
Equality Impact Assessment (EqIA): Outline Design Stage

This Equality Impact Assessment (EqIA) has been guided by best practice guidance. This guidance has been linked to what is currently known about the location, its community, and the current outline route design. This outline design stage EqIA is an initial step which will need to be regularly updated and refined as the project develops.

Project Overview:	
Project Details	Comments
Project Name/ Number	Great Chesterford to Saffron Walden (14481)
Date EQIA is completed	23/02/23
Version Number of EQIA	14481/EQIA/01
Name of Project Sponsor	Martin Philpott
Name of Project Manager	Rosemary Wilkins
Project Aims	Comments
What is the overall aim and purpose of the project/service?	Essex Highways have requested that Sustrans undertake a review of the existing feasibility report produced in 2014 and provide an outline design for a LTN1/20 compliant scheme between Great Chesterford and Saffron Walden, based on OS data. The role of this EqIA is to provide guidance for the outline design linking Great Chesterford and Saffron Walden.

Outline Design Stage EqIA:

Evidence:

Group	Please outline what is known at the project feasibility stage about the experiences of people under each characteristic	Source/Guidance																																																																																												
Age	(1) Overall, the age profile for Great Chesterford and Saffron Walden is similar compared to the rest of England, apart from a higher percentage of 45-59 year olds and over 75 year olds. In 2011, 22.6% of the population were 45-59 years old (compared to 19.4% in England) and 9.9% of 75 years and over (compared to 7.8% in England). 9.9% of this population are over 75 years old.	(1) Census 2011 (2) Sustainable Development Commission: Fairness in a Car-dependant Society & ICE Virtual Library <u>Guidance:</u> <ul style="list-style-type: none">World Health Organisation: Global Age-Friendly CitiesAge UK: Age-Friendly PlacesNational Library of Medicine: Ambient Air Pollution, Noise, & Late-Life Cognitive Decline & Dementia RiskSustrans: Enabling Independent Travel for Young PeopleAsthma+Lung UK: Why you should #DropOffSwitchOff at the school gates																																																																																												
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	(2) In the UK the most common cause of non-natural death for 5-14 year olds is being hit by a vehicle. On minor roads serious injury is twice as likely, and three times more likely to kill a child cyclist.																																																																																	
Disability	<p>(1) In 2011, Great Chesterford and Saffron Walden had a slightly lower percentage of people's day to day activities being limited in relation to the England average. For example, Great Chesterford population recoded 5.4% having their day to day activity limited a lot, compared to the England average of 8.3%</p> <table><tr><th>date</th><th>2011</th><th>2011</th><th>2011</th></tr><tr><th>geography</th><td>England</td><td>Great Chesterford BUA</td><td>Saffron Walden BUA</td></tr><tr><th>measures</th><td>value</td><td>percent</td><td>percent</td></tr><tr><th>disability/health/care</th><td></td><td></td><td></td></tr><tr><td>All categories: Long-term health problem or disability</td><td>100.0</td><td>100.0</td><td>100.0</td></tr><tr><td>Day-to-day activities limited a lot</td><td>8.3</td><td>5.4</td><td>6.6</td></tr><tr><td>Day-to-day activities limited a little</td><td>9.3</td><td>7.2</td><td>8.7</td></tr><tr><td>Day-to-day activities not limited</td><td>82.4</td><td>87.5</td><td>84.7</td></tr><tr><td>Day-to-day activities limited a lot: Age 16 to 64</td><td>3.6</td><td>1.6</td><td>2.3</td></tr><tr><td>Day-to-day activities limited a little: Age 16 to 64</td><td>4.6</td><td>2.6</td><td>3.5</td></tr><tr><td>Day-to-day activities not limited: Age 16 to 64</td><td>56.5</td><td>56.8</td><td>57.1</td></tr><tr><td>Very good health</td><td>47.2</td><td>57.2</td><td>49.6</td></tr><tr><td>Good health</td><td>34.2</td><td>29.3</td><td>35.2</td></tr><tr><td>Fair health</td><td>13.1</td><td>9.9</td><td>11.5</td></tr><tr><td>Bad health</td><td>4.2</td><td>2.8</td><td>3.0</td></tr><tr><td>Very bad health</td><td>1.2</td><td>0.8</td><td>0.7</td></tr><tr><td>Provides no unpaid care</td><td>89.8</td><td>89.2</td><td>89.8</td></tr><tr><td>Provides 1 to 19 hours unpaid care a week</td><td>6.5</td><td>8.4</td><td>7.4</td></tr><tr><td>Provides 20 to 49 hours unpaid care a week</td><td>1.4</td><td>0.7</td><td>1.0</td></tr><tr><td>Provides 50 or more hours unpaid care a week</td><td>2.4</td><td>1.8</td><td>1.8</td></tr></table>	date	2011	2011	2011	geography	England	Great Chesterford BUA	Saffron Walden BUA	measures	value	percent	percent	disability/health/care				All categories: Long-term health problem or disability	100.0	100.0	100.0	Day-to-day activities limited a lot	8.3	5.4	6.6	Day-to-day activities limited a little	9.3	7.2	8.7	Day-to-day activities not limited	82.4	87.5	84.7	Day-to-day activities limited a lot: Age 16 to 64	3.6	1.6	2.3	Day-to-day activities limited a little: Age 16 to 64	4.6	2.6	3.5	Day-to-day activities not limited: Age 16 to 64	56.5	56.8	57.1	Very good health	47.2	57.2	49.6	Good health	34.2	29.3	35.2	Fair health	13.1	9.9	11.5	Bad health	4.2	2.8	3.0	Very bad health	1.2	0.8	0.7	Provides no unpaid care	89.8	89.2	89.8	Provides 1 to 19 hours unpaid care a week	6.5	8.4	7.4	Provides 20 to 49 hours unpaid care a week	1.4	0.7	1.0	Provides 50 or more hours unpaid care a week	2.4	1.8	1.8	<p>(1) Census 2011</p> <p>(2) Road Safety GB</p> <p><u>Guidance:</u></p> <ul style="list-style-type: none">• Transport for All: Pave the Way• Wheels for Wellbeing: A Guide to Inclusive Cycling• Assessing the needs and experiences of disabled cyclists 2018'• Living Streets: Safer Crossings• Buildings Code of Practice BS 8300-2:2018 Design of an accessible and inclusive built environment• Sustrans: We must take practical steps to support people with mental health conditions
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Also, Great Chesterford and Saffron Walden had just slightly lower levels of people with long term health problems or disabilities than the UK average.

