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KENT COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

REMOVE ALL RED GUIDANCE NOTES BEFORE PRINTING OR SENDING

Directorate:

EE

Name of policy, procedure, project or service

Tonbridge and Malling Cycling Strategy 2013 - 2018

What is being assessed?

Policy

Responsible Owner/ Senior Officer

Paul Lulham

Date of Initial Screening

03/04/13

Update each revised version below and in the saved document name.

Version	Author	Date	Comment
1	Tay Arnold	03/04/13	Sent to Diversity & Equality for feedback
2	Tay Arnold	07/05/13	Sent to Diversity & Equality for feedback
3	Tay Arnold	14/05/13	Approved by D&E

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Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why? Internal action must be included in Action Plan	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities if yes you must provide detail
		Positive	Negative		
Age	Yes – The use of shared use cycle-footways can be unpopular with the visually impaired but these concerns can be mitigated through good design. Strategy suggests new routes which will improve access by bike (or as a pedestrian) to amenities from residential areas	High	Low	Yes	Yes – strategy could be made available in alternative formats if requested. In addition use of good design and best practises will improve accessibility for people of all ages.
Disability	Yes – The use of shared use cycle-footways can be unpopular with the blind and partially sighted but these concerns can be mitigated through good design. Routes suggested lead to improved access for those with mobility issues	High	Low	Yes	Yes – strategy could be made available in alternative formats if requested. Consideration needs to be given to any vehicle barriers installed to ensure access is not blocked for mobility scooters, pushchairs etc. Use of good design will improve access for all. The use of shared use cycle-footways can be unpopular with the visually impaired but these concerns can be mitigated through good design.
Gender	No – safer cycle routes may encourage more women to take up cycling	Low	None	No	As route improvements occur these will be publicised to women's groups to encourage them to cycle. Women's

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	No					only cycle groups exist in Kent such as British Cycling's Breeze network, any champions within TMBC will also be made aware
Gender identity	No	None	None	None	No	
Race	No	None	None	None	No	
Religion or belief	No	None	None	None	No	
Sexual orientation	No	None	None	None	No	
Pregnancy and maternity	No – improved walking routes for pushchairs etc. Increased links to amenities	Medium	Low	No	No	Consideration needs to be given to any vehicle barriers installed to ensure access is not blocked for mobility scooters, pushchairs etc.
Marriage and Civil Partnerships	No	None	None	None	No	
Carer's responsibilities	No	None	None	None	No	

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting would you ascribe to this function

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

State rating & reasons

Low – The document will have a 6week consultation period with a wide variety of stakeholders as well as being placed on both the KCC and TMBC websites. This will identify any impacts that have been overlooked and sufficient time will be allocated to incorporate feedback and/or include in an action plan. The screening has highlighted minimal impact on protected groups, primarily relating to the potential installation of multi-user routes. There is also a potential impact on parents with pushchairs and those with mobility problems, both groups will also be included in the consultation. Those groups potentially affected will be consulted and any negative impacts will be negated by use of good design as outlined in the DfT guidance notes LTN 01/12 & 02/08.

Context

This Cycling Strategy is a collection of policies and related action plans that work together to promote cycling and the development of appropriate cycling facilities throughout Tonbridge and Malling Borough. It builds on the previous strategy "Putting the Wheels in Motion", published in September 1998. It also links to and draws on the third **Local Transport Plan for Kent (2011-16)** sets out Kent County Council (KCC)'s policies and delivery plans for the management and improvement of the local transport network. These link to the wider 'Bold steps for Kent'.

Aims and Objectives

It is recognised that there are many advantages in providing and encouraging cycling as a viable alternative form of transport, exercise and as a source of recreational enjoyment. Everyone should have the opportunity for independent mobility, and in order to achieve this it is vital to consider the street environment and infrastructure. The vision is to create an environment, particularly in the urban areas within the Borough, where people of all ages and abilities feel able to cycle safely, easily and enjoy the experience.

Beneficiaries

All local residents and others who wish to cycle (or walk in the borough) either for leisure or work purposes.

Consultation and data

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The Strategy was originally drafted by Sustrans, working in partnership with officers from Kent County Council and Tonbridge and Malling Borough Council, as well as local cyclists. Local Transport Plan is linked to accessibility and social exclusions. Supporting data can be provided from both national and local contexts. Contained within the strategy are statistics linked to journey data, health benefits of cycling and local crash data, these demonstrate the need to promote cycling within the borough as well as improving the provision of cycle routes.

