



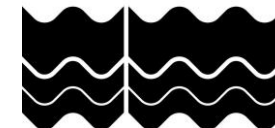
## FULL COUNCIL – 10 FEBRUARY 2026

### Item 5 - Report of the Cabinet – Paragraph 1 – Reconciling Policy, Performance and Resources

#### Equality Impact Assessments

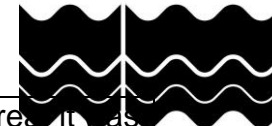
- A. Equality Impact Assessment – Affinity Trust (Beckley Close and Jasmine Lodge) deregistration and change from Residential Care to Supported Living – *Page 3*
- B. Equality Impact Assessment – Grant Funded Capital Project for Hollington Youth Hub – *Page 35*
- C. Equality Impact Assessment – Schools Basic Need Capital Programme – *Page 57*
- D. Equality Impact Assessment – Proposed Reorganisation and Enlargement of Grove Park School – *Page 87*
- E. Equality Impact Assessment – Core Capital Programme – *Page 107*
- F. Equality Impact Assessment – Bus Service Improvement Plan (BSIP) Enhanced Partnership (EP) – *Page 115*
- G. Equality Impact Assessment – BSIP Bus Priority Measures: Eastbourne Station Area – *Page 133*
- H. Equality Impact Assessment – Exceat Bridge Replacement and Improvement to A259 Corridor – *Page 159*
- I. Equality Impact Assessment – Exceat Bridge CPO, Bridge Order and Side Roads Order – *Page 201*
- J. Equality Impact Assessment – Eastbourne Town Centre Movement & Access Package – Phase 2B – *Page 211*
- K. Equality Impact Assessment – Hastings Town Centre Public Realm and Green Connections – *Page 231*
- L. Equality Impact Assessment – Blue Heart (Flood & Coastal Resilience Innovation Programme - engagement) – *Page 255*
- M. Equality Impact Assessment – Eastbourne Town Centre Movement & Access Package – Phase 2A – *Page 259*
- N. Equality Impact Assessment – Station Approach, Hastings, Hastings and Bexhill Movement and Access Package – *Page 281*
- O. Equality Impact Assessment – Bexhill Cycle Route A. Walking and cycling route from Collington to Worsham – *Page 285*
- P. Equality Impact Assessment - Proposed co-location of the Registration Service and the Library and Information Service in Hastings – *Page 299*
- Q. Equality Impact Assessment - Proposal to revise the university support offer for East Sussex Care Leavers – *Page 321*

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## Equality Impact Assessment

<b>Title of Project/Service/Policy</b>	Affinity Trust (Beckley Close and Jasmine Lodge) deregistration and change from Residential Care to Supported Living
<b>Team/Department</b>	Learning Disability Commissioning
<b>Directorate</b>	Strategic Commissioning & Supply Management
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p><b><u>Reviewed and updated on 19/11/2025 to reflect changes since 04/11/2024, 14/12/2023 and 06/07/22 reviews of the original EqlA dated 07/10/21.</u></b></p> <p>The strategic direction of East Sussex County Council's (ESCC) commissioned services for adults with a learning disability is to increase supported living provision. The Council aims to provide high quality accommodation that is able to meet the current and future needs of existing East Sussex residents and support the cohort of younger people transitioning into Adult Services. This approach is in line with personalisation principles set out in 'Building the Right Support' (NHS England, Local Government Association, Association of Directors of Adult Social Services, 2015), 'Registering the Right Support' (Care Quality Commission, 2017) and Right Support, Right Care, Right Culture (CQC, updated 2021).</p> <p>Supported living for people with a learning disability is sought as a first option by ASC, where this is in line with assessed needs, before residential care placements are considered. This is particularly the case for the younger cohort of people with a learning disability coming through transitions into adult services.</p> <p>A supported living model offers more choice and flexibility for the people supported and will enable them to have tenancies further securing their legal rights to the property. They will also be able to access a range of welfare benefits not eligible to those in a residential care setting, increasing financial stability.</p> <p>1:1 support can be better tailored to individual need aiming to work towards increased independence. This approach to care and support is well suited to driving forward the key priority areas in the Council Plan, of helping people to help themselves.</p>

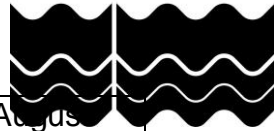


	<p>Following the retender of 5 existing residential care homes in the Hastings and Bexhill area, it was agreed that one of these properties, Beckley Close, is reregistered as Supported Living during 2022-2023 with a further property, Jasmine Lodge, identified for 2023-2025. This will include the redevelopment of the properties, providing more ensuite facilities and significant improvements made to the internal aspects of property, to support the change in model moving forward for the current people supported as well as the younger cohort needing accommodation and support in the future, in line with the statutory duty under the Care Act 2014 to provide care and support for eligible local people. It will also contribute to increasing the range of settled accommodation options available in the county for adults with a learning disability, to work towards improving performance in this area in East Sussex.</p> <p>The original proposal is based on the aim of keeping these existing services sustainable for the future; a similar care setting that used to be part of this overall care contract was closed in 2018 due to increasing voids and inability to fill these due to the increasingly outdated residential care service model and environment offered. A similar situation arising in the future would lead to the risk of fewer options being available for people requiring support and the need to move out of a service.</p> <p>This Equalities Impact Analysis will focus on the two proposed properties. This will include the potential impacts on the individuals who live within the properties, their families (or those important to the individuals) based on known protected equality characteristics, including the potential impact of a temporary move to alternative accommodation whilst building works are completed.</p> <p>Early consultation with people who use the service, and their families took place including information sharing relating to the proposals, agreements reached and how communication will continue throughout the project. The people who use the service have complex communications needs so careful consideration has been given throughout to ensure that any information is both accurate and presented in a way that the people supported can understand, and people's views will be taken into consideration as part of the overall project.</p> <p>Consultation took place with the current provider to remodel to Supported Living and formed part of their re-tender application. The provider organisation has a proven track record of deregistering residential care services and reregistering as supported living. The provider has supported the current people for many years and knows each individual well. Furthermore, the care provider</p>
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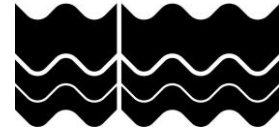




	<p>supported clients and their families when one of their previous residential care homes close in 2018, and clients were supported to move into their other existing services.</p> <p>The Community Learning Disability Team (CLDT) have been engaged in the process and have been central to reassessments of the clients and have supported the commissioning team in gathering information relating to those who use the service. Furthermore, the CLDT, East Sussex Specialist Brokerage Team and the East Sussex Transitions Team have been consulted in relation to future needs of projected clients who will require supported living services over the coming years. All these stakeholders are in support of the proposal to ensure that the service remains sustainable in the years ahead, improves the quality of accommodation for current people supported, and is suitable for the younger cohort of people who will require support in the future.</p> <p>Targeted work was completed by ESCC and Affinity Trust in relation to identifying alternative temporary placements for the clients living at Beckley Close so the extensive construction works could progress at Beckley Close in phase 1 of the project. A multi-disciplinary working party met regularly to complete targeted work around assessment of need, capacity assessments, Best Interest Assessments, matching to existing vacancies within the current care providers portfolio, and ensured that each person had support from their family or formal advocates as appropriate. Clients and their families were supported to view the alternative accommodation provision on offer, spend time with the receiving staff teams and to have a formal induction prior to the temporary moves being made. The clients at Beckley Close were supported to move to the short-term provision in the first week of June 2023 (and returned to Beckley Close week commencing 9<sup>th</sup> September 2024) The clients at Jasmine Lodge were relocated to their temporary alternative accommodation week commencing 23<sup>rd</sup> September 2024.</p> <p>Westridge Construction were awarded the contract in June 2023, and construction works at Beckley Close started in July 2023. Works were progressing well, but regrettably we were informed in September 2023 that Westridge had gone into administration and construction work was paused. This led to a delay in the overall project resulting in the temporary moves being extended beyond the original forecasted completion time. Family members were informed of the delay and continued to receive regular updates as things progressed. Families also had a point of contact within Affinity Trust should they have any ongoing concerns.</p> <p>ESCC and the Administrator overseeing Westridge's affairs worked together closely to agree a Contract Novation with an alternative contractor. A new contractor, BMR, was awarded the contract and restarted on site at Beckley Close in January 2024; construction work progressed</p>
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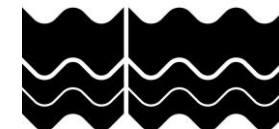


	<p>well and was completed ahead of time however, ESCC formally took handover on 28<sup>th</sup> August 2024.</p> <p>Detailed transition planning supported a phased return for clients back to their newly developed home week commencing 9<sup>th</sup> September 2024. The project has relied on partnership working and forging strong working relationships between multiple external partners and agencies including the Care and Support provider, Building Contractors, Project Management Consultants, Architects and Landscapers. as well as collaboration with internal departments including the Community Learning Disability Team (CLDT), Appointee &amp; Deputyship Team (ADT), Estates, Finance Dept and Occupational Therapy teams. This amalgamation of stakeholders has been key to the success of Phase 1 and has been pivotal to the planning and development process of Phase 2 (Jasmine Lodge development) ensuring these lessons learned including best practice and any improvements or solutions are utilised to benefit Phase 2. Phase 1 of the project focussed on the completion of Beckley Close and from feedback received from tenants via observations/interactions, families and stakeholders this development and change in service model has improved outcomes for the individuals supported at Beckley Close.</p> <p>The Supported Living Project Board continues to oversee each phase of the project ensuring a collaborative, robust governance and decision-making process.</p>
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# 1. Update on previous EqlAs and outcomes of previous actions (if applicable)

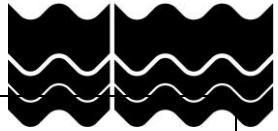
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
This document has been updated to reflect the developments within Phase 1 of the project enhancing the content of the original document and subsequent reviews.	The EqlA better reflects the impact and measures in place to support activity and actions required moving into Phase 2 of the project.	All actions are detailed in this document and will be subject to ongoing review.



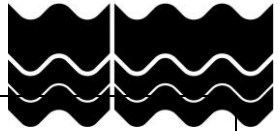
## 2. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

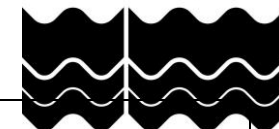
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Age</b>	<p><b>Beckley Close</b> Age ranges from 40 – 66 Ave age 57 40-50=2 50-60=1 60-70=2</p> <p>All people supported have lived in the service for approximately 14 years.</p> <p><b>Jasmine Lodge</b> Age ranges from 47-66 Ave age 58</p>	<p>The age range of clients in service indicates that the current model (traditional residential care with shared only facilities) is less suitable for younger clients, however a change to supported Living will make the service more accessible to a younger cohort of people in years to come.</p>	<p>Evidence in this area identifies that for many of the clients these have been long-term stable placements. Any additional concerns relating to age will be identified for individuals as part of the ongoing communication process.</p>	<p>The intention is to continue to support the people in their current homes. Supported Living will enable individuals to have greater control over their care and support and will enable them to have tenancies further securing their legal rights to the property. They will also be able to access a range of welfare benefits not afforded to those in a residential care setting.</p> <p>Remodelling the physical environment to incorporate a higher specification in terms of bathing, hoisting and additional space will also future proof the accommodation for emerging and changing needs of the existing clients as well as for future tenants.</p> <p>Remodelling the service to Supported Living will make it more attractive to younger people should voids appear. This will sustain viability of the service in years to come and</p>



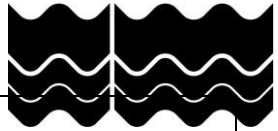
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	<p>40-50=1 50-60=2 60-70=2</p> <p>People have lived in the service for 1-23 years.</p>			<p>further develops supported living to meet the needs of a wider group of people.</p> <p>For the project to be completed, people will be required to vacate their current accommodation for a period of approximately 9-12 months. Clients that made the temporary move from Beckley Close settled well in their temporary alternative accommodation and no significant concerns were raised. Clients were accommodated in other services with the same care provider and with staff who knew them well, in environments suitable to meet their care and support needs. Regrettably, the originally anticipated period of 6 to 8 months had to be extended following the unavoidable pause on construction and work undertaken to instruct a new contractor. It is envisaged that the original estimated 6-8 months for those at Jasmine Lodge as the second phase of the development will remain unchanged but will be subject to a delay in starting. Adults were supported to move from Jasmine Lodge week commencing 23<sup>rd</sup> September 2024 to</p>



<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
				<p>their temporary alternative accommodation with a provisional start on site date for the contractor scheduled for Monday 7<sup>th</sup> October 2024, however, there have been an additional unavoidable delay. Clients that made the temporary move from Jasmine Close are settled in their temporary alternative accommodation and no significant concerns have been raised. As with Beckley Close, clients are accommodated in other services with the same care provider and with staff who know them well, in environments suitable to meet their care and support needs. Regrettably, the originally anticipated period of 6 to 8 months has had to be extended given initial start on site delays. The practical completion of the build was completed on 11<sup>th</sup> August however there have been some delays with lease arrangements requiring authorisation from NHSE. The CLDT and commissioning team remain in contact with the provider via fortnightly mobilisation meetings to review how people are being supported, and advocacy will also be involved when people are to return to their original accommodation.</p>

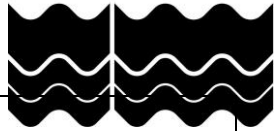


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				The provider has previous experience of closing residential care home and a working party specifically to explore the needs of the individuals to ensure that appropriate accommodation was sourced within existing services. This was successful and a similar methodology was used to support the recent moves along with the lessons learned from Phase One of the project in the multi-disciplinary approach and transition planning
<b>Disability</b>	<b>Beckley Close</b> All 5 people have diagnosed Learning disabilities and additional health/physical needs. All clients use nonverbal methods of communication and rely on people who know them well to ensure that their physical, emotional and	People who use the service have a range of communication needs linked to their diagnosed learning disability. Mental capacity is a key consideration and individual capacity assessments specific to accommodation were completed for those at Beckley Close. These will be required for the people at Jasmine	A change to supported living may present tangible benefits for the current people supported and future tenants receiving a service. This includes: <ul style="list-style-type: none"> <li>• Being supported to achieve greater control over who supports them and when support is given</li> </ul>	Easy read documentation has been produced to support people to understand tenancies and additional resources will be produced to support communication throughout the process. Easy read ESCC Housing Toolkit utilised to support and maximise understanding of the move process.  People supported received easy read letters that detailed the proposed changes and approvals reached at each stage. This has been supported by the staff at Affinity Trust, however it remains unclear how many people have been able to understand and retain this information at this point.