date	2011	2011	2011
geography	England	Great Chesterford BUA	Saffron Walden BUA
measures	percent	percent	percent
Household Composition			
count of Household; All households	100.0	100.0	100.0
No adults in employment in household	33.3	26.9	30.1
With dependent children	4.2	0.8	2.2
No dependent children	29.1	26.0	27.9
Dependent children in household: All ages	29.1	32.7	29.3
Age 0 to 4	11.8	11.5	10.7
One person in household with a long-term health problem or disability	25.7	21.2	23.1
With dependent children	4.6	3.5	3.3
No dependent children	21.0	17.7	19.8

(2) Disabled people are 5 times more likely to be injured as a pedestrian than non-disabled people

Race and Ethnicity	(1) Great Chesterford and Saffron Walden are less ethnically diverse than England averages. 85.4% of England's population identify as white, in comparison to 95.5% of people living in these areas.			(1) Census 2011 (https://www.ons.gov.uk/census/2011census)		
				(2) TFL, Understanding the Travel needs of London's diverse communities		
				<u>Guidance:</u> Sustrans: Unmet Demand for cycling from Ethnic Minority and Disadvantaged Groups		
	date	2011	2011	2011		
	geography	England	Great Chesterford BUA	Saffron Walden BUA		
	measures	percent	percent	percent		
	Ethnic Group					
	All usual residents	100	100	100		
	White	85.4	97.8	95.5		
	English/Welsh/Scottish/Northern Irish/British	79.8	93.6	89.9		
	Irish	1	0.3	0.8		
	Gypsy or Irish Traveller	0.1	0.2	0		
	Other White	4.6	3.7	4.9		
	Mixed/multiple ethnic groups	2.3	1.4	1.5		
	White and Black Caribbean	0.8	0.2	0.3		
	White and Black African	0.3	0.1	0.2		
	White and Asian	0.6	0.5	0.7		
	Other Mixed	0.5	0.6	0.3		
	Asian/Asian British	7.8	0.8	2.3		
	Indian	2.6	0.3	0.4		
	Pakistani	2.1	0	0.1		
	Bangladeshi	0.8	0.3	0.2		
	Chinese	0.7	0.1	0.4		
	Other Asian	1.5	0.1	1.1		
	Black/African/Caribbean/Black British	3.5	0	0.5		
	African	1.8	0	0.2		
	Caribbean	1.1	0	0.1		
	Other Black	0.5	0	0.1		
	Other ethnic group	1	0	0.3		
	Arab	0.4	0	0.1		
	Any other ethnic group	0.6	0	0.2		