The screening has highlighted minimal impact on protected groups, primarily relating to the potential installation of multi-user routes. However a range of stakeholders will be consulted including those from protected groups. These will include:

Guidedogs for the Blind
Centre for Independent Living
West Kent Disabled and Sensory Impaired Group (through Voluntary Action in West Kent)
Mobility Shops/Centres
Women's Institute Groups (tbc)
All local Sure Start Centres
Local Nurseries (tbc)
Local Schools

Potential Impact

The initial screening highlights no adverse affects for protected groups other than the potential issues of a shared use cycle-footway. These can be addressed through good design and best practices. The changes proposed in the strategy are intended to improve routes and links. This will have a positive affect on users, including those with mobility or access problems.

The strategy will have a 6 week consultation. Any additional positive or negative impacts identified during this period will be included in a subsequent EqIA screening, relevant action planned and incorporated into the final strategy as appropriate.

Adverse Impact:

No adverse impacts have been identified that can not be avoided through good design as outlined in the DfT guidance notes LTN 01/12 & 02/08. However, the strategy will have a 6 week consultation. Any negative impacts identified during this period will be included in a subsequent EqIA screening, relevant action planned and incorporated into the final strategy as appropriate.

Positive Impact:

The changes proposed in the strategy will improve routes and links. This will have a positive affect on local residents, including those with mobility or access problems. Any additional positive impacts identified during the 6 week consultation will also be included in subsequent screening versions and incorporated into the final document as appropriate.

JUDGEMENT

Option 1 – Screening Sufficient **NO**

Justification: Screening is sufficient for document to go to consultation. Process to be repeated once document has been out to consultation.

Option 2 – Internal Action Required **YES/NO**

There is potential for adverse impact on particular groups and we have found scope to improve the proposal

(Complete the Action Plan at the end of this document)

Option 3 – Full Impact Assessment **YES**

The strategy will have a 6 week consultation. Any negative or positive impacts identified during this period will be included in a subsequent EqIA screening, relevant action planned and incorporated into the final strategy as appropriate.

A full impact assessment will need to be undertaken if:

- the policy, strategy or service is judged to be major because of high cost, or potential to affect a large number of residents of Kent

OR

- is identified as having a potential impact on any of the listed groups/ individuals with particular characteristics.

OR

- or the potential impacts of a policy, procedure, project or service on a particular group are unknown.

Equality and Diversity Team Comments

The Equality and Diversity Team to make any comments following their review.

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Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed: *P. Lulham*

Name: P. LULHAM

Job Title: STRATEGIC TRANSPORT
PLANNER

Date: 16/5/13.

DMT Member

Signed: *S. D. Burr*

Name: S. D. BURR

Job Title: DIRECTOR

Date: 16/5/13

Part 2: FULL IMPACT ASSESSMENT

Name

Of the policy, procedure, project or service

Responsible Owner/ Senior Officer:

Date of Full Equality Impact Assessment:

Scope of the Assessment

Set out what the assessment is going to focus on, as directed by the findings from your initial screening

Information and Data

State what information/data/research you have used to help you carry out your assessment

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Involvement and Engagement

Provide details of all the involvement and engagement activity you have undertaken in carrying out this assessment and summarise the main findings

Judgement

Set out below the implications you have found from your assessment for the relevant diversity groups. If any negative impacts can be justified please clearly explain why.

Action Plan

Provide details of how you are going to deal with the issues raised in judgement above and complete the Action plan at the end of this document

Monitoring and Review

Provide details of how you intend to monitor and review progress against the above actions

Equality and Diversity Team Comments

The Equality and Diversity Team to make any comments following their review.

Sign Off

Feb 2013

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:

Name:

Job Title:

Date:

DMT Member

Signed: 

Name: J D BURR

Job Title: DIRECTOR

Date: 16/5/13



Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age & Disability	Implementation of shared cycle-footways can be unpopular with visually impaired users.	These concerns can be mitigated through the use of good design as outlined in the DfT guidance notes LTN 01/12 & 02/08	Shared cycle-footways will only be constructed where no other solution is available. Where they are implemented they will be designed according to the relevant guidance as stated.	KH&T	Duration of the strategy	None – new infrastructure should follow criterion guidance standards at all times.

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