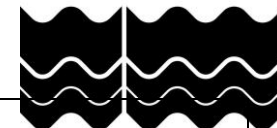


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	<p>communication needs are met. The MCA process has identified that all 5 people lacked capacity to make specific decisions relating to their accommodation. Best Interest decision have been made with input from important people in their lives as well as formal advocacy support for those who needed it IMCA).</p> <p><b>Jasmine Lodge</b> All 5 people have diagnosed Learning disabilities and additional</p>	<p>Lodge as part of the planning process. As a result, securing detailed and specific feedback may not be achievable for some of the people. However, the clients have resided in this service for many years and the view from staff, commissioners and other professionals are that the clients' needs are well met, and the clients are able to indicate via behaviours and other forms of communication that they are settled and happy in their current accommodation.</p>	<ul style="list-style-type: none"> <li>• Access to a range of welfare benefits to increase financial stability</li> <li>• Security of tenure</li> <li>• Being supported to be involved as far as possible with choosing who they live with and consultation relating to new tenants</li> <li>• Newly modernised accommodation that meets current and future needs</li> <li>• Continued support from a provider who knows them well and is committed to their welfare</li> </ul>	<p>The LD Commissioning Team have discussed the need for formal advocacy support with the Senior Commissioning Manager (Mental Health) who has oversight of the Advocacy contract for ASC. Support to access advocacy is available and has been appropriately accessed for those who are eligible.</p> <p>Enabling people to access tenancies, welfare benefits and have control over their care and support will advance equality.</p> <p>It will be the same care provider when Jasmine Lodge changes to supported living, and this care provider has supported current clients for a number of years, so have a good understanding of their care needs. Equality and inclusivity have been central to informing external and internal designs, the build specification, temporary move planning and transition arrangements, as well as future support structures with the aim of developing services that are fit for purpose,</p>

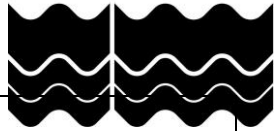




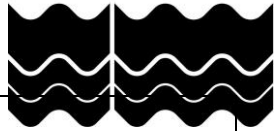
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	<p>health/physical needs. All clients use nonverbal methods of communication and rely on people who know them well to ensure that their physical, emotional and communication needs are met.</p> <p>2 of the people receiving a service have behaviour that requires specific support to maintain safety.</p> <p>Early indication is that all 5 people are thought to lack capacity to make specific decisions relating to their</p>	<p>Ongoing communication with parents and family members will inform further content in this area.</p>	<p>Potential negative impacts could include:</p> <ul style="list-style-type: none"> <li>• Temporary moves whilst the building is modernised could lead to short term distress or confusion This will be mitigated by a care provider and staff who know the people well.</li> </ul> <p>Any new accommodation will need to take in to account the client's needs specifically relating to those with a visual impairment to ensure that any environmental changes can be managed in a way</p>	<p>accessible, adaptable to individuals needs and provide a sustainable resource within ESCC's Supported Living portfolio. Continued regular and effective communication has been maintained with both people supported and their families/supporters ensuring they are reliably informed and reassured on all relevant stages of the building works, updated timescales, temporary moves and return to their home. This also offered families/supporters an opportunity to raise any concerns or request further information.</p> <p>Capacity assessments and best interest decisions formed part of the process throughout the project. Due consideration was given at review prior to tenants returning to Beckley Close to establish if the clients would benefit from remaining in the temporary accommodation (placement made permanent) if there are tangible identified benefits to the individual, or if it is identified that returning to the previous accommodation may be more distressing</p>



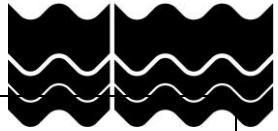
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	accommodation. This will be formally assessed and if needed, a best interest decision will be made including the views of important people in their lives as well as formal advocacy support if required (IMCA).		that limits disruption to those individuals.	than remaining in the short-term accommodation. This Best Interest process will also be completed prior to people supported returning to Jasmine Lodge.  To facilitate a smooth transition from Beckley Close and Jasmine Lodge to alternative accommodation, people were supported to visit and spend time in the new services. This included introduction visits to become familiar with the services and the staff team. Furthermore, the existing staff team at Beckley relocated to the new services to provide continuity of care. Clients' welfare has been monitored through regular Operational Management group meetings. People at Beckley Close settled well, and the process of managing the moves was viewed positively. To this end the same process was followed to support the moves from Jasmine Lodge. When managing the temporary moves and the return to their remodelled home/s, many significant individual tasks across various internal and external partners



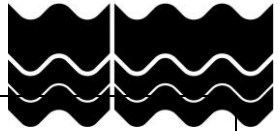
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				<p>had to be co-ordinated to ensure a personalised, bespoke transition with minimal impact and maximising involvement of people supported and their supporters. Detailed monitoring trackers and spreadsheets were developed to oversee and co-ordinate the moves. Having this layer of management and accountability ensured that all identified tasks were completed to achieve a successful and timely transition for each individual whilst considering and protecting their wellbeing within the process.</p> <p>On the basis of the evidence of these recent moves and the feedback obtained, individuals have responded favourably to the change, newly remodelled environment and increased opportunities for community participation.</p>
<b>Gender reassignment</b>	No communicated impact in this area.	Feedback from care provider and care managers tells us that that this protected	No perceived impact relating to current people residing in the accommodation.	The current provider would effectively manage protected characteristics in this area for any future people who chose to access the accommodation.



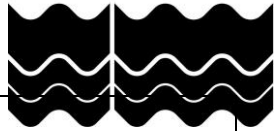
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		characteristic is not applicable for the current people living in the property.		
<b>Pregnancy and maternity</b>	Beckley Close 2 people are female  Jasmine Lodge 3 people are female	Feedback from care provider and care management tells us that that none of the people identified are pregnant or likely to engage in sexual relationships. All the current people in the placement have severe learning disabilities, additional communication needs, physical health needs and vulnerabilities that requires intensive support from professional carers.	No perceived impact relating to current people residing in the accommodation.	No specific actions identified in this area.



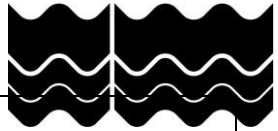
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Race/ethnicity</b> Including migrants, refugees and asylum seekers	All people in the accommodation are reported to be white British.	Staff have confirmed that all people in the accommodation are white British.	There is no impact from the data provided. For new people accessing the service, race and ethnicity would not be a barrier. People would be proactively supported to ensure needs relating to race, ethnicity and culture are met effectively.	No identified actions in this area.
<b>Religion or belief</b>	Due to communication issues experienced by the current people in the services it is difficult to fully ascertain people's religious beliefs.	The provider supports a number of people to access places of worship, and this is based on known individual needs and preferences. This is established as part of routine care planning and those with specific requirements are supported to ensure known needs are met.	People are supported to attend places of worship. This is based on individual need and would be encouraged for any new tenants accessing the property.	People are currently supported to access church and places of worship. The supported living model will enable people to have designated 1-1 support time to use as they or their representatives chose. This will further enhance people's ability to direct their care including support to meet their needs in this area.



Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<b>Sex/Gender</b>	Beckley Close 2 females and 3 males  Jasmine Lodge 3 females and 2 males	There is currently a mix of males and females in the placement.	There is no impact on people based on their sex/gender.  The current mix of male and females will support future placements to ensure that the service is able to meet the needs of all people regardless of Gender	No identified actions in this area.
<b>Sexual orientation</b>	Based on individual's ability to communicate their needs and wishes, alongside the staff teams knowledge of the clients, we are unable to fully ascertain the current people's sexual orientation.	Staff that know the people well are unable to identify individuals that require specific support in this area. The people living in the service have learning disabilities that may limit their ability to effectively communicate their sexual orientation to those who support them.	A person's sexual orientation would not be a preventative factor for current or future people using the service. The current care provider has a range of policies to tackle discrimination including those based around sexual orientation.	The current provider has a range of policies in place to ensure that people's sexual orientation would not be a prohibitive factor for new or existing people using the service or taking up a tenancy.



Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<b>Marriage and civil partnership</b>	None of the current people are married or in a civil partnership.	Information provided by the care provider indicates that it is unlikely that people supported would enter marriage or civil partnerships.	No negative impact identified.  It is widely acknowledged that people with Learning Disabilities are significantly less likely to marry. A person's accommodation can also have an impact on people's ability to engage and develop meaningful relationships/partnerships. Moving to a Supported Living model will enable people to be supported to have a greater level of control over their support. This could include targeted support to engage and maintain relationships that could lead to marriage and Civil Partnerships. They will also have security of their own tenancy to invite	Tenants who wish to enter into marriage and civil partnerships will be supported to do so providing they have capacity to make this decision.



Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			<p>guests and partners to stay.</p> <p>This will support new and existing tenants and may enhance the ability to experience relationships in line with their legal rights to marry or form partnerships.</p>	
<b>Impacts on community cohesion</b>	People covered in this assessment engage with their local communities and have been part of the community for many years.		<p>Works undertaken on the building to enable the refurbishment should have limited impact on the local neighbourhood.</p> <p>The Supported Living model aims to enhance people's access to local groups and encourage active participation in their community.</p>	The landlord/housing provider informed properties in the immediate vicinity that building works would be taking place and no concerns have been raised during the construction of Beckley Close. This will also be monitored for Jasmine Lodge and any concerns shared.

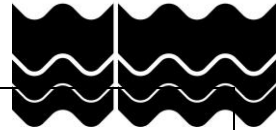




### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	No negative impact. All people are supported to access the community both locally and further afield.	No impact identified.	No impact	NA
<b>Carers</b>	Consultation with individuals' families and representatives has commenced and people have been informed of the proposals, agreements reached and how they can raise concerns. Main considerations could include concerns relating to temporary moves for individuals and what the support will look like going forward. The ongoing communication process has enabled people to be involved in decision making and will inform the support that is put in place to alleviate concerns they may have. There will also be ongoing opportunities	Families of the individuals have been informed in writing with details of who to contact if they have concerns. To date there have been two enquiries made that relate to concerns around the people supported ability to return to the property once the works are complete. One person also wanted reassurance that the development would benefit the individual.  Communication will continue throughout the project and families will be update and have the	Where possible, people will be supported to remain in the local area to enable contact with important people in their lives.	Communication with family and friends supported decision making about location of temporary moves for individuals. This approach was implemented across the temporary moves for both Beckley Close and Jasmine Lodge when matching clients to temporary alternative provision, consideration was given to support staff, specifically ensuring they were supporters that clients were familiar with. This involved ensuring that staff were able to relocate logistically, whilst still attempting to match clients with the staff they have the best relationship wherever possible to offer continuity and familiarity of support.  Family and significant others have been kept up to date both verbally and



Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
	to discuss the potential benefits for individuals to offset some of the potential concerns. Regular updates will be given to families, so they are aware of progress throughout the project. Families were made aware that there had been a pause on the works at Beckley Close and were informed when these recommenced. Families and significant others will be kept informed of progress and will be given regular updates for Phase 2 of the project at Jasmine Lodge,	option to feed into the process at regular intervals.		in writing as the project progresses. For clients returning to Beckley Close, family members were given the opportunity to visit the remodelled service prior to their family members moving back. Some family members took this opportunity, and others visited after the moves had taken place, feedback from both of these visits has been very positive, this included – <i>‘they were amazed by the transformation’, ‘they were very impressed with the work that had been carried out’ and ‘family were very happy with his new bedroom and has given us a definite thumbs up for the new home.’</i>
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care	The remodelling of the service to Supported Living will enhance its offer to care leavers who also have a diagnosed Learning Disability.	Transition leads and the ESCC Brokerage Team tell us that there is a lack of suitable supported living services for care leavers including those leaving foster care. The gap is further widened for those with complex support needs that	Developing the property and changing the current model will enable a wider offer to those not currently able to access the service. This will have a potential future beneficial impact on younger people who	Data collation from the Transition Team supports long term future planning and will further shape the service to meet forecasted needs for those with an LD. Maximising the design potential and usability of the remodelled accommodation by ensuring their accessibility and adaptability allows



Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
leavers – see end note)		require specialist support or adapted properties to meet physical needs.	require services in East Sussex. The ASC Transition Cohort Planning Meetings have identified approximately 15 individuals who are transitioning from Children's service to adults who are forecast to benefit from supported living services over the next 2-3 years. This forecast may increase as new people requiring services are identified.	<p>for upcoming vacancies to be utilised by a wider range of clients, minimising vacancies and making best use of resources.</p> <p>Following the completion of the works to Beckley Close, referrals are already being received for consideration for younger adults.</p>
<p><b>Assessment of overall impacts and any further recommendations</b> - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)</p>				
<p>The current care and support provider adheres to their internal policies and procedures and has also has a jointly agreed service specification with ESCC that includes clear requirements to ensure that people's protected characteristics defined in the Equalities Act are identified and met. These include (but are not limited to):</p> <ul style="list-style-type: none"> <li>To ensure that equal opportunity principles underpin all its services and actions. Care and support workers are sensitive and responsive to the race, culture, religion, age, disability, gender and sexuality of the Client and their relatives and representatives</li> </ul>				



Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<ul style="list-style-type: none"> <li>To value difference and to ensure that services are sensitive to the diversity of need</li> <li>To ensure that Clients are treated with respect and valued as a person and their right to privacy is upheld.</li> <li>To support Clients to form and express close personal relationships. Such relationships should only be questioned if there have been concerns expressed by the Service Provider, the Client's Care Manager, or the Client's Representative about their ability to make an informed choice, and give consent to the relationship in question, in line with the Mental Capacity Act 2005.</li> <li>Have a fair access, fair exit, and equality and inclusion policy that is consistent with requirements of the legislation</li> <li>Have a system to identify, challenge and respond appropriately to incidents of institutional racism and indirect/direct discrimination by any staff member or Client.</li> <li>Have a robust level of training and support available to staff to promote an effective understanding of the cultural and ethnic needs of Clients.</li> </ul> <p>The above contractual requirements highlight additional safeguards to ensure that the service considers equality and inclusion when supporting existing and new people accessing the service. Outcomes are measurable and will be monitored through the Key Performance Indicators. Furthermore, the Care Quality Commission will require the provider to give evidence of how people with protected characteristics are met and this will inform the overall inspection rating. This will provide evidence from the regulatory body that due consideration is given to the impact of the support provided to meet the requirements of Equality Act.</p> <p>The proposed change in service model is likely to have a financial benefit to ESCC in terms of ongoing care and support costs met from the community care budget, however significant investment of capital funds is required to undertake the required building and improvement works. People who access supported living services are able to claim a range of welfare benefits including housing benefit that enables individuals to cover their own rent and hotel costs that are currently funded by ESCC as part of a residential care package arrangement. Furthermore, individual support is arranged in a more cost-effective way meaning that individuals retain the appropriate amount of support based on core and individual support hours ensuring maximum cost efficiency.</p> <p>There is tangible benefits to individuals should the service be remodelled. This includes refurbishment of their existing accommodation with the aim of this being appropriate to manage increasing needs in the future. The property will include ensuite bathrooms for some, and for shared bathrooms to be accessed privately from the client's bedrooms. People will be issued tenancies to give security of tenure, control and flexibility relating to support where capacity allows, additional access to welfare benefits, and greater emphasis on individuals</p>			

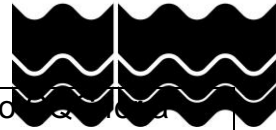


Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
	<p>being involved in decisions about future tenants that move into the property. The properties will also be improved to ensure a homely feel in keeping with a supported living model with a tenancy.</p> <p>Potential negative impacts include temporary moves albeit supported by their current carers who know them well (where possible). People may not be able to secure a tenancy without a person taking this on for them. However, this is mitigated by ensuring appropriate representation and advocacy, and all current people using the service are supported by the ESCC Appointee and Deputy Team (ADT) who can sign tenancies on their behalf. The provider has shared information as part of the pre consultation process and has identified specific individuals that may require specific care and support to make a temporary move manageable. This includes specific environmental considerations as well as those who may require additional emotional support to limit distress where possible. For example, to enable the temporary moves from Beckley Close, specialist equipment was sourced via the OT department and some minor changes were made to the receiving environments such as new floor coverings to enable mobile hoists to be safely used. This considered approach having worked well for adults at Beckley Close was implemented for the people temporarily moving from Jasmine Lodge, where further work was undertaken on an individual basis to fully establish their assessed needs and any mitigations for each individual.</p> <p>Potential long term benefits including stability for current and future clients. Not undertaking the changes could jeopardise the longer-term sustainability of the service in terms of voids resulting in risk that one or more of the services may have to close, as was the case with Cregg Na Ba in 2018, due to increase voids, aging population and the accommodation and model of support not being suitable for the younger cohort of people coming through transitions into adult services.</p> <p>It is anticipated that the structural changes to the building and change in how support is provided will be viewed positively by CQC as the regulator. The regulator has given an early positive reaction to the plans, and further dialogue with CQC will be held by the care provider.</p>			



