ethnic minority groups etc). This is especially important when you are looking at fees, charges and access to services.**

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	<p>Positive impacts are expected to be experienced by most social groups, either directly from the opportunities associated with the new or improved road safety features and infrastructure, or via related social, environmental and economic benefits.</p> <p>The following groups are likely to benefit from the scheme:</p> <ul style="list-style-type: none"> <li>• Pregnant women and parents with infants or toddlers- Would benefit from improved traffic signals facilities that include count down timers, wider footways as these will give them space and time to navigate curbs and other obstacles when crossing the road.</li> <li>• Improvements to the footway will help promote physical activity such as walking or cycling that can be an essential factor in the prevention of depressive disorders of women in the post-natal period. Source: <i>Physical Activity and the Occurrence of Postnatal Depression</i> <a href="https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6780177/">https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6780177/</a></li> <li>• Decluttering the streetscape and introducing waiting restrictions and reduced speed limit will provide parents with prams, wheelchairs users and people with adaptive bicycles to circumvent permanent and temporary blockages on the footway. Improved Streetscape will also encourage the young to walk or cycle instead of driving short distances.</li> <li>• Enforcing banned turns at junctions will reduce the chances of a visually impaired person being hit by a vehicle believing it is safe to cross as indicated by the green man and tactile cone and collisions with cyclists crossing the junctions.</li> <li>• Many disabled people have mobility impairments, and some are wheelchair users meaning quality of footway surface and presence of obstructions is also key to accessibility. For example; manual wheelchair users need sufficient space to be able to propel their chair along a footway, people who walk with sticks or crutches also need more space than a non-disabled walker.</li> <li>• Infrastructure including the introduction of tactile paving at signalised and unsignalised pedestrian crossing points and audible 'beeping' signals or tactile signals, such as rotating cones that operate when the green pedestrian symbol shows that it is safe to cross will be introduced as part of this scheme to assist mobility impaired and vision impaired pedestrians.</li> </ul>

	<ul style="list-style-type: none"> <li>• During constructions works the scheme is likely to have some temporary negative impacts to all road users due to the introductions of traffic management including road closures, partial or full closures to the traffic lanes and footway closures, night-time work, noise from construction works. The negative impacts will be minimised as part of the construction management plan.</li> <li>• The Inclusive Mobility A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure guidance and The Traffic Signs Regulations and General Directions 2016 (TSRGD 2016) and supporting Chapters have been used and will continue to be used as part of the design and construction phases for transport related schemes to ensure that guidance of the introduction of tonal and colour contrast to identify street furniture, road signs railing or boarding around street works infrastructure are implemented during these phases. These include introductions of tonal and colour contrast to identify street furniture, traffic management signs railing or boarding around street works.</li> </ul> <p><a href="https://assets.publishing.service.gov.uk/media/61d32bb7d3bf7f1f72b5ffd2/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf">https://assets.publishing.service.gov.uk/media/61d32bb7d3bf7f1f72b5ffd2/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf</a></p> <ul style="list-style-type: none"> <li>• The wider scheme will also reallocate road space by taking away some lanes to prioritise walking and cycling, and thereby will reduce some of the road safety hazards associated with motorised vehicles.</li> <li>• There are no anticipated negative impacts more widely in terms of motorists and users of public transport. Road safety improvements will be important to and relevant to all road users. This includes people within the specific protected groups who user private motor vehicles and/or public transport. The benefits expected to be delivered by the scheme will apply to all social groups to varying degrees, as set out throughout this assessment.</li> </ul>
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.**

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men		x			N		
	Women		x			N		
Race	White					N		
	Mixed/Multiple ethnic groups	x				N		Income/socio-economic status: Introduction of road safety features / infrastructure that promote participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs. It also gives a low cost and accessible means of including physical activity to groups without access to leisure facilities.

	Asian/Asian British	x				N		Income/socio-economic status: Introduction of road safety features / infrastructure that promote participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs. It also gives a low cost and accessible means of including physical activity to groups without access to leisure facilities.
	Black/African/Caribbean/ Black British	x				N		Income/socio-economic status: Introduction of road safety features / infrastructure that promote participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs. It also gives a low cost and accessible means of transport including physical activity to groups without access to leisure facilities.
	Gypsies / travellers		X			N		
	Other ethnic group			x		N		The scheme will promote equitable access to safer and healthy transportation options for minorities and those living in low-income neighbourhoods.

