Kent County Council
Equality Analysis / Impact Assessment (EqIA) for decisions, policies, procedures, projects or services
Growth, Environment and Transport Directorate (GET).

- Please complete this cover sheet, including the Document Control Section, and Part 1 initially.
- Part 1 will inform your decision on whether you need to complete Part 2
- Part 2 will inform your decision on whether you need to complete Part 3


Name of decision, policy, procedure, project or service:

Proposal for a Toucan Crossing to be installed in Burnham Road. Scheme to be funded under the Local Growth Fund: Kent Thameside: Integrated Door – to Door Journeys.

Brief description of policy, procedure, project or service

Delivery of capital projects across Kent Thameside area funded by LSTF during 2017-18

Aims and Objectives

Kent Thameside: Integrated Door-to-Door Journeys comprises a package of measures to reduce congestion and improve accessibility through the delivery of a fully integrated sustainable transport network, allowing the user to transfer seamlessly between modes and making sustainable transport a real alternative to the private car.
Document Control

Revision History

<table>
<thead>
<tr>
<th>Version</th>
<th>Date</th>
<th>Authors</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>V0.1</td>
<td>20.09.2017</td>
<td>Claire Weeks</td>
<td>First Draft</td>
</tr>
<tr>
<td></td>
<td>25.09.2017</td>
<td>Akua Agyepong</td>
<td>Comments for Revision</td>
</tr>
<tr>
<td></td>
<td>26.09.2017</td>
<td>Claire Weeks</td>
<td>Second Draft – Comments Noted</td>
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</tbody>
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**Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)**

**Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

<table>
<thead>
<tr>
<th>Name</th>
<th>Signature (for paper copy only)</th>
<th>Title</th>
<th>Date of Issue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tim Read</td>
<td></td>
<td>Head of Service</td>
<td>16/10/2017</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Director</td>
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</tbody>
</table>
**Part 1 - Screening**

Regarding the decision, policy, procedure, project or service under consideration,

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

**Please note that** there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

<table>
<thead>
<tr>
<th>Protected Group</th>
<th>Please provide a brief commentary as to your findings</th>
<th>High/Medium/Low Favourable Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>• Construction will result in temporary closures of road &amp; footway routes for road users including pedestrians &amp; cyclists. This may temporarily disrupt access to essential services for older people or young people, particularly those accessing Invicta Bowls Club and Holy Trinity Primary School. • Those who are less mobile and rely on mobility scooters or pushchairs may be adversely affected during the period of</td>
<td>high favourable: • Implementation of crossing will provide both pedestrians &amp; cyclists with greater opportunities for independent travel as the crossing environment will have been made safer. • Reduced traffic speeds and greater driver awareness of pedestrians and cyclists will provide a safer overall environment for cyclists and pedestrians. • By creating a safer</td>
</tr>
</tbody>
</table>
| **Disability** | Construction will result in temporary closures of road & footway routes for road users including pedestrians & cyclists. This may temporarily disrupt access to essential services for disability groups.  
- Access during construction works may be restricted or change the route used to enter/exit facilities or travel and this may affect wheelchair | **HIGH FAVOURABLE:**  
- An improved pedestrian/cyclist environment will increase mobility for all, especially those with physical disabilities.  
- New crossings will be installed to ensure they can be used by all members of the public including those with |  
- Construction due to changes in pedestrian access and use of the road instead of the pavement.  
- Increased risk of falls and injury during works as a result of uneven surfaces generated by construction works.  
- If access to services and access to transport is severely disrupted it could affect older people’s health and wellbeing as they may stop attending social groups, being active or attending health appointments.  
- Technology for the use of websites/mobile apps may intimidate older people who are not technology savvy – meaning they miss out on marketing and promotions of the scheme. |  
- Environment this will encourage greater participation in cycling and walking and therefore increased exercise which is proven to improve mental health and is an effective low impact form of exercise good for a healthy lifestyle. |
users or those with reduced mobility/ restricted sight.

- Significant works take time to implement and can create confusion, significant noise and changes to the built environment. This will impact on this group and potentially impact on people with mental health issues and learning disabilities—affecting confidence using the facilities/ location and independent travel.
- Disabled people as a group are not regular internet users. Some may not be able to easily access information and promotion of the scheme.

<table>
<thead>
<tr>
<th>Gender</th>
<th></th>
<th>MEDIUM FAVOURABLE</th>
</tr>
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</table>
| | | | physical and sensory disabilities. Therefore providing a safer option for the pedestrian/cyclist to complete their journey.
- Obstructions close to the crossing location e.g. parked cars will now be prevented from stopping in this area.