### 3. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
<p>Consultation with Affinity Trust (care provider) has formed part of the process. This started at the point of retender for the contract awarded in October 2021. The provider submitted evidence relating to how the remodelling could be undertaken by the organisation based on previous experience and successes.</p> <p>Consultation relating to the needs of individuals has been considered by Affinity Trust in consultation with the CLDT.</p> <p>Fortnightly Planning meetings were held with Affinity Trust and commissioning, and where appropriate this has also included reps from the Specialist Brokerage Team and the CLDT. Affinity Trust have been involved with plans for developments, the proposal for a change in delivery of support and the process of reviewing draft building plans for the services identified.</p>		<p>Affinity Trust have provided information that identifies how temporary accommodation changes will be supported by the organisation based on previous experience. This includes:</p> <p>“When we consider any potential moves, we would meet with the managers/ staff who know the people well. We draw up tables that show friendship group matches, any behaviours that might clash with others, ability for families to still visit, correct equipment in each location to meet the needs, the right staff to be able to support and who could be transferred”.</p> <p>This work has progressed, and Affinity Trust identified individuals at Beckley Close who would be suitable for the current vacancies in their existing services. This information was reviewed by the CLDT, Commissioning Team and OT Department to enable a multiagency proposal that was then shared with the people supported, families and</p>	<p>Consultation and joint work with Affinity Trust will continue throughout the process. Affinity Trust will support the CLDT and Commissioning Team with the wider consultation process. This will include direct and targeted work to engage the people who live in the service alongside their families or advocates.</p> <p>As previously stated, the LD Commissioning Team have discussed the need for formal advocacy support with the Senior Commissioning Manager (Mental Health) who has oversight of the Advocacy contract for ASC. Support to access advocacy is available and was initiated for two people who live at Beckley Close to support with the temporary move process. This will be further explored for the people at Jasmine Lodge as the project progresses to phase two.</p>

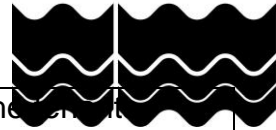


		<p>advocates prior to being finalised and temporary moves taking place.</p> <p>Affinity Trust will engage with the Care Quality Commission regarding the change in service model.</p>	<p>Affinity Trust will apply to CQC for a change in regulated support. Feedback from CQC may inform the consultation process.</p>
<p>Parents and important family members have received letters that outline the changes and agreements reached. They have been given the opportunity to contact Affinity Trust and the Strategic Commissioning Manager for wider discussion and to raise any concerns. There has been minimal contact from families, and those who have contacted have been most concerned about their family member being unable to return following the development. Some families have had sight of the draft building plans (at request from the families) and people have been reassured that people will be able to return home once the works are completed. Communication with families will remain in place, with the option to review the finalised building plans in more detail once they are in final draft.</p>		<p>Task and Finish groups have been established including representatives from Affinity Trust, Commissioning, CLDT and ADT to initiate the wider communication and involvement process as the project develops. Additional support was sought from health professionals based on identified needs, including the return to Beckley Close, and to support the temporary moves from Jasmine Lodge. Communication with people supported and their families, with support of advocacy, will also be central to this process.</p>	<p>Additional people may be added to the Task and Finish group as information and feedback is received. The consultation processes will shape the EqlA and all relevant feedback will be considered.</p>
<p>Transition cohort meetings and LD Housing panels are held on a regular basis and the proposed plans have been discussed in these meetings.</p>		<p>Discussions will continue throughout the life span of the project and any additional information that assists the</p>	<p>Regular meetings will continue.</p>



Views have been shared in relation to future needs for young people coming through transition and clear evidence has been provided to confirm that that the change in service model would be beneficial for younger people requiring services over the coming years.		development of the service will be considered.	
The CLDT are in support of the development and have completed work relating to individual needs and how these could be met within the new model. The CLDT have also been consulted on geographical areas that are a priority as well as providing information that relates to individuals protected characteristics. People supported have received easy read letters that detail the proposals for the re modelling of the accommodation as well as informing them that they will be required to relocate to a new service whilst works are completed and that they will be involved in decision making where practicable.		Affinity Trust and the CLDT will be actively supporting the ongoing consultation process. There will be additional work needed relating to engagement with individuals including needs assessments and Mental Capacity Assessments. Best Interest decisions will also be needed as part of the process.	Ongoing consultation to continue and EqlA updated at appropriate intervals. The EqlA will be reviewed when we are preparing for people to return to Beckley Close and the temporary moves from Jasmine are arranged (both have taken place and review completed).
ESCC Property Services Department have developed plans for the properties in line with the project brief. The plans have been created to maximise the existing properties to meet the new model of support. This has included engaging with commissioning and Affinity Trust to		Properties will continue to support the building plans for phase 2, and individual people's needs will form part of this process. This may result in amendments being made to the plans throughout the building design phase at Jasmine Lodge. There is a potential that not all client's individual needs can be met within the	To reduce risks in this area, ESCC Occupational Therapy Team have been engaged throughout the design process to ensure that each person's individual needs are considered. This has been successful for the returns to Beckley Close and has enabled the





identify the most suitable properties for development and enable individuals needs to be included in the plans.		developments (this is considered to be low risk), however, this is something that will be identified early and will inform the consultation process.	service to better meet the needs when they returned.
<p>Legalities relating to the proposed introduction of tenancies for the current people that use the service has been discussed in length.</p> <p>National and local policy – e.g. Building the right support; REACH standards for supported living have also been central to plans being explored.</p>		ESCC Appointee and Deputy Team (ADT) support all of the current people in the service. Early engagement has commenced, and ADT have confirmed that they will be able to sign tenancies on people's behalf (if required) and complete appropriate benefit applications to support this area.	ADT are included in the project plan to ensure that this work is undertaken as appropriate. Tenancies for Beckley Close are in place.



#### 4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

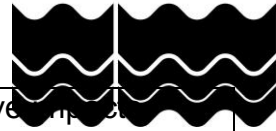
Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
<b>Greater control over individual's delivery of support</b>	Each person will have an individual care plan detailing the person's needs, wants and aspirations to inform the care and support they received. This will be achieved by engaging clients in creative and flexible ways to ensure that their communication needs are understood and that this does not prevent them from receiving the support in the way that they want and works well for them.	People supported and/or their representatives will have the ability to greater influence the support they receive to best meet their needs. This will be subject to ongoing review by the provider and the care management team to ensure that people can truly direct their own care and support needs regardless of their level of support needs associated with their Learning and physical Disability.	Reviews evidence that people's needs are being met in line with their wishes and aspirations. This is backed up by advocacy and family engagement to support the individuals to communicate in their preferred way.	Prior to change in support commencing then reviewed after 6 weeks, 6 months and annually thereafter.
<b>Identify short term accommodation options whilst building works are completed</b>	For Jasmine Lodge, this is being monitored through OMG meetings and ongoing discussions with the care provider. Needs assessments have been completed for the people at Jasmine	People were provided alternative accommodation for the shortest period possible. Temporary accommodation was identified based on individual needs and was	People are temporarily placed in appropriate alternative accommodation that meets their needs. Client's return to their accommodation as soon as is practicable and safe to do so.	Process started in March 2022 and will be reviewed throughout the duration of the project. We anticipate the project will complete in



	<p>Lodge to identify appropriate accommodation and support. Time spans for works will be communicated to the people in service and their families or advocates.</p> <p>Ensuring the principles and learning from Phase One was applied, the temporary moves have now successfully taken place for the people supported at Jasmine Lodge who have settled comfortably within their temporary homes.</p>	<p>within the current providers existing services. People supported at Jasmine Lodge were informed of the proposal including the need for temporary moves which has taken place and are reported to have settled comfortably within their new temporary homes.</p>	<p>People supported from Beckley Close have now returned as tenants to their new home.</p> <p>Following careful consideration of matching and environmental suitability, people supported from Jasmine Lodge have now moved to alternative temporary homes within the Affinity Trust residential care homes</p> <p>Needs Assessments have been completed by the CLDT for the clients moving temporarily from Jasmine Lodge.</p>	<p>January 2026 when the people supported will return to Jasmine Lodge.</p>
<b>Tenancy sign off</b>	<p>Commence sign off of tenancy agreements alongside the individuals, CLDT, advocates and ADT based on individual need. Communication needs specific to individuals to be considered alongside those who know the people well. Existing</p>	<p>Tenancies to be made available to all current people in the accommodation, in easy read and accessible formats. Ensure that those who lack capacity are not denied the opportunity to benefit from a tenancy based on their mental capacity and</p>	<p>This will be measured by the number of people who successfully secure a tenancy, as well as developing a process and range of tools to support new people with an LD who access the service in the future.</p> <p>Tenants returning to Beckley Close have been issued a</p>	<p>Beckley Close actioned September 2024</p> <p>Jasmine Lodge – January 2026</p>



	<p>tools to be shared such as easy read documents to aid the process.</p> <p>Capacity assessments will be completed/reviewed as part of the process with a focus on capacity relating to accommodation and tenancies.</p>	<p>Learning Disability. ADT will have a key role as they support all current people using the service.</p>	<p>tenancy. The CoP will need to sign these tenancies on behalf of the people supported as full Deputyship is held by ESCC. ADT worked closely with the project group to ensure the appropriate process was followed to arrange the tenancy and ensure access to funds and community benefits.</p>	
<p><b>Welfare benefit entitlement is established, and applications submitted</b></p>	<p>All tenants who access the accommodation will be supported to submit the appropriate benefit applications to maximise their income.</p>	<p>All clients who are eligible for benefits will receive them.</p>	<p>People are supported to maximise their income and eligible benefits are in place. The ADT will ensure applications are completed for all community benefits that people supported are entitled to.</p>	<p>Beckley Close actioned September 2024</p> <p>Jasmine Lodge – January 2026</p>
<p><b>Impact on individuals and identify those who may experience a negative impact as a result of the proposed changes</b></p>	<p>This will be established as part of the ongoing communication process. Affinity have already completed a desktop exercise to identify those at increased risk. A range</p>	<p>Any risks for individuals will be identified and work will commence to reduce these risks where possible.</p>	<p>People who experience a short-term move are well supported and their physical health and emotional wellbeing is maintained. People supported at Beckley Close have returned to their</p>	<p>This will be subject to ongoing review. Those with an identified risk will be provided additional support and monitoring to reduce</p>



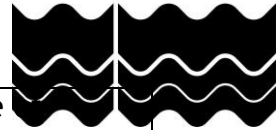
	of assessments have also been completed by the CLDT for those at Beckley Close that has also supported decision making in this area.		newly remodelled home with positive feedback and outcomes reported by the care and support provider. No adverse or negative impact on people supported has been observed.	negative impact where possible.
<b>Future financial viability of the service for existing and new tenants</b>	More people able to access the service thus stabilising it for current and future referrals.	Occupancy likely to increase as the service will be more attractive to younger people or those requesting a more independent living environment.	Occupancy increases and is maintained over the coming years. Referrals already received for younger adults considering Beckley Close as an accommodation option.	Ongoing

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## Equality Impact Analysis Template

<b>Title of Project/Service/Policy</b>	Grant Funded Capital Project for Hollington Youth Hub
<b>Team/Department</b>	Early Help and Social Care
<b>Directorate</b>	Children's Services
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>This equality impact assessment relates to the proposals to utilise the provisionally awarded external funding for East Sussex County Council to redevelop Hollington Youth Centre into a Youth Hub. New after school/weekend sessions will be delivered in the reconfigured/new buildings.</p> <p>East Sussex County Council's (ESCC) proposal consists of the capital build projects as set out below.</p> <p><b><u>Hollington Youth Centre</u></b></p> <p>The proposal is to extend, reconfigure and renew this existing youth centre into a Youth Hub to increase the number of regular positive activities and clubs available to young people aged 11 to 19 (up to 25 for young people with Special Educational Needs and Disabilities) in this deprived coastal area.</p> <p>We are currently delivering targeted and some open access youth provision from this established youth centre site.</p> <p><b><u>Summary</u></b></p> <p>The planned capital improvements will allow the development of new open access universal youth services that are in line with the Family Hub / Youth Hub strategic development. This new youth service approach will be delivered by ESCC Youth Service and partner youth</p>



	<p>organisations. To support the needs of young people we will also be providing a range of preventative services to respond to the needs young people told us about when we consulted with them.</p> <p>The current underused facilities will be repurposed into a Youth Hub operating seven days a week. The new fully accessible youth facility will have structured opening times offering a range of positive activities and support services available for young people during the day, afterschool, in the evenings, at weekends and during school holiday times.</p> <p>The high-quality universal youth offer provided at the Youth Hub will be delivered by trained youth workers, specialist staff and trained volunteers. The youth services delivered there will build on and improve current provision which we know improves outcomes for the young people as evidenced in service performance data and user feedback. Our Youth Hub will:</p> <ul style="list-style-type: none"> <li>• enable young people to learn life skills and social skills in a fun and safe environment</li> <li>• increase engagement in physical activity</li> <li>• improve their emotional health and wellbeing</li> <li>• increase their confidence, resilience and coping strategies</li> <li>• raise aspirations and increase their educational engagement, training and employment opportunities</li> <li>• improve their understanding and awareness of healthy relationships and risk linked behaviours</li> <li>• Improve their understanding and awareness of being part of the community</li> </ul>
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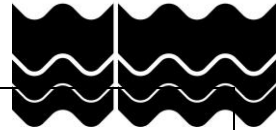
## Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Not applicable	Not applicable	Clarification that all provision from both centres has been relocated to temporary locations.

### 1. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

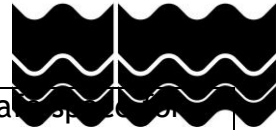
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	In East Sussex, our children and young people have lower rates of attendance and higher exclusions than their peers nationally. We know that the programmes delivered in the Youth Hubs will build	Young people and staff who we consulted said that the current youth centres are old, unwelcoming and not fit for purpose. They said that the current layout hampers service delivery		To support the needs of young people we will also be providing a range of <b>preventative services</b> to respond to the needs young people told us about when we consulted with them.



