

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

Further guidance is available at http://www.kent.gov.uk/data/assets/pdf_file/0019/11809/Equality-impact-assessment-policy-guidance.pdf

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

Proposal for a signed cycle route linking Gravesend Train Station and Cyclopark. 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. The proposed cycle route has been identified by Sustrans as a quieter alternative cycle route, between the two locations, than the busy A227. The route would be designed to attract less experienced cyclists, allowing them to gain in confidence.

Document Control

Revision History

Version	Date	Authors	Comment
V0.1	28.09.2017	Claire Weeks	First Draft
	02.10.2017	Akua Agyepong	Comments for Revision
	30.10.2017	Claire Weeks	Second Draft – Comments Noted
V1 (this should be assigned to the version the Director signs off)			

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.

Name	Signature (for paper copy only)	Title	Date of Issue
Tim Read		Head of Service	13/11/2017
Roger Wilkin		Director	13/11/2017

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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

Protected Group	Please provide a brief commentary as to your findings			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age		<ul style="list-style-type: none"> •Construction may result in isolated temporary footway closures for road users including pedestrians & cyclists. This may temporarily disrupt/obstruct access to essential services for older people or young people meaning alternative routes may be required. In particular this may affect those accessing St Georges CE School, Shears Green Primary School, Shears Green Community Centre, Alzheimer's & Dementia Support Services. •Those who are less mobile and rely on mobility scooters or pushchairs may be adversely affected during the period of construction due to changes in pedestrian access and 		<p>HIGH FAVOURABLE</p> <ul style="list-style-type: none"> •The improved provision of a shared pedestrian/cycle route alongside the Highway is expected to improve road safety and reduce road traffic casualties amongst less experienced and vulnerable users, including adolescent and elderly groups. •An improved pedestrian/cyclist environment will increase mobility for all, especially the young and the elderly.

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		<p>use of the road instead of the pavement.</p> <ul style="list-style-type: none"> • 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. • Older and younger users may perceive at busy times that other users will not safely give way to more vulnerable users on a shared pedestrian/cycle route. 		<ul style="list-style-type: none"> • Greater driver awareness of pedestrians and cyclists will provide a safer overall environment for cyclists and pedestrians. • Creating a safer environment will encourage greater participation in cycling 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. • Increased travel independence for both older and younger people as there is a safer, more cost effective transport option that doesn't rely on the ability to drive.
Disability		<ul style="list-style-type: none"> • Creating a shared pedestrian/cycling route may increase the speed of users of the route, bringing them into more conflict with pedestrian users with impaired abilities. • Construction may result in isolated temporary footway closures for road users including pedestrians & 		<p>HIGH FAVOURABLE</p> <ul style="list-style-type: none"> • The improved provision of a shared pedestrian/cycle route alongside the Highway is expected to improve road safety and reduce road traffic casualties amongst less experienced and vulnerable users,

		<p>cyclists. This may temporarily disrupt access to essential services for disability groups meaning alternative routes may be required.</p> <ul style="list-style-type: none"> • Access during construction works may be restricted or change the route used to enter/exit facilities or travel and this may affect wheelchair users or those with reduced mobility/restricted sight. • Those who are less mobile and rely on mobility scooters or pushchairs may be adversely affected during the period of construction due to changes in pedestrian access and use of the road instead of the pavement. • Minor construction works should not disrupt specific areas for prolonged periods but the length of the proposed cycle route will mean that work across the total area of the route may take time to implement resulting in 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. • If access to services and access to transport is disrupted it could affect disabled users' health and wellbeing 		<p>including disabled groups.</p> <ul style="list-style-type: none"> • An improved pedestrian/cyclist environment will increase mobility for all, especially those with physical disabilities • Greater driver awareness of pedestrians and cyclists will provide a safer overall environment for cyclists and pedestrians. • Creating a safer environment will encourage greater participation in cycling 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. • Increased travel independence for disabled groups would allow for a more cost effective transport option that doesn't rely on the ability to drive to be explored.
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		<p>as they may stop attending social groups, being active or attending health appointments.</p> <ul style="list-style-type: none"> • Disabled users may perceive at busy times that other users will not safely give way to more vulnerable users on a shared pedestrian/cycle route. 		
Gender			<ul style="list-style-type: none"> • Women may feel unsafe using diversions away from usual walking or cycling routes. Route includes some off road (alleyways) sections that may leave women feeling less confident whilst passing through these areas. • Women may perceive at busy times that other users will not safely give way to more vulnerable users on a shared pedestrian/cycle route. 	<p>HIGH FAVOURABLE</p> <ul style="list-style-type: none"> • The improved provision of a shared pedestrian/cycle route alongside the Highway is expected to improve road safety and reduce road traffic casualties amongst less experienced users, which are often women. • An improved pedestrian/cyclist environment will increase mobility for all, especially those who are less confident with cycling, particularly women. • A survey in the UK indicated only 4% of women were cycling more than once a week, nearly 8 in 10 women never cycled, but 43% of women had access to a bike. Also