- Different groups have different road requirements with some prioritise the walking and cycling experience over vehicle users in contrast to others who prioritise vehicle usage.
- Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.
- Reduced speeds and a designated crossing point can encourage use by different groups - women are less frequent cyclists partly due to perceived and real fears of traffic dangers.
<table>
<thead>
<tr>
<th>Category</th>
<th>MEDIUM FAVOURABLE</th>
<th>HIGH FAVOURABLE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender identity/ Transgender</td>
<td>Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.</td>
<td><strong>BME groups are frequent user groups of walking/cycling routes. Improvements to public footways and crossings will allow people from these groups to feel safer and have increased confidence when travelling for employment, learning, health and social activities.</strong></td>
</tr>
<tr>
<td>Race</td>
<td><strong>Understanding of promotional information regarding scheme may be inhibited by language barriers.</strong></td>
<td><strong>BME groups are frequent user groups of walking/cycling routes. Improvements to public footways and crossings will allow people from these groups to feel safer and have increased confidence when travelling for employment, learning, health and social activities.</strong></td>
</tr>
<tr>
<td>Religion and Belief</td>
<td><strong>Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.</strong></td>
<td><strong>BME groups are frequent user groups of walking/cycling routes. Improvements to public footways and crossings will allow people from these groups to feel safer and have increased confidence when travelling for employment, learning, health and social activities.</strong></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td><strong>Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.</strong></td>
<td><strong>BME groups are frequent user groups of walking/cycling routes. Improvements to public footways and crossings will allow people from these groups to feel safer and have increased confidence when travelling for employment, learning, health and social activities.</strong></td>
</tr>
<tr>
<td>Pregnancy and</td>
<td><strong>Construction will result in</strong></td>
<td><strong>HIGH FAVOURABLE:</strong></td>
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| Maternity | temporary closures of road & footway routes for road users including pedestrians & cyclists. This may temporarily disrupt parents and carers using prams and pushchairs who may be have restricted access to essential services.  
• Attendance at health or other essential appointments could be disrupted.  
• Increased risk of falls and injury during works  
• Confidence in ability to complete journeys independently could be affected leading to longer term issues with wellbeing and possible depression. | • Well maintained crossings with increased road safety will encourage use by parents and carers – opening up access to employment, learning, health and social activities. |
| Marriage and Civil Partnerships | None Specific |
| Carer’s Responsibilities | • Construction will result in temporary closures of road & footway routes for road users including pedestrians & cyclists. This may temporarily disrupt planning for independent travel with client groups and may result restricted access to essential services.  
• Attendance at health or other essential appointments could | HIGH FAVOURABLE:  
• An improved pedestrian/cyclist environment will increase mobility for all, allowing carers to have better options to travel with the person they are responsible for.  
• New crossings will installed to ensure they can be used by all |
| be disrupted.  
• Confidence in ability to complete journeys independently could be affected leading to longer term issues with wellbeing and possible depression. | members of the public including those with physical and sensory disabilities. Therefore providing a safer option for the pedestrian/cyclist to complete their journey.  
• Obstructions close to the crossing location e.g. parked cars will now be prevented from stopping in this area. |
Part 2 - Full Equality Analysis /Impact Assessment

Protected groups
Protected groups affected as identified in the initial screening include: Age, Disability, Pregnancy & Maternity and Carer Responsibilities.

Information and Data used to carry out your assessment

The following policies and plans outline the need for the developments and are referred to where relevant throughout this assessment. Please see Appendix Items...for further information.

- KCC – Local Transport Plan: Growth without Gridlock
- Active Travel Strategy
- Dartford Core Strategy

Site visits have been carried out after funding applications received and there is ongoing assessment and partnership working with the Dartford Borough Council.

Who have you involved consulted and engaged with?

Borough Councils have completed needs assessments for the proposed cycle routes and infrastructure changes that form the basis for schemes funded under the Kent Thameside: Integrated Door-to-Door Journeys. This has included engagement with key stakeholders and end users. Any evidence of this can be seen in individual Borough’s strategies and plans, however, no specific equality and diversity issues were raised in the documents.

In addition, a formal consultation for the scheme proposed is planned and this will engage with Dartford Borough Council, Local Residents, Holy Trinity CE School, Local Cycling and Social Groups, Access Groups, including Kent Association of the Blind, Hi Kent, Age UK. This document will be updated as necessary following any feedback received.

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Analysis

Initial Equality & Diversity Screening highlights four protected groups as being particularly affected by the proposed Toucan Crossing: Age, Disability, Pregnancy & Maternity and Carer Responsibility. Each protected falls under Medium Negative Impact but resulting in High Positive Outcomes for the group. The negative impacts generated by the proposed scheme come from the short construction period whereas the positive outcomes identified are longer term benefits for the protected groups. At this point no further investigation or analysis has been undertaken however, the proposed consultation detailed below will engage with national and local groups from the identified protected groups and any feedback received will be noted and this document updated as necessary.