	<p>resilience, raise aspirations and improve emotional wellbeing; access to positive activities and additional support available from professionals will help increase engagement in education, and consequently improve attendance and attainment.</p> <p>Working with colleagues in the Business Service Property team five youth centre sites were considered initially. Complex issues were highlighted around ownership and lease agreement for two of those sites. In another area we were aware that a significant bid by voluntary sector partners was being developed for the Youth Investment Fund so it was agreed that we would focus on other areas in East Sussex to distribute the</p>	<p>and limits numbers that can attend.</p> <p>Of all the young people we asked, 83% thought it would be a good idea if the Youth Hubs were open more often.</p> <p>83% of young people told us that having outdoor areas where it's safe to hang out would be one of the best uses of space at the Youth Hubs.</p> <p>65% of the young people who responded to the survey want to be actively involved in decorating and styling the youth hubs</p> <p>46% of young people told us that they want to come to play games, 32%</p>	<p>The current underused facility will be repurposed into a Youth Hub operating seven days a week. The new fully accessible youth facility will have structured opening times offering a range of positive activities and support services available for young people during the day, afterschool, in the evenings, at weekends and during school holiday times.</p> <p>The facility will be redesigned to create distinct, fully accessible zones, each will have outdoor spaces with seating, picnic areas and growing spaces.</p> <p>Young people will be supported by the architects to finalise the details of the new buildings.</p>
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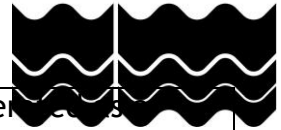
	<p>potential Youth Offer in different geographies. The two remaining sites are in areas of high need, one in a rural area where services are diminishing (closure of Sports Centre recently) and difficult to access; and the other is in a coastal region containing wards of high deprivation.</p>	<p>want to do sports and 19% are keen to come and dance, our hope is that we can offer all of this, and more. 67% of young people thought that having outside sports organisations running sessions was important.</p> <p>Our consultation told us that 79% of young people want to come to Youth Hubs to hang out with their friends and 60% want to come to make new friends.</p>		<p>The new multi-use facilities will allow a range of different providers to deliver specific activities in different spaces alongside the core Youth Work programme.</p> <p>This multi-use approach will maximise use of space, ensure a broad range of activities are available to children and young people and foster a partnership approach to delivering a local Youth Offer.</p> <p>For example, a young person's youth dance academy could operate in the Health and Fitness Zone at the same time as a session for disabled young people in the Activities Zone.</p> <p>New after school drop-in sessions in reconfigured café/lounge areas will</p>
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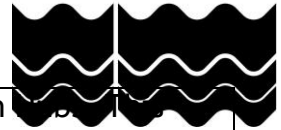
				create a safe space for young people to meet friends and make new ones.
Disability		<p>We know through talking to young people that emotional wellbeing is an issue that they want support with. 82% of young people told us that it was important for them to have someone to talk to about how they're feeling when they are struggling with their mental health and/or emotional wellbeing.</p> <p>47% of young people told us the reason that they would want to come to the Youth Hubs would be to get help, guidance and information about things.</p> <p>Our consultation highlighted that 63% of the young people told us</p>		<p>All zones will have their own fully accessible toilet facilities.</p> <p>The new Youth Hub will deliver of a range of positive activities and health and wellbeing lifestyle programmes focusing on building resilience, raising aspirations, supporting positive emotional well-being, and diverting young people away from risk taking behaviour. Our youth work programmes are underpinned by the NHS promoted '5 Ways to Wellbeing' and each aim is embedded in our Youth Hub approach; connect, be active, take notice, keep learning and give.</p>



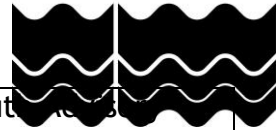
		<p>they thought being able to access other disability services, like Amaze was important.</p> <p>Young people told us they also wanted some quiet spaces in the consultation we completed.</p>		<p>In parallel to the activity programmes we will be offering a range of support services through drop-in sessions available alongside our positive activities' programmes provided by our existing keyworkers including sexual health guidance, reducing harm from substance use, smoking/ vaping cessation, emotional well-being support and healthy lifestyles. Our experience tells us that young people will talk about what is on their mind to trusted adults in a social setting and often when they are doing activities. Our Support Model in the Hubs will involve having trained and experience Family Keyworkers present in our Hubs during opening</p>
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				<p>times (open 24 hours a day 7 days a week) who will be available to have one to one conversations with any young person who asks for support or who is sign posted by a Youth Worker. Sign posting could be a direct introduction of a young person to a Keyworker - we know that this direct contact is important so young people get the support they need. Our Keyworkers have clear referral pathways to a wide range of specialist services and can work with young people to create personal action plans to assist them to make changes in their lives that are ready to address.</p> <p>This additional support will be further extended through a wide range of partners delivering their own services from the</p>
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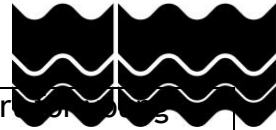


				<p>new Youth Hub provision will include mental health support from i-rock (an award-winning mental health drop-in service for young people), employment and training support delivered by a range of local partners (eg CXK Careers Service).</p> <p>Working with disabled young people continues to be a priority for us. We have successfully run Funky Teens Activity Clubs across the county for disabled young people and have recently developed working partnership with AMAZE a local charity commissioned by ESCC Disability Services. AMAZE will aim to extend their provision into our Youth Hubs and will support disabled young people to be part</p>
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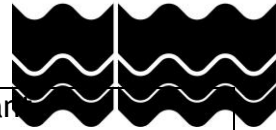


				<p>of the Youth Hubs Groups.</p> <p>There will be a Quiet Area/Sensory Room in the two new Youth Hubs buildings. Quieter spaces and quieter sessions will be available for young people who prefer calmer less noisy spaces to take part in activities like art, craft and cooking supported by trained youth workers -</p>
<b>Gender reassignment</b>	Approximately 1% of the population is trans or gender diverse	The LGBTQ+ needs assessment carried out recently, led by Public Health, identified that LGBTQ+ young people disproportionately experience difficulties with their emotional wellbeing and mental health.		The Youth Hub will be welcoming of people of all genders. The Youth Hubs will support an inclusive and safe environment, promoting good relations and positive connections between young people of all genders.
<b>Pregnancy and maternity</b>		66% of young people told us that they want access to Sexual Health Services (including contraception, pregnancy test, options support and STI testing)		The preventative activities provided by the new Youth Hubs will include support and guidance on prevention of teenage pregnancies

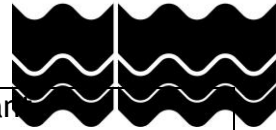




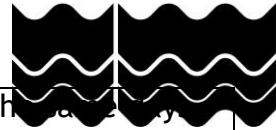
				<p>and support for young people and their parents.</p> <p>Trained youth workers and keyworkers will be on hand to offer information, support, and guidance on a range of support needs, health and wellbeing, mental health and sexual health and relationships.</p>
<p><b>Race (ethnicity)</b> Including migrants, refugees and asylum seekers</p>	<p>We know from engagement with young people supported by race equality groups locally in East Sussex that young people from global majorities and minority ethnic people have experienced racism in their school and community context.</p>			<p>As a Youth Service we are actively reaching out to minority ethnic local young people who have been underrepresented in our centres; we have also taken positive steps to extending our recruitment, so our staff teams are more representative of our local communities. Getting young people from minority ethnic groups engaged in the Youth Advisory Groups will be a key target for us.</p>



Religion or belief	Not relevant	Not relevant	Not relevant	Not relevant
Sex	We know that young women's involvement in sport and fitness declines significantly in their teenage years and that young women identify the need for more safe spaces in the community for them to exercise and to meet (Make Space for Girls Report Jan 2023). We know from our work creating a safe space for girls and young women is crucial and providing good access to support services is crucial.			New sports activity sessions will be offered for different age ranges and gender so that staff can provide additional support for specific challenges, reducing barriers to young people allowing them to get involved in new activities and getting active.
Sexual orientation	LGBTQ+ needs assessment shows that between 3.1% and 7% of people are LGB+	50% of LGBTQ young people reported they had experienced homophobic or biphobic bullying		The preventative services provided by the newly developed Youth Hub will include spaces and activities for the LGBTQ young people's youth groups.



<b>Marriage and civil partnership</b>	Not relevant	Not relevant	Not relevant	Not relevant
<b>Armed Forces</b>				Children and young people of members and former members of the Armed Forces will be specifically targeted, if known, to encourage them to participate in the Youth Hubs.
<b>Impacts on community cohesion</b>	We know that youth-focussed buildings have the potential for making a positive impact on community cohesion, particularly when they are focussed on providing safe and engaging activities for young people.			<p>New after school drop-in sessions in reconfigured café/lounge areas in the new buildings will create a safe space for young people to meet friends and make new ones.</p> <p>While the building work is being undertaken, Hollington Youth Centre provision will relocate to local community spaces in the Hollington area.</p> <p>These are a short walk from the existing buildings and provision will operate at the same</p>

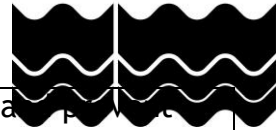


				<p>times on the day as now - no interruption in service.</p> <p>You people and parents have been made aware of the proposed closure. The provisional closure is 1 March 2025 - TBC.</p>
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### Additional categories

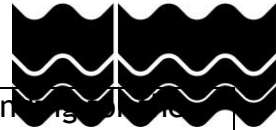
(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
Rurality	Not relevant	Not relevant	Not relevant	Not relevant
Carers	Not relevant	Not relevant	Not relevant	Not relevant
Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers - see end note)	Young people and the impact of the pandemic: Our detailed planning processes across the department for future service delivery have taken into consideration the impact of the			<p>The Youth Hub will offer information, advice and guidance to support school attendance.</p> <p>The Youth Hub will provide be used to engage with young</p>



	<p>pandemic. Whilst the entire long-term impact remains unclear, we do know that the following factors have increased short and medium-term pressure on and the need for services:</p> <ul style="list-style-type: none"> <li>• the post pandemic high demand for early help and social care support</li> <li>• the impact on children and young people of long periods out of school</li> <li>• the widely recognised impact of the pandemic on children and young people's mental health</li> </ul>			<p>people to a... and address substance misuse by young people.</p>
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**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)



The proposal will have a positive impact on young people in areas of coastal deprivation. This proposal to accept the funding for the development of youth centres in Youth Hub, which is aimed at having a positive impact on young people in the locality.

Local young people will be the main beneficiaries along with the wider local community and delivery partner organisations from the voluntary, community, and social enterprise sector.

The Youth Hub site is in an area of high need and in a coastal region containing wards of high deprivation.

As a local authority we are committed to the key role we have in the development of strong partnerships and bringing together organisations who have a stake in improving outcomes of children and young people. There is an ever-growing recognition that local authorities need to be enabling the delivery of preventative services.

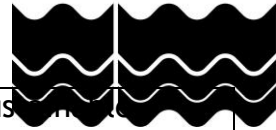
Locally, prevention is a priority in the Sussex NHS Integrated Care System Strategy, and it is referenced throughout the recent Independent Review of Children's Social Care. The creation of the Youth Hub will further strengthen our work with partner agencies (statutory, voluntary and businesses) and increase the provision of positive activities for young people aged 11 to 18 (up to 25 for young people with Special Educational Needs and Disabilities), thus increasing the provision of early help and prevention work.

Our Youth Hub model has key elements in place to ensure they are successful:

- Fully accessible, environmentally sustainable state of the art facilities
- Youth services providing universal and targeted support
- Support service available alongside a range of engaging positive activities
- Specialist trained staff and dedicated trained volunteers
- Embedded youth voice and participation mechanisms
- Close partnership working to facilitate early intervention

We are confident that the additional open access youth provision and the significant increase in the number of young people attending our Youth Hub will build resilience of young people and reduce the demand for some of our targeted services because of improved outcomes for the young people attending the Youth Hub sessions.

The new and improved facilities will be more resource efficient, providing reductions in the running costs for the buildings and will support the economic development of third sector provider partners who will be delivering more activities from them.



The proposals will also assist with lowering the carbon emissions of the sites. The current youth centre is old with no sustainable technologies supporting their longer-term energy independence. It has a rating of C (as DEC's) and therefore present opportunities for beneficial improvements in the way energy is created and consumed. Both properties are powered by gas fired boilers and do not have PV panels to generate electricity. If delivered these capital projects will allow us to maximise building efficiency and enable us to contribute to the Council's Climate Change agenda through improved environmental sustainability and assist the County Council to achieve net zero carbon emissions by 2050.

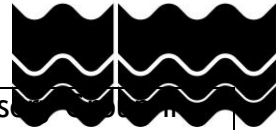
Evidence of the impact/outcomes for young people will be collected by youth workers via a range of existing (QR code linked evaluations) and new mechanisms co-designed by young people who use the facilities and other stakeholders. We will build on our current use of pre and post questionnaires, consultations, participatory interviewing techniques and focused sessions to ensure we know what works to improve outcomes for young people and to inform future service design. The area youth workers have recently attended training with the Tavistock Human Relations team, who facilitated a workshop to design, create and execute evaluations with young people and provide qualitative data for ongoing service improvements.

While building works are being undertaken, Hollington Youth Centre provision will relocate to local community facilities in the Hollington area.

Provision will operate at the same times on the same days as now - there will be no interruption in service. Young people and their parents and carers have already been made aware of the proposed closure and we will communicate directly to parents / carers and young people once we have clarity on dates and venues.

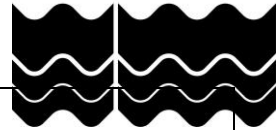
## 2. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
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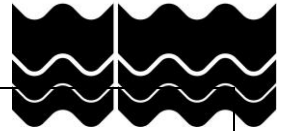


<b>In person group consultations</b> held with existing users of Hollington Youth Centre to discuss ideas and suggestions for changes to the existing space. These sessions were run in the evenings, at the youth centre.	<b>July 2024</b>	Planned ongoing opportunities for young people to be involved in local decision making, particularly linked to East Sussex County Council's Youth Offer.	Establishing Youth Advisers in each of the Youth Hubs across the county to increase participation of different groups in each community.
<b>Direct engagement</b> with the local community, user groups, children and young people.	<b>Sept 2024</b>	<b>No Gaps</b>	
<p><b>Online Consultation:</b> Family Hubs and Youth Hubs in East Sussex: Community Consultation.  <i>Questionnaire collecting information about the importance of different spaces/services/groups/operating times within the youth centres.</i></p> <p>Shared via partnership mechanisms including, Youth Infrastructure Forum, Holiday Activity and Food providers, Hastings Youth Partnership, Eastbourne Youth Partnership, Rother Voluntary Action, Hastings Voluntary Action, 3VA: Voluntary Action in Wealden, Eastbourne and Lewes, Family Focus newsletter, Public Health network,</p>	<b>14<sup>th</sup> February 2023 - 11<sup>th</sup> April 2023.</b>	<b>No Gaps</b>	





VCSE Alliance and the CYPT stakeholders.  626 responses - from young people/parents/carers and professionals.			
<b>School Consultation:</b> Family Hubs and Youth Hubs in East Sussex: Community Consultation. <i>Questionnaire collecting information about the importance of different spaces/services/groups/operating times within the youth centres</i>  Area Youth Workers liaised with the local schools to include existing and potential users of the Youth Hubs.	<b>14<sup>th</sup> February 2023 - 11<sup>th</sup> April 2023.</b>	<b>No Gaps</b>	
<b>Place Based Consultation:</b> Family Hubs and Youth Hubs in East Sussex: Community Consultation. <i>Questionnaire collecting information about the importance of different spaces/services/groups/operating times within the youth centres</i>  Area Youth Workers facilitated young people answering consultation questions, during existing youth centre sessions, mobile youth work sessions and detached outreach sessions.	<b>14<sup>th</sup> February 2023 - 11<sup>th</sup> April 2023.</b>	<b>No Gaps</b>	



<b>Focus Groups with Architects and Project Managers</b> Young people were invited to meet with architects and project managers at Hollington Youth Centre to view initial designs and share their feedback.	<b>July 2024</b>	<b>No Gaps</b>	
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## 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
The proposal impacts on a number of equality protected characteristics, as identified in the sections above.	The impacts on protected characteristics have been identified in the grant application and these will be monitored through the governance mechanisms for the new builds.	Improvements in young people's wellbeing, sense of belonging and positive community cohesion in the local area.	The key measures of success regarding impact on different equality protected characteristics will be: increased participation of different groups and positive feedback about engagement with the activities offered at the new Hubs. These have been included in the ongoing monitoring and review processes and governance mechanisms of the building of the new Youth Hub.	It is proposed to complete the builds by December 2025.