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Religion or Belief	<p>(1) Great Chesterford (0.5%) and Saffron Walden (0.7%) have a lower Muslim community than the average for England (5%)</p> <table><tr><td>date</td><td>2011</td><td>2011</td><td>2011</td></tr><tr><td>geography</td><td>England</td><td>Great Chesterford BUA</td><td>Saffron Walden BUA</td></tr><tr><td>measures</td><td>percent</td><td>percent</td><td>percent</td></tr><tr><td>Religion</td><td></td><td></td><td></td></tr><tr><td>All categories: Religion</td><td>100.0</td><td>100.0</td><td>100.0</td></tr><tr><td>Has religion</td><td>68.1</td><td>66.7</td><td>63.1</td></tr><tr><td>Christian</td><td>59.4</td><td>65.3</td><td>60.6</td></tr><tr><td>Buddhist</td><td>0.5</td><td>0.1</td><td>0.8</td></tr><tr><td>Hindu</td><td>1.5</td><td>0.3</td><td>0.3</td></tr><tr><td>Jewish</td><td>0.5</td><td>0.1</td><td>0.2</td></tr><tr><td>Muslim</td><td>5.0</td><td>0.5</td><td>0.7</td></tr><tr><td>Sikh</td><td>0.8</td><td>0.0</td><td>0.0</td></tr><tr><td>Other religion</td><td>0.4</td><td>0.4</td><td>0.4</td></tr><tr><td>No religion</td><td>24.7</td><td>24.2</td><td>29.1</td></tr><tr><td>Religion not stated</td><td>7.2</td><td>9.1</td><td>7.8</td></tr></table>	date	2011	2011	2011	geography	England	Great Chesterford BUA	Saffron Walden BUA	measures	percent	percent	percent	Religion				All categories: Religion	100.0	100.0	100.0	Has religion	68.1	66.7	63.1	Christian	59.4	65.3	60.6	Buddhist	0.5	0.1	0.8	Hindu	1.5	0.3	0.3	Jewish	0.5	0.1	0.2	Muslim	5.0	0.5	0.7	Sikh	0.8	0.0	0.0	Other religion	0.4	0.4	0.4	No religion	24.7	24.2	29.1	Religion not stated	7.2	9.1	7.8	Census 2011 (https://www.ons.gov.uk/census/2011census)
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Gender	(1) Personal safety after dark is a concern for women (more so than for men) but during the day, these concerns are in line with those of men	(1) TFL, Understanding the Travel needs of London's diverse communities <u>Guidance:</u> <ul style="list-style-type: none">• Plan International UK: For Children & Equality for Girls• Sustrans Walking & Cycling Index
Sexual Orientation	(1) Only 51% of people who identified their gender 'in another way' feel welcome and comfortable walking or spending time on the streets of their neighbourhood, compared to 65% of women and 67% of men.	(1) Sustrans Walking and Cycling Index <u>Guidance:</u> <ul style="list-style-type: none">• Arup's 'Queering Public Space'
Gender Reassignment	(1) Data from the Office for National Statistics (ONS) shows more than one in four trans people (28%) experienced crime in the year ending March 2020, compared with (14%) of people whose gender identity is the same as the sex they were registered at birth.	(1) Office for National Statistics <u>Guidance:</u> <ul style="list-style-type: none">• Arup's 'Queering Public Space'• Sustrans: Communities Carving out a Space in Cycling that is Radical, Inclusive and Fun
Pregnancy and Maternity		<u>Guidance:</u> <ul style="list-style-type: none">• RCOG: Position Statement- Outdoor air pollution and pregnancy in the UK• Sustrans: Tips for Cycling During Pregnancy• Sustrans: Bumps and Bicycles- Women's Experience of Cycle-Commuting During Pregnancy
Marriage and Civil Partnership	Neutral	Neutral
Underrepresented Groups	<u>(1) In percentage of most deprived neighbourhoods:</u> Great Chesterford has a significant proportion of neighbourhoods in the country's 10% most deprived category and Saffron Walden 50% of the most deprived category. (2) 24.9% of people from the lowest income households have no access to a car	(1) Indices of Deprivation 2019 (2) Government Foresight Report <u>Guidance:</u> <ul style="list-style-type: none">• Department for Transport, Travel by car access, household income, household type, NS-SEC and mobility status NTS0702, 2018