Involvement and Engagement:

Ongoing Activity: Kent County Council holds a monthly working group with Dartford Borough Council

Pre Consultation Engagement Activity: An original consultation on the scheme held in February 2017 received responses from the local community and these responses have been reflected in the new consultation documents issued. KCC officers presented the revised design for the Toucan Crossing to the Dartford Joint Transportation Board (JTB) in September 2017.

Consultation:

1. A letter drop containing information on the proposed scheme and revised location will be undertaken to ensure all residents in close vicinity to the proposed scheme are able to access information.
2. Holy Trinity CE School will be engaged to assist with promotion of the consultation.
3. All information about the consultation can be found at kent.gov.uk/burnhamroad.
4. All promotional material includes details of how people can contact Kent County Council by email and phone.
5. All promotional material and scheme information is written in plain English and produce in a Word version for use with audio transcription software.

Potential Impact:

Construction works will have a temporary adverse impact on some groups as usual access and information will be disrupted. However, with minimal outlay, clear signage, staff training, information distributed determining timescales for work and alternative routes and safer to access essential services, affected people from protected groups can make informed choices.
Therefore the overall impact will affect the movement of people in the protected groups for a short time, with journeys potentially taking longer with diversions and temporary facilities in place. When construction has been completed there will be a safer crossing point for cyclists and pedestrians which will provide an improved experience for leisure and travelling to employment and education.

**Adverse Impact:**
The adverse effects of the proposed Toucan Crossing affecting the mobility of vulnerable groups are temporary and although they are likely to disrupt journeys these groups during the construction period, they should not stop journeys being made entirely. In addition, any adverse impacts are far outweighed by the positive impact on mobility that will be seen once the schemes are completed and in use.

Once the schemes are complete, the adverse effects disappear for the majority of people in the vulnerable groups. The possible adverse effects on people's mental health, including increased anxiety/panic attacks, loneliness, depression and stress, could take longer to disappear. However, with advance notice and information about the works publicised appropriately, the possible adverse effects can be minimised. The action plan sets out steps to mitigate against the possible temporary impact of the schemes being developed for Kent Thameside LSTF.

**Positive Impact:**
The positive impact from these schemes is wide ranging and will have long lasting effects on every user group in this assessment on some level. The scheme aims is to improve the transport infrastructure in Dartford and deliver substantial enhancements to pedestrian and cycle infrastructure.

The scheme will improve access to sustainable modes of transport for all and as a consequence of this, the opportunities for employment and education for local people increase and the improved transport links will also help some people to work towards goals relating to health, social interaction and recreational activities. In turn this will strengthen communities, improve a sense of wellbeing and open up opportunities to explore more of the local area.

**JUDGEMENT**

The schemes may have a temporary adverse effect on protected groups during the period of works but this can be easily mitigated against using the actions outlined in the assessment with little or no residual impact. The benefits to the community are long lasting.
and therefore outweigh the temporary negative aspects identified leaving a positive impact on the whole community and visitors to the area.

**Part 3 - Action Plan**

Document the range of options and identify the effects of each. Identify the option(s) chosen and document the reasons for this.

<table>
<thead>
<tr>
<th>Protected Characteristic</th>
<th>Issues identified</th>
<th>Action to be taken</th>
<th>Expected outcomes</th>
<th>Owner</th>
<th>Timescale</th>
<th>Resource Implications</th>
</tr>
</thead>
</table>
|                          | Construction works causing disruption to travel                                   | • Advance notice of works to be published and circulated to appropriate groups (in different formats as required)  
• Updates circulated as appropriate  
• On site signage is clear and uses suitable symbols | • Affected groups have confidence to continue to use facilities, access services and use transport interchanges  
• Minimal disruption to journeys for affected groups | Contractor and Borough Council          | January/February 2018                       | Printing costs                       |
| Age                      | Risk of injury due to obstructions on the highway or pavement due to ongoing       | Risk assessment completed for affected groups  
• Consider Disability Awareness training offered to staff on site (E Learning)  
• Construction sites and diversion routes to follow health and safety regulations | Site staff have better awareness of needs of disabled people  
• Affected groups can continue to use facilities, access services and use transport interchanges following appropriate diversions | Site Managers         | February/March 2018                      | None                   |
| Disability               | construction works                                                                 | • Access to services and shops kept clear with ramps where required  
• Mitigation as above | Site staff have better awareness of needs of disabled people | Site Managers         | February/March 2018                      | None                   |
<p>| Pregnancy and Maternity  | Older people and disabled people being unable to attend/ access essential         |                                                                                      |                                                                                  | Site Managers         | February/March 2018                      | None                   |</p>
<table>
<thead>
<tr>
<th>Carers Responsibilities</th>
<th>services/</th>
<th>regarding advance notice and health and safety requirements on site.</th>
<th>Affected groups can continue to use facilities, access services and use transport interchanges following appropriate diversions</th>
</tr>
</thead>
</table>