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## Equality Impact Assessment

<b>Title of Project/Service/Policy</b>	Schools Basic Need Capital Programme	<b>Directorate</b>	Children's Services
<b>Team/Department</b>	Education Division, Children's Services Department		

<p><b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b></p>	<p><b>The main purpose of the school basic need capital programme</b></p> <p>In accordance with the Education Act 1996 (as expanded by the Education and Inspections Act 2006), local authorities have a statutory duty to ensure there are enough school places available in their area to meet demand. East Sussex County Council (the local authority) is responsible for promoting a good supply of places at strong schools through planning, organising, and commissioning places in a way that raises attainment, increases diversity, encourages collaboration between schools and promotes community cohesion. To achieve this, we work closely with key stakeholders including school leaders and governors, academy trusts, the dioceses, local planning authorities, parents and carers and local communities.</p> <p>The school basic need capital programme enables the local authority to deliver new places in the areas of greatest demand.</p> <p>The School Organisation Plan (SOP) 2025 to 2029 sets out how the local authority seeks to meet the challenge of ensuring there are sufficient primary, secondary, and special school places in the right locations to meet demand. The SOP is produced annually by the Education Division, Children's Services Department. The current version of the SOP was approved for publication by the Lead Member for Education and Inclusion, Special Educational Needs and Disability on 3 December 2025.</p> <p>Proposals for new schools and school expansions are based on information contained in the SOP. The SOP is informed by the local authority's pupil forecasting model which is revised annually and considers factors such as:</p> <ul style="list-style-type: none"> <li>• Current numbers on roll in each academic year group</li> <li>• Births</li> <li>• Trend data</li> <li>• Parental preference</li> <li>• School admissions policies</li> <li>• Housing growth</li> <li>• Existing and planned capacity</li> <li>• Patterns of inward and outward migration.</li> </ul> <p>The local authority will consult with key stakeholders when developing proposals to provide new places. When considering proposals to add new places to meet demand the local authority will take account of the following principles:</p> <ul style="list-style-type: none"> <li>• Prioritise the expansion of good and outstanding schools</li> </ul>
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- Consider the pattern of parental preference and local demand for places
- Consider the diversity of provision
- Consider transport patterns to reduce travel times to schools wherever possible
- Consider safe routes to schools
- Where there is demand for both school and early years places, the local authority will consider providing additional accommodation designed to ensure a seamless transition between nursery and Year R
- Where possible, only enlarge schools where it creates or sustains round forms of entry as the preferred model of organisation
- Ensure value for money.

In addition to the provision of permanent school places, where pupil growth is identified as a short-term issue, a 'bulge' in pupil numbers, the local authority will use temporary accommodation to ensure it can react quickly to provide additional places in areas of pressure. Using temporary accommodation is a recognised way of providing additional places in the short term and it provides a valuable and flexible resource to enable the local authority to fulfil its obligations. An annual temporary accommodation programme is funded from the school basic need capital programme to facilitate this.

In the medium-term financial plan (MTFP) period, we are:

- delivering a project to reorganise and enlarge Acre Wood Academy in Crowborough
- working with mainstream schools to establish new or enlarge existing specialist facilities
- supporting the provision of new accommodation in Hastings for East Sussex Academy (Alternative Provision)

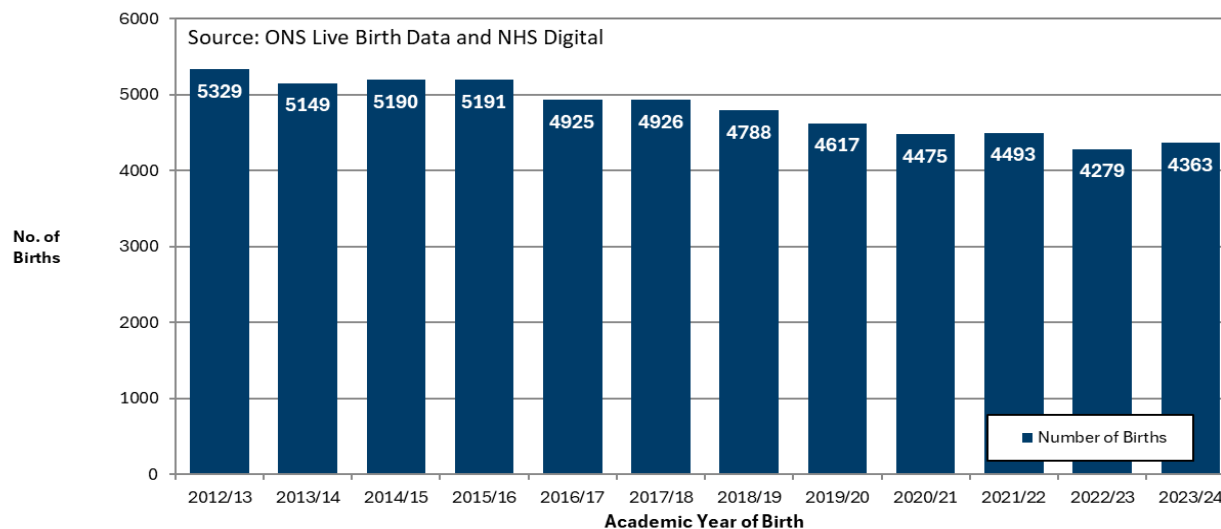
In the period beyond the MTFP, there will continue to be growing demand for special educational needs provision linked to the rising number of children and young people with an Education, Health, and Care Plan (EHCP). In addition, further school places will possibly be needed in areas linked to new housing growth. There remains some uncertainty over precisely how many school places will be required in the future and where. Much will depend on local planning authorities developing their local plans to an extent that will inform and enable housing growth and for those developments to happen.

#### Births

Births in East Sussex peaked at 5,500 in the academic year 2010/11. Since then, countywide births have fallen to below 4,300 in 2022/23. Based on historic patterns of 11-to-13-year cycles of peaks and troughs, birth numbers may begin an upward cycle soon. However, the declining fertility rates currently being witnessed not only in East Sussex, but in most of the UK and in many parts of the world, may mean that previous cyclical

patterns are not repeated. Births in East Sussex for 2023/24 are around 80 up on the previous year, but it is not clear whether this is just a blip or marks the start of a prolonged recovery.

East Sussex births



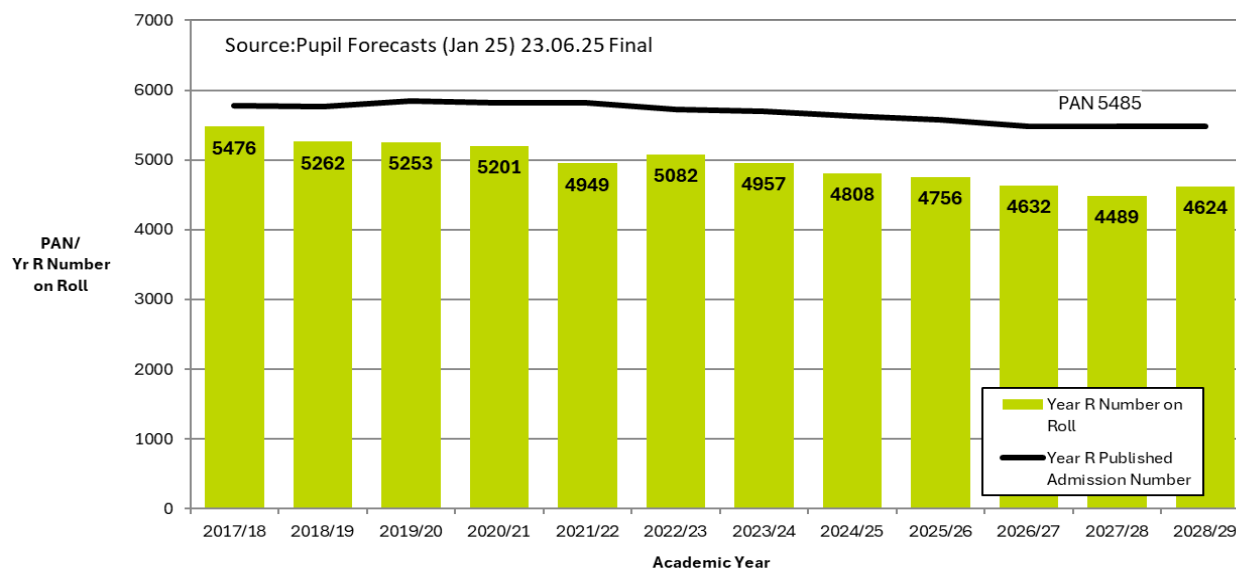
#### Primary school numbers

The fall in countywide births is reflected in falling primary reception (Year R) intake numbers, at least until 2027/28. The local authority's latest pupil forecasts are showing numbers beginning to recover beyond this point. However, intake forecasts beyond 2028/29 are based on demographic projections of future births rather than actual live birth or GP registration data and are less certain. Even if births do continue to follow their normal cyclical patterns, we may not see high Year R numbers across the county generally until the 2030s.

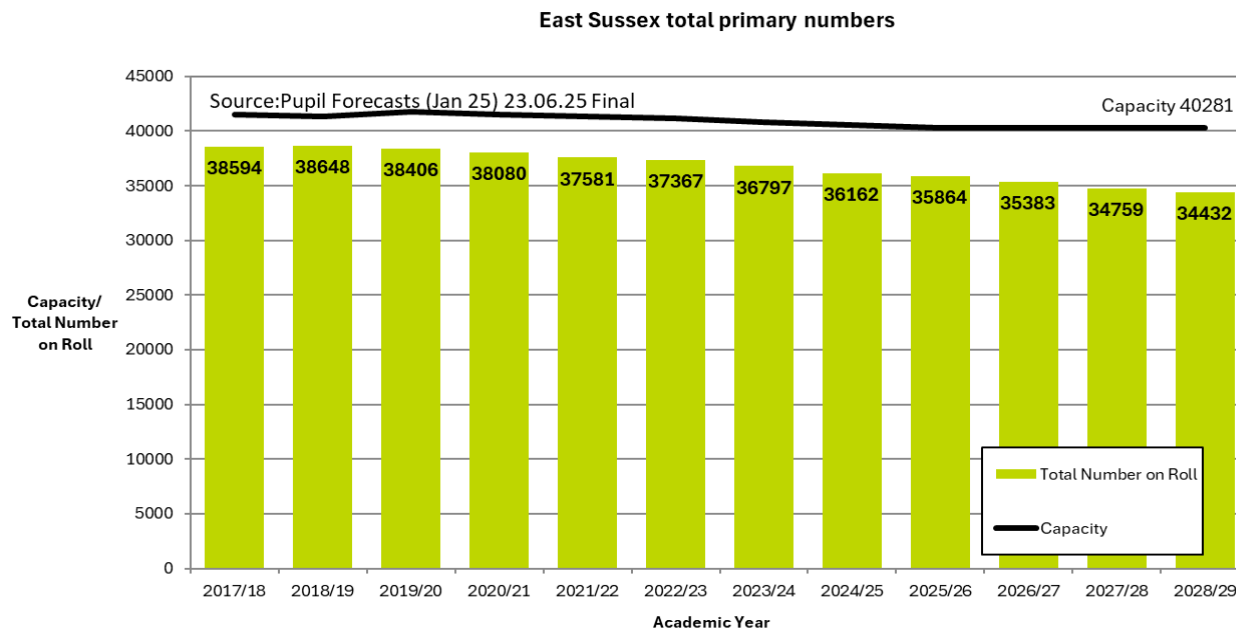
However, in some areas of the county where high volumes of new housing are planned, numbers in Year R may rise sooner than in other parts of East Sussex.



East Sussex primary Year R numbers



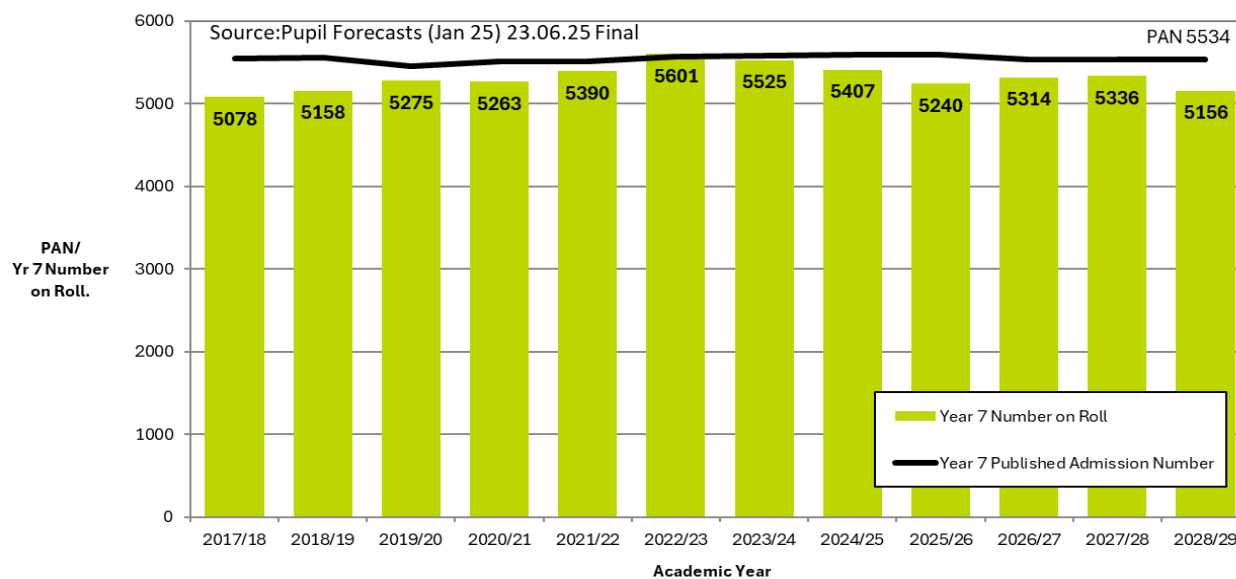
Total numbers on roll in primary schools peaked in 2018/19 and are now in decline, currently leaving around 11% surplus places overall, although this margin varies from area to area. By 2028/29, surplus places are forecast to rise to 15%.