Impact:		
Group	Based on what is known in the evidence section , please outline the impact you expect the scheme to have	
	Possible Positive Impact	Possible Negative Impact
Age	<p><u>Children & Young People:</u> An increase in activity, including walking and cycling benefits children in reducing childhood obesity. Reduced danger from motorised vehicles in the 3m shared use route sections should support independent active travel for young people.</p> <p><u>Older People:</u> Older people become less active which can impact there physical and mental health. Social isolation is a growing problem faced by older people. The proposed route has the potential to encourage older people to travel actively and result in more regular social interactions.</p> <p><u>Older & Younger People:</u> The proposed route and infrastructure proposals can improve conditions for walking and cycling, especially for those that need to use an adapted bike Also, safer crossing provision benefits older and young people as they take longer to cross.</p>	<p>If introduced infrastructure isn't carefully designed, it could result in reduced space for pushchairs and larger bikes including family cargo bikes.</p> <p>Vulnerable users could be uncomfortable and intimidated by any shared use sections of the route, especially if cycling volumes increase. Also, the 20mph on carriageway sections of the route could also be uncomfortable and intimidating. Older people are more likely to have dementia which can be made worse by vehicle noise pollution.</p>
Disability	<p>Inclusive routes can result in easier local journeys and recreational opportunities for disabled people. This can lead to more independence including improved mental and physical health. The proposed route can potentially improve active travel links between Great Chesterford and Saffron Walden.</p> <p>Improving the routes infrastructure which benefits everyone can further support disabled people. For example, barrier removal and suitable surfacing can aid people using walking aids and mobility scooters.</p>	<p>If introduced infrastructure isn't carefully designed, it could result in reduced space and potential barriers for adapted bikes.</p> <p>Vulnerable users could be uncomfortable and intimidated by the shared use sections of the route, especially if cycling volumes increase. The on carriageway sections of the route in Littlebury and Saffron Walden could discourage disabled cyclists.</p> <p>Assessing the needs and experiences of disabled cyclists 2018', found that 75% of disabled people find cycling easier than walking. But inaccessible infrastructure prevents disabled people cycling. Better conditions can empower disabled people to cycle, especially those with balance issues and adapted bikes.</p>

Race and Ethnicity	An accessible and comfortable cycling environment should make cycling a more appealing mode of travel for ethnically diverse people. Ethnically diverse people are underrepresented in cycling for transport and exercise.	There is evidence that black, Asian and minority ethnic groups (BAME) are more likely to express concerns over safety and security (particularly after dark) than white groups. As a result, these groups may choose to travel by private car and taxi due to safety concerns.
Religion or Belief	N/A	N/A
Gender	<p>An improved walking and cycling environment could particularly benefit women who are more likely to be walking with young children and prams. Expectant mothers could also benefit from an improved walking and cycling environment.</p> <p>Improved cycling infrastructure and the shared use sections of the route could encourage more women to cycle.</p>	<p>Women are less represented than men in cycling and this is partly because women are impacted by a more risk adverse attitude to mixing with traffic. Women could be disproportionately affected by the on carriageway sections of the route in Littlebury and Saffron Walden</p> <p>Women are more likely to be worried about personal safety and experience anti-social behaviour whilst travelling. A recent survey by Plan International UK found 66% of girls aged 14-21 in the UK have experienced unwanted sexual attention whilst in a public place.</p>
Sexual Orientation	<p>Arup's 'Queering Public Space' report has identity principles to design public spaces, so they are more comfortable and inclusive for the LGBTQ+ community. There is scope to implement the findings of this report when developing the routes design.</p> <p>The positive impact of implementing the findings of Arup's report will also result in inclusive places that benefit other protected characteristics.</p>	Sustrans Walking and Cycling Index learned that only 51% of people who identified their gender 'in another way' feel welcome and comfortable walking or spending time on the streets of their neighbourhood, compared to 65% of women and 67% of men.
Gender Reassignment	The above 'Queering Public Space' guidance also applies to transgender people.	The safety concerns highlighted above for sexual orientation are particularly relevant to the transgender people. Transgender people are more likely to be the victim of crime (28%), compared with people who identity as the same sex they were registered with at birth (14%).