**Have the actions been included in your business/service plan?** (If no please state how the actions will be monitored)

Yes/No
Appendix

In 2017 Kent County Council launched the KCC Active Travel Strategy. Relevant issues raised in the strategy are shown in the extract below:

3.1. Being more physically active can benefit everyone and can lower the chances of developing diabetes, heart disease and other preventable conditions. Active travel gives people an opportunity to be physically active as part of their daily routine and incorporating physical activity into everyday tasks reduces the need to find extra time, money or motivation for exercise. It can also make it cheaper to travel by saving on fuel, vehicle running costs and parking charges.

3.2. Making short journeys using active travel helps to reduce the number of vehicles on the road and improves air quality. It can also be quicker, as in urban areas journey times are often shorter when walking or cycling as users can take advantage of routes not accessible to motor vehicles.

4.1. Feedback from Kent residents and organisations shows that the main reasons for not making short journeys using active travel are a perceived lack of suitable continuous routes between homes and community services, workplaces or schools, and not enough promotion of existing routes. Other issues include a lack of facilities such as lockers and secure bicycle parking, obstacles in cycle lanes and in footways, and perception of safety when walking and cycling. Another barrier to active travel is the convenience of using a car, especially to carry heavy or bulky loads, and the need to make linked trips such as a school drop-off on the way to work. As part of this Strategy, KCC will work to overcome these barriers to ensure that active travel is easy, safer and more accessible in Kent.

5.1. Well designed, accessible streets can encourage people to walk or cycle as part of their daily routines. People walk more in places with a mix of residential buildings and shops and people cycle more when there is dedicated cycle infrastructure and separation from traffic. Town-centre streets that encourage safe pedestrian movement can provide economic benefits to local shops and restaurants. The Design for Crime Prevention guidance document can be used to influence the design of active travel routes to encourage use.

5.2. Promotion of active travel should be delivered through multiple organisations including schools, workplaces, health bodies and local government, as well as through media.

6.3. Kent County Council Road Casualty Reduction Strategy: Commits to deliver further reductions in people killed and seriously injured on Kent’s roads. It advocates more active travel including through 20 mph zones in residential areas. It acknowledges that the health benefits of regular cycling and walking outweigh the additional risks, quoting the NHS Cycle Safety – Special Report (2014) which shows that the benefits of regular cycling equated to a 14 months increased life expectancy compared to a 1
month reduction due to road risk.

**Dartford Borough Council:** Relevant extracts from the Dartford Core Strategy 2014 (adopted):

CS2 In order to revitalise Dartford Town Centre and improve its range of attractions and environment, the Council will: …k) Work with its partners, with funding from development contributions and/or the Strategic Transport Programme (see Policy CS 16) to implement schemes giving greater priority to pedestrians, particularly at the eastern end of the High Street and Market Street and improving accessibility between bus stops and the main shopping area.

Improving the ease, convenience and safety of accessing the town centre by all modes, by car, foot, bicycle, train, FastTrack and other buses, with consideration given to the bus stops in relation to the main shopping area.

Policy CS 15: Managing Transport Demand

…c) Work in partnership with Kent County Council, other partners and transport operators to deliver appropriate long term operating arrangements to ensure the success of FastTrack and ensure that the benefits of FastTrack, where embedded in existing communities, are not lost.
d) Work in partnership with Kent County Council and transport operators to improve conventional bus services. Where appropriate, major developments will be required to facilitate new services, improved frequencies or extensions to existing bus services. Provision of services will be required to serve early residents on developments with long build-out times.
e) Work in partnership with Kent County Council, train operating companies and other Partners to enhance capacity and journey times of train services and to improve stations and station interchanges.
f) Work in partnership with Kent County Council and transport operators to deliver an integrated transport network and integrated ticketing across different modes of transport.
g) Work in partnership with developers, Kent County Council and cycling groups to implement an integrated walking and cycling network joining communities with the facilities they need to access, including public transport facilities, primarily through the Green Grid (see Policy CS 14) and including the Public Rights of Way network. Grant funding will be sought to help implement the network.

**Dartford Development Policies Plan- DP2: Good Design in Dartford** (4) spaces should be designed to be inclusive, safe and accessible for all Dartford’s communities, including young, elderly, disabled and less mobile people.