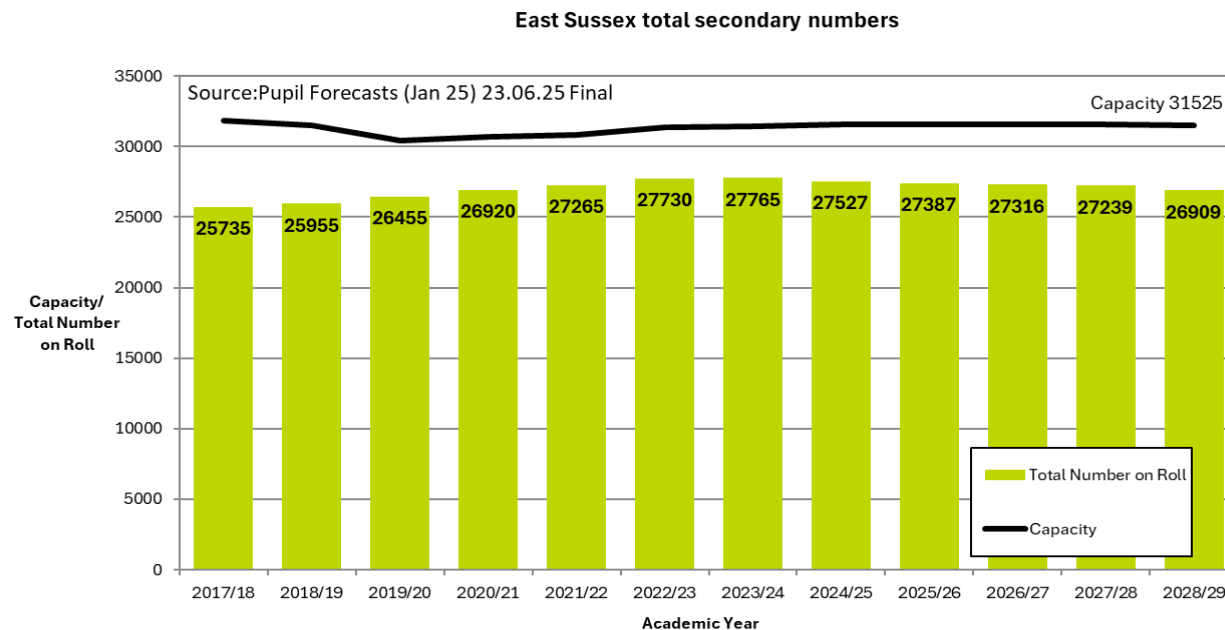
#### Secondary school numbers

Earlier high numbers in primary schools were reflected in rising Year 7 secondary school intakes until 2022/23 when they peaked. Year 7 intakes are now in decline.

East Sussex secondary Year 7 numbers



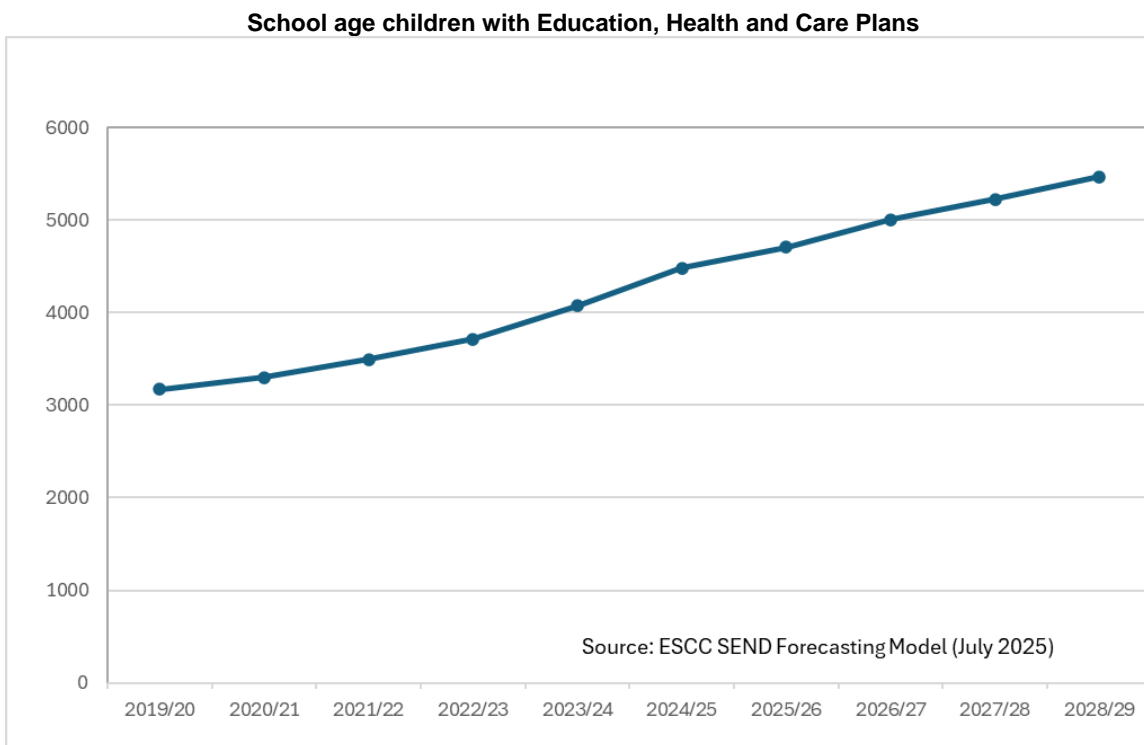
Total secondary school numbers peaked in 2023/24. With secondary school numbers now falling, surplus places, currently at 13% countywide, are predicted to rise to 15% by the end of the plan period.



### Special Educational Needs and Disability (SEND)

In 2024/25, the number of school aged children (aged 4-18) in East Sussex with an Education, Health and Care Plan (EHCP) was 4,481. There were also 412 young people aged 19-25 with an EHCP who need continued support to transition to adulthood.

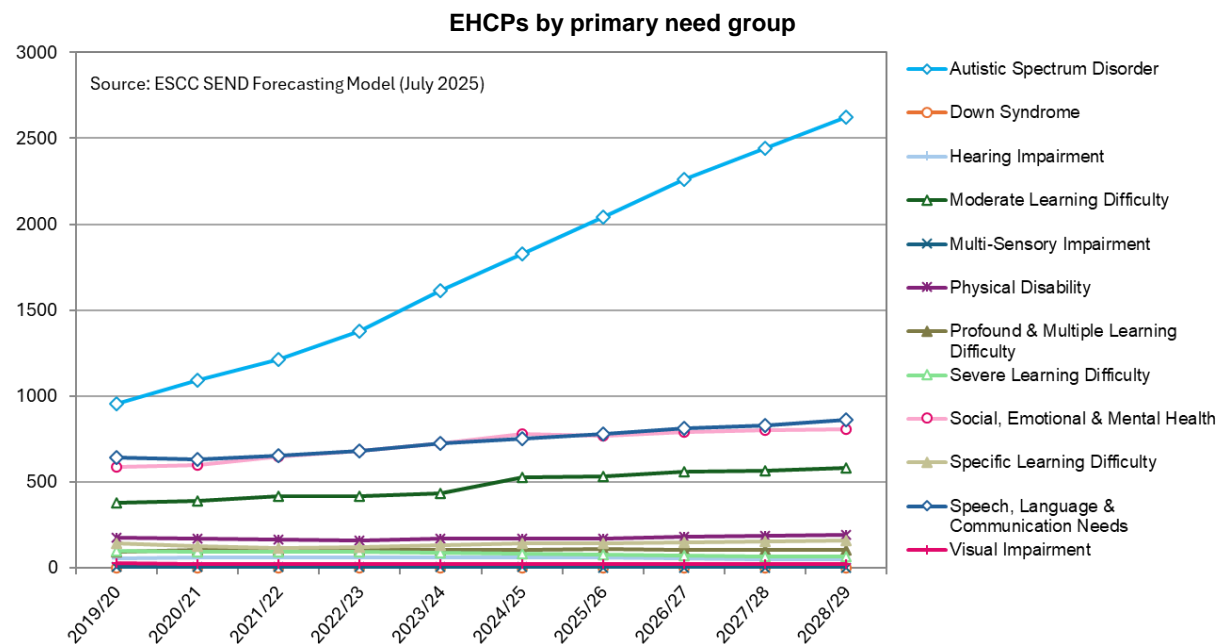
Over the next four years, the local authority forecasts that overall numbers of school aged children with EHCPs will grow, by around 22%, to nearly 5,500.



The number of children and young people identified as autistic is growing year on year and is translating into rapidly increasing numbers of EHCPs issued with a primary need classification of Autistic Spectrum Disorder. There are no signs of this trend reducing.

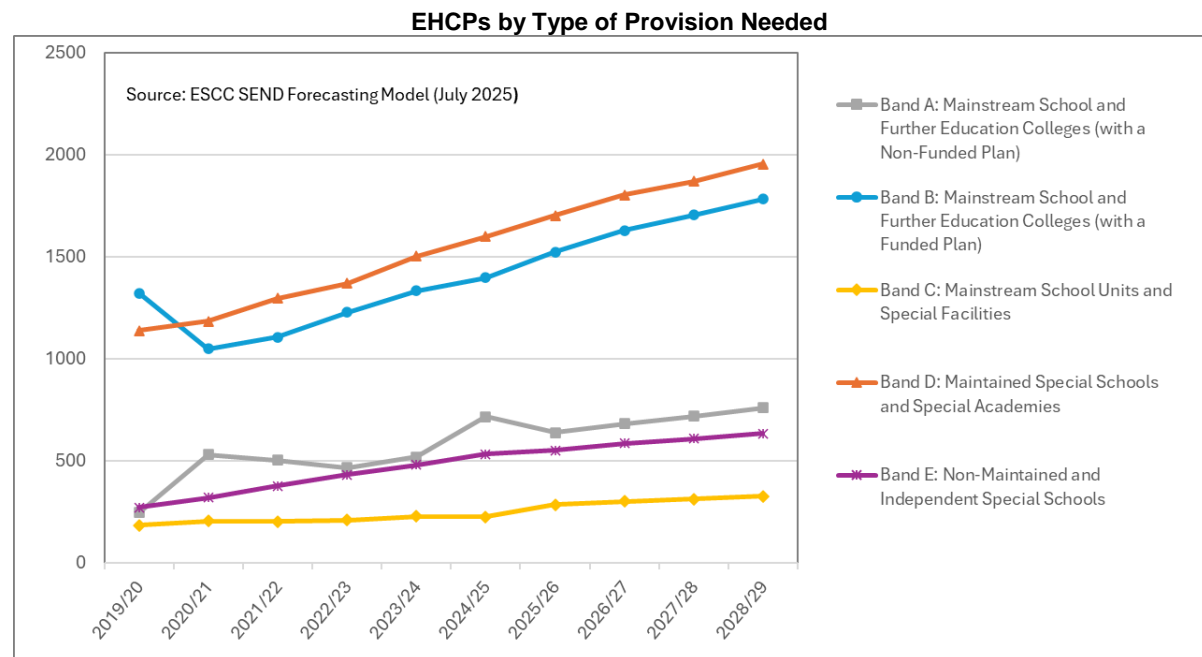
The local authority has seen a post Covid upturn in the number of plans being issued with a primary need classification of Speech Language and Communication Need. There has also been a growth in the number of children presenting with mental health needs that are impacting on school attendance, which has resulted in increases in demand in the area of Social Emotional and Mental Health needs. In the past year there has also been a jump in the number of children with a primary need of Moderate Learning Difficulties.

The number of plans issued for other primary need groups are mainly stable or falling.



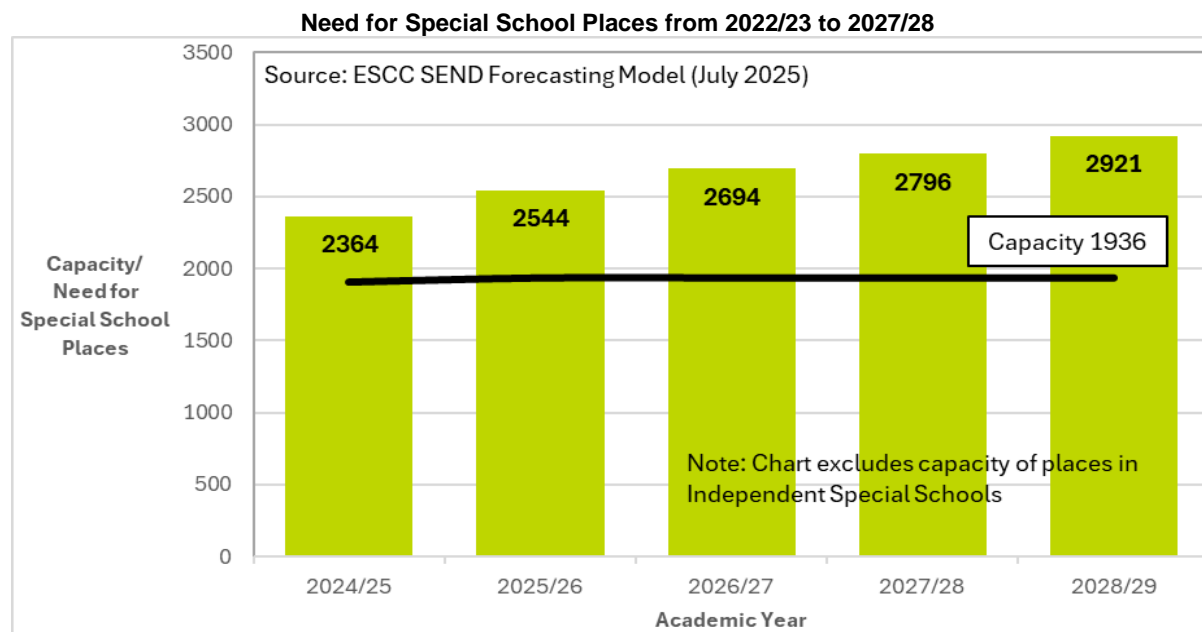
In 2024/25, there were 2,071 East Sussex resident children and young people on roll in special schools. 1,907 were in schools in East Sussex and 164 were in schools in other authorities. 1,568 were in maintained provision (including academies) and 503 were in non-maintained and independent special schools. A further 225 East Sussex resident children and young people were in specialist facilities in mainstream schools.

Since 2020/21, the biggest need has been for places in maintained special schools and special academies followed by funded places in mainstream schools.



The number of children and young people deemed to require a special school place has risen by over 600 (42%) in the past four years. The number of pupils placed in maintained special schools has risen by approximately 400 (35%); the number of places in independent and non-maintained special schools has risen by approximately 200, a 66% increase.

The following table compares the combined capacity of places in special schools and specialist facilities in mainstream schools with the current and forecast need for such places. The local authority does not have data on available places in independent special schools. In reality, most of the current shortfall in places shown in the table is being met by independent special school placements.



The local authority has to use high cost independent and non-maintained special school provision to meet the demand for specialist placements. This is because there is insufficient capacity in state run provision. If current placement trends continue over the period to 2028/29, the effective shortfall in state run specialist provision is forecast to increase by over 500 places.

Figures for 2024/25 show that 2.3% of all pupils in state-funded schools in East Sussex are in special schools. This compares to the national average for England of 2.0%. ([Schools, Pupils and Their Characteristics, Department for Education, 2025](#)).

### Implementation of the school basic need capital programme

The local authority will work in partnership with schools, academy trusts, dioceses, consultants, contractors, and other key partners to deliver the school basic need capital programme. The programme is overseen by the Schools and Assets Sub Board which reports to the Capital and Asset Strategy Board. Projects are managed by the Capital Projects Team in the Business Services Department.