<b>Disability</b>	Physical	x				Y		Introduction of new road safety features to promote confidence especially in pedestrians and cyclists.
	Sensory	x				Y		Introduction of tactile paving and upgrade/ maintenance of existing traffic signals to introduce tactile cones and count down facilities at key junctions along the A4 , segregation to improve crossing times and remove conflict between pedestrians and cyclists.
	Learning Difficulties	x				Y		Creating dedicated cycle programmes for people with disabilities and road safety features including wider cycle paths that can accommodate specialist bicycles.
	Learning Disabilities	x				N		None
	Mental Health	x				N		None

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual	x				N		Income/socio-economic status: Introduction of road safety features / infrastructure that promote participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs
<b>Age</b>	Older people (50+)		x			Y		Aligned with the wider A4 Cycle Route scheme, introduction of 3m segregated cycle lanes will result in reduced conflict between cyclists and pedestrians.
	Younger people (16 - 25)		x			Y		Aligned with the wider A4 Cycle Route scheme, introduction of 3m segregated cycle lanes will result in reduced conflict between cyclists and pedestrians.
	Children (under 16 )		x			Y		Aligned with the wider A4 Cycle Route scheme, introduction of 3m segregated cycle lanes will result in reduced conflict between cyclists and pedestrians.
<b>Gender Reassignment</b>		x				N		None

<b>Impact due to pregnancy/maternity</b>		x			Y		None
<b>Groups with particular faiths and beliefs</b>			x		N		None
<b>People on low incomes</b>			x		N		Income/socio-economic status: Introduction of road safety features / infrastructure that promote participation in society among those who are currently inhibited from participation. It provides greater improved access to jobs.

## SECTION 4: ACTION PLAN

<p>4.1</p>	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>						
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
	<p>Strictly speaking, in line with the guidance in the blue section above, no negative impacts were identified in this overall assessment. However, for thoroughness, it is recommended that: disability groups are engaged once the detailed designs have been completed and before construction works commence on site</p> <p>An on the proposed scheme designs (i.e. the type of road safety features including A4 Cycle route proposals: lane segregation and other measures in the plans).</p>	<p>Disability Groups</p>	<p>Responses which may provide further insight into any specific issues that need further consideration and possible attention before construction works start onsite.</p>	<p>Administrative resources. In person consultation hosting expected. Survey reviews and data collation by staff. Possibly translation services.</p>	<p>Project Manager supported by the Transport Planning team</p>	<p>January 2024</p>	<p>Green</p>

	The proposals include the provision of additional / improved crossing facilities, which help to provide a more pedestrian friendly environment and encourage people to make more journeys on foot. These facilities can remove the barriers to travel for people caused by road segregation, particularly those with a disability or mobility impairment.	Younger people and Elderly	Poor road safety features, especially cycle facilities can limit whether young People can safely travel to key destinations such as schools and play areas. Due to perceptions of danger road safety when cycling vulnerable road users are not willing to cycle on the carriageway.  Older people are more likely to live with mobility impairments including slower movement and reaction times or a need to use mobility aids when using the crossing facilities	Cycle audit and Road Safety Audit to identify the gaps.	Designer	To be confirmed but to be completed before constructions works.	Green
	Introduction of wider cycle lanes to accommodate wider adapted cycles	Disability group	Introduce facilities that can accommodate wider adapted cycle for all road users.	Cycle audit and Road Safety Audit to identify the gaps.	Designer and Project Manager	To be confirmed but to be completed before constructions works starts.	Amber
	Road works may temporarily reduce access to all road users	All groups to be included.	To enable the delivery of the scheme and undertake safe working conditions.	Traffic management to be undertaken and prioritise safer access for vulnerable users.	Contractor, Site Supervisor and Project Manager	To be completed before the construction works start.	Amber

**Appendix A**

**Equality Impact Assessment Decision Rating Guide**  
**PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL**

Decision	Action	Risk
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.</p>	<p><b>Further advice should be taken</b></p>	<p><b>Red</b></p> 
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.</p>	<p><b>Proceed pending agreement of mitigating action</b></p>	<p><b>Amber</b></p> 
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.</p>	<p><b>Proceed</b></p>	<p><b>Green:</b></p> 