				<p>only a quarter of UK bike journeys were by women (Sustrans 2009). An improved cycle environment along this route aims to increase these statistics,</p> <ul style="list-style-type: none"> • Greater driver awareness of pedestrians and cyclists will provide a safer overall environment for cyclists and pedestrians. • By creating a safer environment this will encourage greater participation in cycling 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. • Increased travel independence for disabled groups would allow for a more cost effective transport option that doesn't rely on the ability to drive.
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Gender identity/ Transgender			<ul style="list-style-type: none"> • Transgender people may feel unsafe using diversions away from their usual walking or cycling routes. Route includes some off road (alleyways) sections that may leave vulnerable groups feeling less confident whilst passing through these areas. 	<p>MEDIUM FAVOURABLE</p> <ul style="list-style-type: none"> • Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.
Race			<ul style="list-style-type: none"> • People from different ethnic groups may feel unsafe using diversions away from their usual walking or cycling routes. Route includes some off road (alleyways) sections that may leave BME groups feeling less confident whilst passing through these areas. 	<p>MEDIUM FAVOURABLE</p> <ul style="list-style-type: none"> • Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.
Religion and Belief			<ul style="list-style-type: none"> • People from certain religious groups may feel unsafe using diversions away from their usual walking or cycling routes. Route includes some off road (alleyways) sections that may leave BME groups feeling less confident whilst passing through these areas. 	<p>MEDIUM FAVOURABLE</p> <ul style="list-style-type: none"> • Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.
Sexual Orientation				<p>MEDIUM FAVOURABLE</p> <ul style="list-style-type: none"> • Increased safety in using footways and cycle routes leading to increased confidence when travelling for

				employment, learning, health and social activities.
Pregnancy and Maternity		<ul style="list-style-type: none"> •Construction may result in isolated temporary footway closures 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. 		<p>HIGH FAVOURABLE</p> <ul style="list-style-type: none"> •The improved provision of a shared pedestrian/cycle route alongside the Highway is expected to improve road safety and reduce road traffic casualties amongst less experienced and vulnerable users, including pregnant women and those with young children. •An improved pedestrian/cyclist environment will increase mobility for all, including pregnant women and those with young children. •Greater driver awareness of pedestrians and cyclists will provide a safer overall environment for cyclists and pedestrians. •Creating a safer environment will encourage greater participation in cycling and therefore increased

				<p>exercise which is proven to improve mental health and is an effective low impact form of exercise good for a healthy lifestyle.</p> <ul style="list-style-type: none"> •Increased travel independence for pregnant women and those with young children as there is a safer, more cost effective transport option that doesn't rely on the ability to drive.
Marriage & Civil Partnerships				None Specific
Carer's Responsibilities		<ul style="list-style-type: none"> •Construction may result in isolated temporary closures of footway closures 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 be disrupted. •Confidence in ability to complete journeys independently could be affected leading to longer term issues with wellbeing and possible depression. 		<p>HIGH FAVOURABLE</p> <ul style="list-style-type: none"> •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. •Increased safety in using footways and cycle routes leading to increased confidence when travelling for employment, learning, health and social activities.

Part 2 - Full Equality Analysis /Impact Assessment

Context

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. The existing FastTrack project has delivered an internationally recognised high frequency Bus Rapid Transit scheme and the package will build upon this success by delivering new vehicles for the service and significant enhancements to interchange facilities across the network. The scheme will ensure that rail; bus, walking and cycling routes are fully integrated to provide a real opportunity for door-to-door journey planning and will also promote the use of the river transport available via the Gravesend to Tilbury Ferry. The proposed cycle route has been identified by Sustrans as a quieter alternative cycle route, between the two locations, than the busy A227. The route would be designed to attract less experienced cyclists, allowing them to gain in confidence.

Beneficiaries

Pedestrians and Cyclists, including commuters

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*
- *2011 Census Data*
- *Active Travel Strategy*
- *Gravesham Core Strategy*

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

The 2011 UK census data showed that within the Gravesham District only 0.6% of people currently employed travelled to work by bicycle, Therefore the potential for increasing the rates of active travel by improving the local cycle network between residential and employment areas is considerable.

Who have you involved consulted and engaged with?

Gravesham Borough Council has 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. At present Gravesham Borough Council is still awaiting comments and will be publishing a report shortly. Gathering this information has included engagement with key stakeholders and end users. In relation to this scheme Gravesend Access Group have raised concerns in regard to some of the shared access areas of the proposed route as these areas can often impact on disabled and older people. Whilst initial designs were produced based on guidance from the Department for Transport and Sustrans, these have been refined in some areas to take into consideration their views of Gravesend Access Group.

In addition, a formal consultation for the scheme proposed is planned and this will engage further with Gravesham Borough Council, Local Residents, local schools, particularly including Shears Green Primary School, St Georges CE School and St George's CE Primary School (opening September 2018), Local Cycling and Social Groups (including Cyclopark), Access Groups, including Kent Association of the Blind, Hi Kent, Age UK. This document will be updated as necessary following any feedback received.