	<p>Where applicable, before a project is taken forward in the capital programme a statutory consultation and EqIA would be undertaken to gauge opinion for the proposal and to identify any potential equality barriers. The local authority engages with groups of schools, academy trusts, dioceses, district and borough councils and local communities in drawing up proposals for school expansions and/or the establishment of new schools. Where required, the Lead Member for Education and Inclusion, Special Educational Needs and Disability would make final decisions on individual proposals following statutory consultations with key stakeholders.</p> <p><b>Legal duty</b></p> <p>Local authorities are under a statutory duty to ensure the sufficiency of school places in their area, working within a national framework in relation to education provision and school planning:</p> <p><u>New Schools</u></p> <p>Currently, where a local authority identifies the need for a new school, to meet basic need, section 6A of EIA 2006 places the local authority under a duty to seek proposals to establish an academy (free school) via the 'free school presumption'. The local authority is responsible for providing the site for the new school and meeting all associated capital and pre-/post-opening revenue costs. All new free school presumption proposals require the Regional Director's approval, on behalf of the Secretary of State, as it is the Secretary of State who would enter into a funding agreement with the academy trust/sponsor.</p> <p>If the free school presumption does not result in a suitable proposal, a statutory competition can be held under 'section 7' of EIA 2006. This would not require a separate application for approval, since the Secretary of State would inform the local authority that approval to hold a competition is given at the same time as informing the local authority that no suitable free school was identified. Free school presumption proposals and proposals for foundation, foundation special and voluntary schools can be submitted into the competition. However, the Regional Director would consider any free school proposals first when making a decision on the case.</p> <p>It is possible for local authorities or other proposers, in certain circumstances, to publish a proposal for a new maintained school outside of the competitions processes. This is done under section 11 of EIA 2006. It is also possible to apply to the Secretary of State for consent to publish proposals to establish a new maintained school under section 10 of EIA 2006.</p> <p><u>Expansion of existing schools</u></p> <p>Local authorities wishing to propose the expansion of a maintained school can do so by following a statutory process in accordance with the Education and Inspections Act (EIA) 2006 as amended by the Education Act (EA) 2011 and The School Organisation (Prescribed Alterations to Maintained Schools) Regulations 2013.</p>
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Stakeholders are consulted on maintained school proposals in accordance with statutory requirements. Statutory consultations relating to maintained school proposals can be found on the local authority's consultation hub at: [Consultations in East Sussex](#).

Academies wishing to make a significant change, as defined in the Academies Act 2010, must seek the approval of the Regional Director for Education who would decide (on behalf of the Secretary of State) whether proposals are in line with the needs of the local area. Consultations relating to a significant change to an individual academy should be found on that academy's website.

### **Who is affected by the school basic need capital programme**

The proposals would affect children and young people of primary and secondary school age both in mainstream and special school settings.

At the October 2025 school census, there were 65,913 children and young people on roll in our primary, secondary, and special schools (excluding PRUs):

School type	Nursery	Year R	KS1	KS2	KS3	KS4	KS5	Total
Mainstream primary	1,411	4,541	9,440	20,259				35,651
Mainstream secondary (inc all-through)	92	179	359	723	15,871	10,326	1,167	28,717
Special (exc PRU)	9	36	172	392	476	347	113	1,545

Source: October 2025 school census

Of the 65,913 children and young people on roll in East Sussex schools (excluding PRUs) in October 2025, 32,076 (48.7%) were female and 33,837 (51.3%) were male:

School type	Gender	Nursery	Year R	KS1	KS2	KS3	KS4	KS5	Total	%
Mainstream primary	Female	699	2,146	4,645	9,989				17,479	49.0%
	Male	712	2,395	4,795	10,270				18,172	51.0%
Mainstream secondary (inc all-through)	Female	35	89	171	376	7,906	5,041	579	14,197	49.4%
	Male	57	90	188	347	7,965	5,285	588	14,520	50.6%
Special (exc PRU)	Female	6	11	51	100	99	94	39	400	25.9%
	Male	3	25	121	292	377	253	74	1,145	74.1%

Source: October 2025 school census

The data above shows that girls attending school in East Sussex are under-represented compared to boys who are over-represented.

The local authority does not believe that any one gender would be more affected by any proposals than the other as all state-funded schools in East Sussex are co-educational.

12,806 (19.4%) children and young people on roll in East Sussex schools (excluding PRUs) had special educational needs (SEN):

School type	Nursery	Year R	KS1	KS2	KS3	KS4	KS5	Total	%
Mainstream primary	39	381	1,601	4,468				6,489	18.2%
Mainstream secondary (inc all-through)		6	31	122	2,930	1,633	50	4,772	16.6%
Special (exc PRU)	9	36	172	392	476	347	113	1,545	100.0%

Source: October 2025 school census

Children and young people of school age in areas of basic need (including those with SEN) are likely to be more affected by the proposals than children and young people in other areas of the county where there is not predicted to be pressure on school places.

The local authority is very experienced in construction projects at schools and the health and safety of children and staff is paramount when any building project takes place. Build programmes would be developed to minimise disruption to teaching and learning during this time. Each proposal would have a positive impact as

all new and extended provision would help to meet demand for places in a local area and would be compliant with DDA regulations and the Equality Act 2010 for pupils and staff with a disability.

At the January 2025 school census, there were 11,680 minority ethnic children and young people on roll in East Sussex schools (excluding PRUs):

School type	Nursery	Year R	KS1	KS2	KS3	KS4	KS5	Total	%
Mainstream primary	262	878	1,748	3,671				6,559	17.9%
Mainstream secondary (inc all-through)	15	42	80	148	2,693	1,753	165	4,896	17.0%
Special (exc PRU)	4	9	28	59	63	43	19	225	14.5%

Source: January 2025 school census

We do not believe that minority ethnic children and young people would be more affected by any proposals than those in the general population who do not share that protected characteristic as new places would be provided for everyone.

Each proposal would have a positive impact on local school age children and young people and their families, including those from different ethnic backgrounds, as they would enable more children and young people to access a school place in their local area.

There is a broad and diverse range of school provision for children and young people in East Sussex: On 1 October 2025, there were 185 state funded schools, of which 170 are mainstream schools (primary, secondary and all-through) and 15 are special schools and alternative provisions. Of these:

Schools by type		Maintained schools						Academies (including free schools)			
		Community	VA	VC	Foundation	Total	%	SAT	MAT	Total	%
Primary:	144	33	16	38	1	88	61%	0	56	56	39%
All Through:	3	0	0	0	0	0	0%	1	2	3	100%
Secondary:	23	5	0	0	1	6	26%	0	17	17	74%
Special:	13	0	0	0	0	0	0%	1	12	13	100%
AP:	2	0	0	0	0	0	0%	0	2	2	100%
<b>Total:</b>	<b>185</b>	<b>38</b>	<b>16</b>	<b>38</b>	<b>2</b>	<b>94</b>	<b>51%</b>	<b>2</b>	<b>89</b>	<b>91</b>	<b>49%</b>

At the October 2025 school census, 8,243 children and young people were on roll in the 54 local authority-maintained faith schools (VC or VA) in East Sussex:

School type	Nursery	Year R	KS1	KS2	KS3	KS4	KS5	Total
Maintained VA or VC primary	236	1,106	2,168	4,733				8,243

Source: October 2025 school census.

Note: These figures do not include pupils on roll in academies which are also church schools

Most faith schools are also community schools in that they accept pupils of different faiths or no faith. It is possible that some school expansion proposals which come forward in the future might be for VC or VA schools if that is considered the most appropriate solution to meet basic need in an area and there is sufficient demand for faith places to warrant expansion.

The local authority does not believe there would be an impact on people with different religions and beliefs as there would continue to be a diverse range of provision across the county for all children and young people. In accordance with DfE legislation, all schools must hold a daily act of collective worship that must be 'wholly or mainly of a broadly Christian character'.

### Conclusion

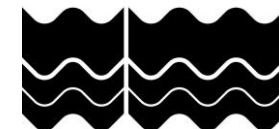
In conclusion, the local authority believes each proposal would have a positive impact on local school age children and young people and their families as it would enable more children and young people to access a school place in their local area. New special schools and specialist facilities would have a positive impact on children from a wider area who would be able to access provision more locally rather than attend provision further away sometimes out of the local area or even out of county.

Before each project is taken forward in the capital programme a statutory consultation and EqIA would be undertaken to gauge opinion for the proposal and to identify any potential equality barriers specifically related to that proposal.



## Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
This is an update of the Equality Impact Assessment completed in 2025		

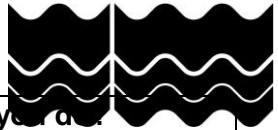


## 1. Review of information, equality analysis and potential actions

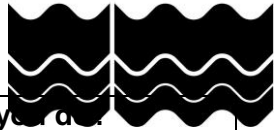
Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
Age	Proposals would affect children and young people of primary and secondary school age both in mainstream and special school settings.	The local authority would consult with key stakeholders when developing proposals to provide new places. We work in partnership with key stakeholders including school leaders, governors, academy trusts, dioceses, local planning authorities, parents and carers and local communities.	The School Organisation Plan (SOP) is informed by the local authority's pupil forecasting model which is updated annually based on a range of factors including: current numbers on roll in each academic year group, births, trend data and migration patterns. Data on births and pupil numbers is noted above.	The local authority has a statutory duty to ensure that there are sufficient school places in the right locations to meet demand, using the data outlined above and working with a range of partners.
Disability	Data on the numbers of school aged children and young people in East Sussex with an Education, Health, and Care Plan (EHCP) are noted above. These numbers have been rising and are predicted to rise further.	The local authority would consult with key stakeholders when developing proposals to provide new places. We work in partnership with key stakeholders including school leaders, governors, academy trusts, dioceses, local planning authorities, parents and carers and local communities.	The overall numbers of children and young people aged 4 to 25 with an EHCP has been rising steeply. In 2024/25, the number of school aged children (aged 4-18) in East Sussex with an Education, Health and Care Plan (EHCP) was 4,481. There were also 412 young people aged 19-25 with an EHCP who need	The local authority has a statutory duty to ensure that there are sufficient school places in the right locations to meet demand, using the data outlined above and working with a range of partners.  In recent years, the local authority has taken action to address the increasing

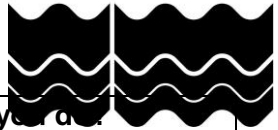




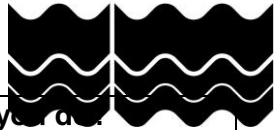
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
			<p>continued support to transition to adulthood.</p> <p>Over the next four years, the local authority forecasts that overall numbers of school aged children with EHCPs will grow, by around 22%, to nearly 5,500.</p> <p>The number of children and young people deemed to require a special school place has risen by over 600 (42%) in the past four years. The number of pupils placed in maintained special schools has risen by approximately 400 (35%); the number of places in independent and non-maintained special schools has risen by approximately 200, a 66% increase.</p> <p>The local authority has to use high cost independent and non-maintained special</p>	<p>demand for special school and specialist facility places and manage the high cost of placements in non-maintained independent schools. This has included:</p> <p>Four new special schools have opened providing 287 new places.</p> <p>72 new specialist facility places have opened in seven mainstream schools</p> <p>Two mainstream schools have extended the designation of their existing specialist facilities to reflect the growing demand for provision for children with autism.</p> <p>A further 30 specialist facility places are opening during the 2025/26 academic year in three mainstream schools.</p>



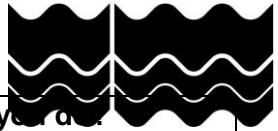
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
			<p>school provision to meet the demand for specialist placements. This is because there is insufficient capacity in state run provision. If current placement trends continue over the period to 2028/29, the effective shortfall in state run specialist provision is forecast to increase by over 500 places.</p>	<p>A major project to reorganise and expand Acre Wood Academy (formerly Grove Park School) is currently underway with completion expected in late 2026.</p> <p>Going forward, the local authority's SEND place planning strategy is focused on developing more specialist facilities in mainstream schools, supporting schools to be more inclusive and for children to be educated alongside their peers in their local communities.</p> <p>We have also identified a need for more specialist provision for post-16 learners and are exploring with current special schools and post-16 providers how this can be best delivered.</p>



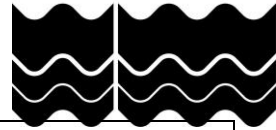
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Gender reassignment</b>	The local authority does not believe that children and young people sharing this characteristic would be more affected by any proposals as new school places would be provided for everyone.			No specific action identified at this stage.
<b>Pregnancy and maternity</b>	The local authority does not believe that children and young people sharing this characteristic would be more affected by any proposals as new school places would be provided for everyone.			No specific action identified at this stage.
<b>Race/ethnicity</b> Including migrants, refugees and asylum seekers	The local authority does not believe that children and young people sharing this characteristic would be more affected by any proposals as new school places would be provided for everyone.			No specific action identified at this stage.



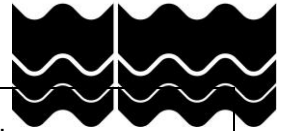
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Religion or belief</b>	<p>The local authority does not believe there would be an impact on people with different religions and beliefs as there would continue to be a diverse range of provision across the county for all children and young people.</p> <p>Most faith schools are also community schools in that they accept pupils of different faiths or no faith.</p>			No specific action identified at this stage.
<b>Sex/Gender</b>	<p>The local authority does not believe that children and young people sharing this characteristic would be more affected by any proposals as new school places would be provided for everyone.</p>			No specific action identified at this stage.
<b>Sexual orientation</b>	<p>The local authority does not believe that children and young people sharing this characteristic would be more affected by any proposals as new school</p>			No specific action identified at this stage.



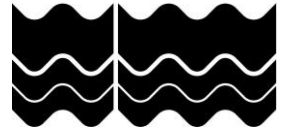
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
	places would be provided for everyone.			
<b>Marriage and civil partnership</b>	N/A			N/A
<b>Impacts on community cohesion</b>	The local authority is responsible for promoting a good supply of school places that offer high quality education through planning, organising, and commissioning places in a way that raises attainment, increases diversity, encourages collaboration between schools and promotes community cohesion.			The local authority would continue to seek to achieve this in partnership with key stakeholders including school leaders, governors, academy trusts, dioceses, local planning authorities, parents and carers and local communities.



<b>Additional categories</b> (identified locally as potentially causing / worsening inequality)				
<b>Characteristic</b>	<b>What do you know?</b>	<b>What do people tell you?</b>	<b>What does this mean?</b>	<b>What can you do?</b>
<b>Rurality</b>	When considering proposals to add new places to meet demand the local authority would take account of principles including considering transport patterns to reduce travel times to schools wherever possible and considering safe routes to schools.			In the period beyond the MTFP, further school places are likely to be needed in areas linked to new housing growth. Given the large degree of uncertainty over future housing growth, the local authority will continue to work with local planning authorities to identify precisely how many school places will be required in the future and where.
<b>Carers</b>	N/A			N/A
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers)	N/A			N/A



**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)



## 2. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Where applicable, the local authority would consult with key stakeholders when developing proposals to provide new places. We work in partnership with key stakeholders including school leaders, governors, academy trusts, dioceses, local planning authorities, parents and carers and local communities.			