Pregnancy and Maternity	<p>A less stressful route can help support a healthy pregnancy. Pregnant people and unborn children can be adversely affected by air pollution.</p> <p>Parents and careers with prams and young children will benefit from an accessible walking and cycling environment.</p> <p>Parents and career using cycles and cargo bikes for family journeys will benefit from an accessible route. A safer walking and cycling environment could encourage more families to walk and cycle for local journeys.</p>	<p>Pregnant people and young children can have reduced mobility and can be particularly impacted when mixing with traffic as proposed in the Littlebury and Saffron Walden sections of the route.</p> <p>If introduced infrastructure isn't carefully designed, it could result in reduced space and potential barriers for pushchairs and larger bikes including family cargo bikes.</p>
Marriage & Civil Partnership	Neutral	Neutral
Underrepresented Groups	<p><u>Socio Economic Status:</u> Car ownership decreases with household incomes (A Government Foresight report found 40% of people from the lowest income have no access to a car), resulting in those from deprived areas being less likely to own a car. These people are therefore more reliant on walking, cycling and public transport for their local journeys. Improvements to walking and cycling infrastructure will make these journeys safer.</p> <p>If the cycling infrastructure and safety of cycling improves more people may consider owning and using a bike for journeys they current do via bus, taxi, and private car. This could be less expensive, give more independence and health benefits.</p>	<p><u>Socio Economic Status:</u> People with reduced incomes may not have access to a bike, and therefore may not be able to utilise the cycling elements of the proposed route.</p>

Action: Engagement, Responsive Solutions and Monitoring:

Engagement:

Have project beneficiaries who identify with any of the characteristics been involved in the project planning stage?	<input type="checkbox"/> Yes										
	<input checked="" type="checkbox"/> No										
	Comments to summarise beneficiary involvement/planned involvement										
	<p>Planned involvement</p> <p>When the project progresses local people with protected characteristics will be engaged in the development and delivery of the project. This will require the implementation of Sustrans inclusive design principles and collaborative design process.</p> <p>Stakeholder management group</p> <p>Representatives from a range of local groups will be invited to form a stakeholder management group. Stakeholder mapping will need to be done with community representatives that will be invited to participate, along with organisations who advocate for people with protected characteristics.</p> <p>The group will be engaged from the projects start, to co-define engagement principles and throughout the project as designs are refined and delivered. The table below includes examples of how local people could be engaged, and these options will be investigated further as the project progresses.</p> <table border="1"> <thead> <tr> <th>Group</th> <th>Engagement Examples</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>Organise targeted engagement events at a local youth club/social club, exploring designs with local younger and older people</td> </tr> <tr> <td>Disability</td> <td>Organise a walk, wheel, or cycle with a local pan-disability group exploring the project, it's potential and any existing barriers</td> </tr> <tr> <td>Race and Ethnicity</td> <td>Meet with ethnic minority cyclists to discuss the route and any specific barriers they may face in the area</td> </tr> <tr> <td>Religion or Belief</td> <td>Ensure that engagement events take place in venues and during times that are welcoming too all religions</td> </tr> </tbody> </table>	Group	Engagement Examples	Age	Organise targeted engagement events at a local youth club/social club, exploring designs with local younger and older people	Disability	Organise a walk, wheel, or cycle with a local pan-disability group exploring the project, it's potential and any existing barriers	Race and Ethnicity	Meet with ethnic minority cyclists to discuss the route and any specific barriers they may face in the area	Religion or Belief	Ensure that engagement events take place in venues and during times that are welcoming too all religions
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	Gender	Hosting a walk specifically for women and non-binary people, to discuss the project in more detail
	Sexual Orientation	Developing engagement materials and visuals to be inclusive and ensuring venue is welcoming to all
	Gender Reassignment	Asking those with name badges to display their pronouns during an engagement event, and clearly advertising that trans and non-binary people are welcome
	Pregnancy and Maternity	Ensure that engagement drop in events include facilities for babies to allow carers to meaningfully contribute
	Socio-economic background	Seek to host a wide range of engagement approaches to suit those with more limited time and resources to attend
Engagement activity will be reviewed to identify the extent to which it engaged with a diverse audience and the approach will be discussed and agreed with the stakeholder group.		