Analysis

The scheme will promote healthy living and encourage walking and cycling within the area. This will in turn assist with reducing congestion on the roads and also aid reduction of CO2 emissions. The route will encourage more people locally to cycle to work, school or to access the town centre, train station and the ferry access and improve health and wellbeing in the local area. "Daily physical activity is hugely important for maintaining health, and inactivity directly contributes to one in six deaths in the UK. For most people, the easiest and most acceptable forms of physical activity are those that can be built into everyday life." (Working Together to Promote Active Travel, Public Health England 2016).

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 group falls under Medium Negative

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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 Gravesham Borough Council

Consultation:

- 1. A letter drop containing information on the proposed scheme will be undertaken to ensure all residents in close vicinity to the proposed scheme are able to access information.*
- 2. Online and Hard Copy questionnaire to capture feedback and quality and diversity monitoring*
- 3. All information about the consultation can be found online*
- 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.*

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. Once construction has been completed there will be a safer signed cycle route for less experienced cyclists and also enhances the route for pedestrians. This will provide an improved experience for leisure and travelling to employment and education.

Adverse Impact:

The adverse effects of the proposed signed cycle route that would affect the mobility of vulnerable groups are temporary and although they may disrupt journeys for 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 Gravesend 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.

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
<ul style="list-style-type: none"> • Age • Disability • Pregnancy and Maternity • Carers Responsibilities 	Changes to highway design and layout	<ul style="list-style-type: none"> • A safety audit will be completed at the design and construction stage. • The design will meet all statutory requirements including the Equality Act 2010, with all good practices in mind. • The design will meet recommended guidance from the Department for Transport (e.g. Interim Advice Note 195/16), Sustrans Design Manuel, London Cycling Design Standards and Kent Design Guide and associated standard details. • Particular attention needs to be given to minimum widths on the route to encourage use by trailers and adapted bikes. • The need for the scheme has been identified through consultation and assessment by KCC in partnership with local District development and transport strategies. 	<ul style="list-style-type: none"> • Affected groups have confidence to continue to use facilities, access services and use transport interchanges • Minimal disruption to journeys for affected groups 	<ul style="list-style-type: none"> • Contractor and KCC 	<ul style="list-style-type: none"> • December 2017 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Age • Disability • Pregnancy and Maternity 	Construction works causing disruption to travel	<ul style="list-style-type: none"> • Advance notice of works to be published and circulated to appropriate groups (in different formats as required) 	<ul style="list-style-type: none"> • Affected groups have confidence to continue to use facilities, access 	<ul style="list-style-type: none"> • Contractor and Borough Council 	<ul style="list-style-type: none"> • February/March 2018 	<ul style="list-style-type: none"> • Printing costs

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<ul style="list-style-type: none"> • Carers Responsibilities 		<ul style="list-style-type: none"> • Updates circulated as appropriate • On site signage is clear and uses suitable symbols 	<ul style="list-style-type: none"> services and use transport interchanges • Minimal disruption to journeys for affected groups 			
<ul style="list-style-type: none"> • Age • Disability • Pregnancy and Maternity • Carers Responsibilities 	Risk of injury due to obstructions on the highway or pavement due to ongoing construction works	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Site Managers 	<ul style="list-style-type: none"> • March 2018 	<ul style="list-style-type: none"> • None
<ul style="list-style-type: none"> • Age • Disability • Pregnancy and Maternity • Carers Responsibilities 	Older people and disabled people being unable to attend/ access essential appointments/ services/	<ul style="list-style-type: none"> • Access to services and shops kept clear with ramps where required • Mitigation as above regarding advance notice and health and safety requirements on site. 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Site Managers 	<ul style="list-style-type: none"> • March 2018 	<ul style="list-style-type: none"> • None

Have the actions been included in your business/ service plan?

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Monitoring and Review: Kent County Council being the highway authority will manage the delivery and overall maintenance of the scheme. Regular project group meetings will be held to inform/update the final design. The local Joint Transport Board and local cycling groups will be informed of any changes. This document will be regularly reviewed to reflect any concerns raised through the process. In particular the public consultation will seek comments from protected groups and responses will be used to inform further reviews of this document.

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 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.

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

Policy CS11 of the adopted Local Plan Core Strategy (September 2014) includes:

5.5.41 The Council will seek improvements to walking and cycling facilities and networks in the Borough including provision in new development as appropriate. These should provide improved access to Gravesend Town Centre and Ebbsfleet and to other services and facilities in the Borough. In particular, the Council will seek the provision of pedestrian and cycle links between Northfleet and Ebbsfleet stations and along the River Thames, as part of the proposed Thames Estuary Path.

The Green Grid objectives are reflected in Policy CS12:

5.7.22 A multifunctional linked network of green spaces, footpaths, cycle routes and wildlife stepping stones and corridors will be created, protected, enhanced and maintained. The network will improve access within the urban area, from the urban area to the rural area and along the River Thames.



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