Responsive Solutions:

Negative Impact:	<p><u>Cost of Cycling and Ability:</u> Although purchasing and maintaining a cycle is less expensive than a motor vehicle, and can be cheaper than public transport, people with less income may struggle to own and maintain a cycle.</p> <p>Residents with protected characteristics living near in Great Chesterford and Saffron Walden may experience a lack of cycling confidence and ability.</p>
Characteristics Disproportionately Impacted:	Age (Young/Old), Disabled, Social Economic Status, Pregnancy and Maternity, Race and Ethnicity
Actions to be Explored	Expected Outcome
Develop a programme to help low income residents with the affordability of purchasing, maintaining, and storing cycles.	Increased numbers of low income residents enjoying the benefits of cycling and utilising the proposed routes Infrastructure.
Develop and promote programmes which help disabled residents to purchase, maintain and store adapted or electric bikes.	Increased numbers of disabled residents enjoying the benefits of cycling and utilising the proposed routes Infrastructure.
Develop and promote programmes which provide a safe and comfortable environment for residents with protected characteristics to learn cycling skills and raise awareness of the proposed route.	Increased numbers of residents with protected characteristics enjoying the benefits of cycling and utilising the proposed routes Infrastructure.

Negative Impact:	<p><u>Safety and Barriers to Using Walking and Cycling infrastructure:</u></p> <p>Several protected characteristics flagged that walking and cycling accessibility and personal safety concerns are a potential barrier to using active travel infrastructure, resulting in:</p> <ul style="list-style-type: none"> • Being disadvantaged if they still prefer to make vehicle journeys between Great Chesterford and Saffron Walden due to safety concerns • Using walking and cycling infrastructure they feel uncomfortable and unsafe using <p>Poorly designed layout and function of walking and cycling infrastructure, can be a disproportionate barrier for several protected characteristics.</p>
Characteristics Disproportionately Impacted:	<p>Age (Young/Old), Disabled, Race and Ethnicity, Pregnancy and Maternity, Gender, Sexual Orientation, Gender Reassignment, Religion and Belief</p>
Actions to be Explored	Expected Outcome
<p>Ensure that walking and cycling infrastructure follows current best practice guidance including LTN 1/20.</p> <p>The on carriageway 20mph zone sections of the route in Littlebury and Saffron Walden will need to be designed carefully, reducing disproportionate impacts on people with protected characteristics.</p>	<p>A safe and inclusive walking and cycling environment which benefits all potential users of the proposed route. Especially those that can be disproportionately impacted by barriers including limited path widths, mixing with on carriageway traffic, and inadequate crossing provision on adjoining routes.</p>
<p>Ensure walking and cycling infrastructure incorporates required elements for safety including informal surveillance, appropriate lighting, and inclusive wayfinding signage.</p>	<p>Residents with protected characteristics which highlighted personal safety concerns, being comfortable to walk and cycle.</p>
<p>Inclusive engagement with residents and local people to explore existing barriers, safety concerns and to shape design proposals.</p>	<p>An improved active travel route with more people able to access local destinations by walking and cycling</p>
<p>In response to monitoring and engagement ensure that the walking and cycling infrastructure has capacity for any active travel volume spikes/manages cycling speeds and plans for future demand.</p>	<p>A walking and cycling infrastructure which has capacity for spikes in active travel volumes and manages cycle speeds. This will help maintain a public realm environment which is safe and inclusive.</p>

Negative Impact:	<p><u>Public Spaces Not Designed for Everyone:</u></p> <p>The development of the route will provide active travel links to local destinations and provide access to public spaces. However, if the resulting route and adjoining environment isn't improved following inclusive design principles, residents with protected characteristics are less likely to use it. The negative impacts of this could include:</p> <ul style="list-style-type: none"> • Social isolation • Less likely to use walking and cycling infrastructure • Feeling uncomfortable and unsafe in public spaces • Less likely to benefit from the mental and physical health benefits of neighbourhood spaces and active travel
Characteristics Disproportionately Impacted:	Gender, Gender Reassignment, Sexual Orientation, Race and Ethnicity, Disability, Age (Young/Old)
Actions to be Explored	Expected Outcome
<p>Ensure that the route and access points are designed inclusively following best practice guidance. Examples of guidance to incorporate:</p> <ul style="list-style-type: none"> • Arup: Queering Public Space • World Health Organisation: Global Age-Friendly Cities • Age UK: Age-Friendly Places • Transport for All: Pave the Way • LTN 1/20 • Buildings Code of Practice BS 8300-2:2018 Design of an accessible and inclusive built environment • Sustrans: We must take practical steps to support people with mental health conditions 	<p>A safe and inclusive public realm that is welcoming for all people, so they can benefit from and enjoy the physical and mental health benefits of outdoor public spaces and active travel.</p>
<p>Inclusive engagement with residents to explore existing barriers, safety concerns and to shape design proposals.</p>	

Further Actions:	Comments
<p>If the negative effects cannot be changed by the removal of barriers and changes to the project, list the reasons why</p>	<p>The project is currently at an outline design stage, and the mitigation described will help address the negative impacts on protected characteristics. The mitigation and impacts have been identified from researching other schemes and related best practice guidance.</p> <p>The on carriageway 20mph zone sections of the route in Littlebury and Saffron Walden will need to be designed carefully, reducing disproportionate impacts on people with protected characteristics. The feasibility of making this sections traffic free and/or segregated should be given further consideration.</p>
<p>If impact is unclear what action is required?</p>	<p>This EqIA will need to be revisited as the project develops, as new impacts may emerge, and the projects inclusivity will need to respond to future engagement and monitoring results.</p>
Monitoring:	Comments
<p>Summarise how you will monitor the inclusive impact of the project</p>	<p>A monitoring plan for the project will need to be developed and implemented in response to the following requirements:</p> <ul style="list-style-type: none"> - To establish that the projects development is inclusive. This will need to include monitoring of attendance and how design decisions are responding to feedback. If data reveals that activities and design development is not being shaped by a specific protected characteristics, the engagement approach will need to be changed. - Baseline monitoring to understand current journeys which can be used to guide design development and understand the impacts of any trials. - Perception surveys to understand existing concerns and aspirations. Also used to gain feedback on design proposals and behaviour change activities. - Monitoring at all stages of the collaborative design process including the projects legacy and long term impacts on everyone including those with protected characteristics.

Feasibility EqIA Outcome: Project Sponsor Decision
<input type="checkbox"/> No major change <i>If this is selected, you are confirming that the EQIA demonstrates the proposal is robust and there is no possible adverse impact on this characteristic. You must demonstrate in the justification that all opportunities to promote equality have already been taken</i>
<input checked="" type="checkbox"/> Continue the scheme <i>If this is selected, you are confirming that the EqIA identifies possible adverse protected characteristic impact or missed opportunities, but the scheme can be justified. If this is selected, you must set out the justifications for continuing with the scheme in terms of proportionality and relevance.</i>
<input type="checkbox"/> Adjust the scheme <i>If this is selected, you are confirming that the EqIA identifies possible adverse protected characteristic impact or missed opportunities which suggest the scheme needs to be adjusted. If this is selected, you must set out the reasons why an adjusted scheme is required. For example, to remove unjustifiable barriers or address opportunities that cannot be missed on the balance of proportionality and relevance.</i>
<input type="checkbox"/> Stop and halt the scheme <i>The scheme shows actual or possible unlawful protected characteristic discrimination. It must be halted or significantly changed. If this is selected, you must set out the reasons for halting the scheme or significantly changing it to avoid unlawful discrimination.</i>
Project Sponsor Justification/Comments

Continue the scheme

The designs developed for this scheme meet current LTN1/20 guidance for the provision of walking and cycling infrastructure. Pedestrian and cycle movements between Great Chesterford and Saffron Walden are not necessarily going to be high enough to create “crowding” problems, but areas within Littlebury – where road and footway space are more challenging – present a problem for all users that cannot necessarily be fixed without significant political impact (ie closing roads to through traffic).

The developed / detail designs should consider the ability for a “partially mobile” pedestrian to undertake elements of this route – such as accessing services in Great Chesterford, Littlebury or Saffron Walden, and recognising that a distance of 500m could be a challenge. Installing benches at 500m intervals within the urban fringe and at 1km intervals between settlements provides a rest area for those wishing to explore further.

Accessing open space is good for mental health and well being, Ensuring that these benches also include space for wheelchairs, pushchair/buggies and that they provide shade and shelter will create “mini destinations” along the route – and especially so where there are good views and suitable space can be created safely away from the road.

MP 240323