#### 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
All actions are outlined in the School Organisation Plan (SOP) 2025 to 2029				

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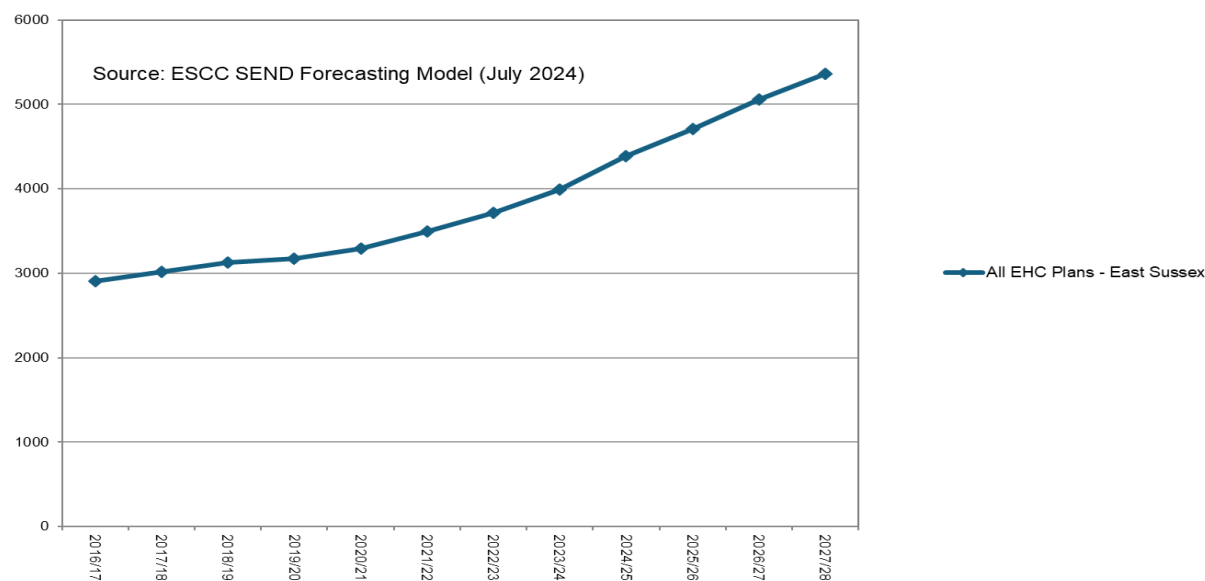
## Equality Impact Analysis (EqIA)

<b>Title of Project/Service/Policy</b>	<b>Proposed Reorganisation and Enlargement of Grove Park School</b>
<b>Team/Department</b>	<b>Education Division</b>
<b>Directorate</b>	<b>Children's Services</b>
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p><b>Background</b></p> <p>Grove Park School, Crowborough, is a maintained special school for pupils aged 4-19 located in the Wealden area. There are 13 state special schools in East Sussex. Grove Park School is the only special school in the north of the county, and the only maintained special school in the county.</p> <p>Grove Park School currently comprises three phases: primary, secondary and sixth form, located on separate sites in Crowborough. The primary phase (4-11) is based at Church Road, the secondary phase (11-16) is co-located on the Beacon Academy secondary site in Beeches Road and the sixth form (post-16) is co-located with Beacon Academy's sixth form at Green Lane. The school's provision meets the needs of learners with complex needs including those with Profound and Multiple Learning Difficulties (PMLD), Severe Learning Difficulties (SLD), Autistic Spectrum Disorders (ASD) and Sensory Needs. At the October 2024 School Census, the school had 146 pupils on roll.</p> <p>The local authority has a statutory duty to identify, assess and provide for children and young people with special educational needs. An assessment may lead to the issuing of an Education, Health, and Care Plan (EHCP) for a child. An EHCP sets out the additional support a child or young person needs and the type of school (mainstream or special) or other provision they will attend in order to meet their needs.</p> <p>The overall numbers of children and young people aged 4 to 25 with an EHCP in East Sussex has been rising steeply. In 2023/24, the number of school aged children (aged 4-18) in East Sussex with an EHCP stood at 3,989. Over the next four years, the local authority forecasts that overall numbers of school aged children with EHCPs will grow, by around 34%, to stand at approximately 5,400.</p>

Table 1: Overall numbers of school aged children with EHCPs

Academic year	EHCPs
2016/17	2909
2017/18	3022
2018/19	3126
2019/20	3170
2020/21	3297
2021/22	3494
2022/23	3713
2023/24	3989
2024/25	4385
2025/26	4713
2026/27	5059
2027/28	5360

Source: ESCC SEND Forecasting Model (July 2024)



The number of children and young people identified as autistic is growing year on year and is translating into rapidly increasing numbers of EHCPs issued with a primary need classification of 'Autistic Spectrum

	<p>Disorder (ASD)'. There are no signs of this trend reducing, and autism diagnoses look like being the biggest driver of rising EHCP numbers in the coming years.</p> <p>Linked to the rise in pupils with EHCPs, pupil numbers have increased significantly at Grove Park School. At the request of the local authority, the school has taken pupils with a broader range of need than PMLD, including pupils with ASD and SLD. As a result, pupil numbers at the school have grown from 100 in 2012/13 to 133 in 2022/23 and 146 in 2024/25, an overall increase of 46%. As the only special school in the north of the county, there will continue to be significant pressure on places at the school for PMLD places as well as the other needs the school caters for, including ASD and SLD.</p> <p>Local authorities have a statutory duty to ensure there are sufficient school places for all pupils, including for those with special educational needs and disabilities (SEND). As illustrated in Table 1, the local authority's SEND forecasts provide clear evidence that we will continue to see an increase in the number of pupils with SEND in the coming years. As a result, the Local Authority is proposing to reorganise Grove Park School and enlarge its Church Road premises to meet the growing demand for places by:</p> <ol style="list-style-type: none"> <li>1. lowering the school's age range from 4-19 to 2-19 to establish nursery provision for eight full-time equivalent (fte) two- and three-year-olds, and</li> <li>2. relocating the secondary phase to Grove Park School's Church Road premises to accommodate additional pupils by building a new block on the site, thereby partially ending the school's current co-location arrangement with Beacon Academy.</li> </ol> <p>This is a slight change to the proposal consulted on in 2023. It was originally proposed to enlarge the premises at Church Road to also accommodate an enlarged sixth form. The sixth form is co-located at Beacon Academy's Green Lane site. However, due to budgetary constraints and challenging site conditions at the Church Road site it has been necessary for the local authority to reduce the scope of the proposed project. As a result, under the amended proposals Grove Park School sixth form pupils would continue to be co-located at Beacon Academy.</p> <p><b>Who is affected by the Proposal?</b></p> <p><u>Children and their families</u></p>
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The proposal would affect pupils on roll at Grove Park School and their families. Table 2 shows the number of pupils on roll at the school at the October 2024 School Census compared to special schools in Wealden and East Sussex as a whole.

Table 2: Pupils on roll in special schools, October 2024

School	Primary							Secondary								Total
	Year							Year								
	R	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grove Park School	10	11	7	11	9	6	5	8	17	12	14	14	10	7	5	146
Special schools in Wealden	10	11	7	13	19	18	19	31	39	34	52	57	10	7	5	332
Special schools in East Sussex (exc. PRU)	74	84	76	75	89	88	90	157	177	180	166	162	41	31	22	1,512

Source: October 2024 school census

At the October 2024 school census there were 51 female and 95 male children on roll at the school as set out in Table 3.

Table 3: Gender of children attending special schools, October 2024

School type	Gender	Primary	Secondary	Total	%
Grove Park School	Female	14	37	51	34.9%
	Male	45	50	95	65.1%
Special schools in Wealden	Female	23	59	82	24.7%
	Male	74	176	250	75.3%
Special schools in East Sussex (exc. PRU)	Female	149	244	393	26.0%
	Male	427	692	1,119	74.0%

Source: October 2024 school census

The data above shows that in October 2024 females attending Grove Park School were significantly under-represented compared to males who are over-represented. This is in line with the picture in special schools in Wealden and in East Sussex as a whole.

The local authority does not believe that any one gender would be more affected by the proposal than the other as Grove Park School is co-educational.

At the January 2024 school census, the number of minority ethnic children on roll in special schools was as follows:

Table 3: Minority ethnic children in special schools

School type	Primary	Secondary	Total	%
Grove Park School	10	18	28	19.5%
Special schools in Wealden	11	30	41	13.4%
Special schools in East Sussex (exc. PRU)	87	116	203	14.1%

Source: January 2024 school census

The data above shows that minority ethnic children at Grove Park School are over-represented in comparison to the Wealden and East Sussex averages. The local authority does not believe that minority ethnic children would be more affected by the proposal than those in the general population who do not share that protected characteristic as the proposal would benefit all children attending the school.

#### SEN Pupils including those with an EHCP

As Grove Park School is a special school, all pupils on roll (100%) have an EHCP.

In 2023/24, there were 1,873 East Sussex resident children and young people on roll in special schools. 1,645 were in schools in East Sussex and 228 were in schools in other authorities. 1,453 were in maintained and academy provision and 420 were in non-maintained independent special schools. A further 233 East Sussex resident children and young people were in specialist facilities in mainstream schools.

The table below shows that since 2020/21, the biggest need has been for places in maintained special schools and academies followed by funded places in mainstream schools.

#### Key to table:

Band A: Mainstream School and Further Education Colleges (with a Non-Funded Plan)

Band B: Mainstream School and Further Education Colleges (with a Funded Plan)

Band C: Mainstream School Units and Special Facilities

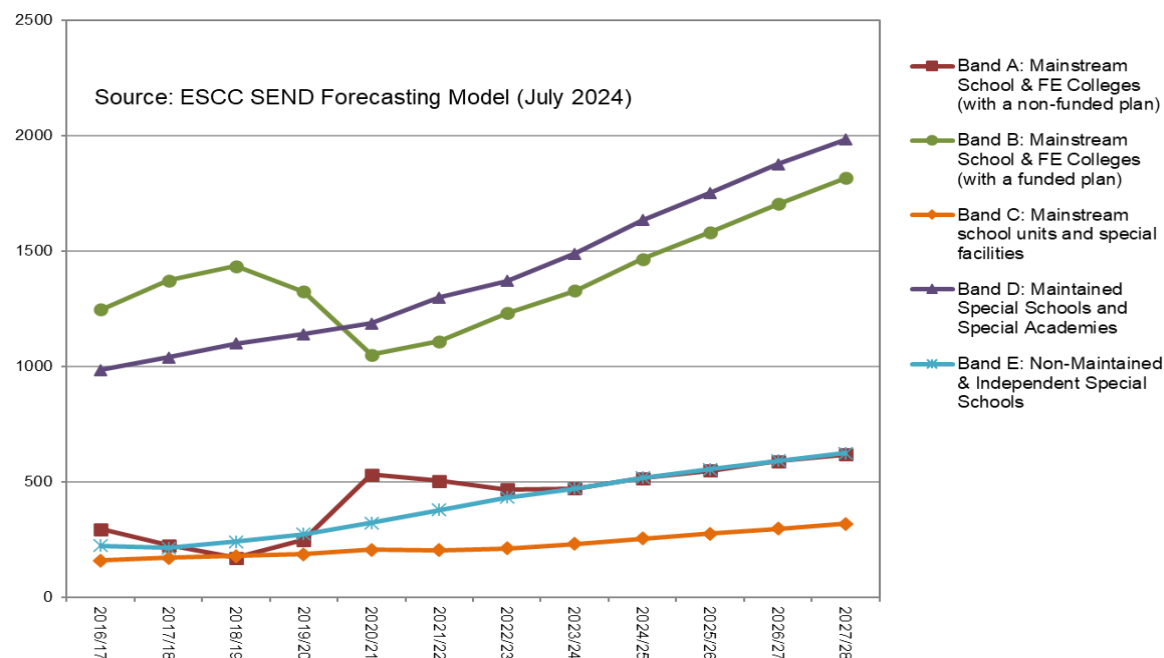
Band D: Maintained Special Schools and Special Academies  
Band E: Non-Maintained and Independent Special Schools

EHCPs by Type of Provision Needed

Need	2016/ 17	2017/ 18	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27	2027/ 28
Band A	294	226	171	248	532	505	468	472	515	550	589	619
Band B	1246	1373	1435	1323	1051	1108	1230	1327	1465	1581	1704	1816
Band C	160	170	179	187	206	204	211	230	254	276	297	318
Band D	985	1039	1100	1139	1186	1298	1371	1488	1633	1753	1877	1983
Band E	224	214	241	273	322	379	433	472	517	554	591	624
<b>Total</b>	<b>2909</b>	<b>3022</b>	<b>3126</b>	<b>3170</b>	<b>3297</b>	<b>3494</b>	<b>3713</b>	<b>3989</b>	<b>4385</b>	<b>4713</b>	<b>5059</b>	<b>5360</b>

Source: ESCC SEND Forecasting Model (July 2024)





The numbers assessed as requiring a special school place have risen by approximately 550 (39%) over the past four years. The number assessed as requiring maintained/academy special school places has risen by approximately 350 (31%). The number of pupils requiring non-maintained independent special school places has risen by approximately 200, a 73% increase.

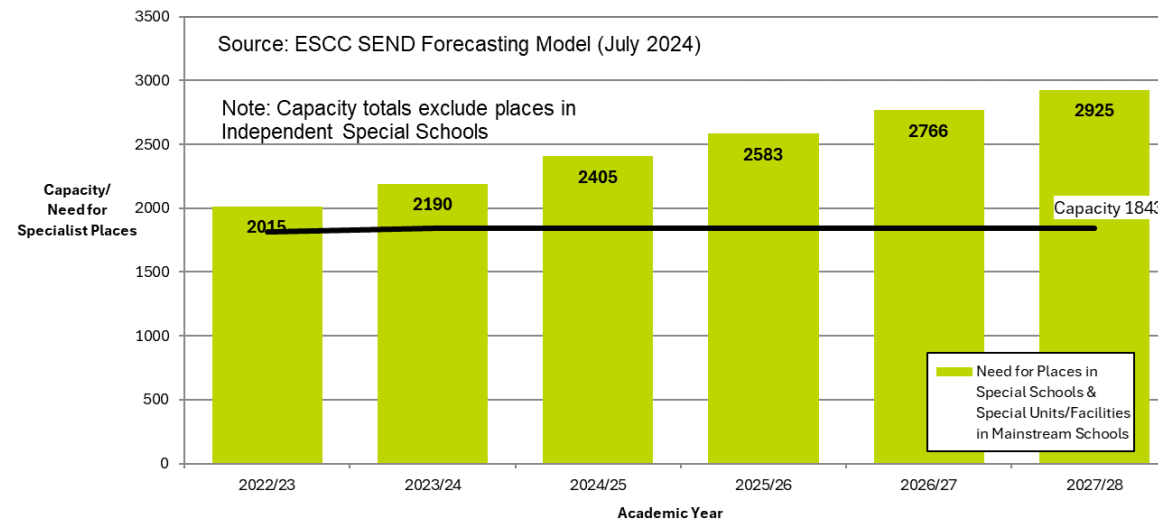
The following table compares the combined capacity of places in special schools and specialist facilities in mainstream schools with the current and forecast need for such places. The local authority does not have data on places in independent special schools. In reality, most of the current shortfall in places shown in the table is being met by independent special school placements.

**Need for Special School Places from 2022/23 to 2027/28**

	Capacity of places 2023/24*	Need 2022/23	Need 2023/24	Need 2024/25	Need 2025/26	Need 2026/27	Need 2027/28
Number of EHCPs	1843	2015	2190	2405	2583	2766	2925

Source: ESCC SEND Forecasting Model (July 2024)

\*Capacity totals exclude places in Independent Special Schools



The local authority has to use high cost independent and non-maintained special school provision to meet need for specialist placements. This is because there is insufficient capacity in state run provision. If current placement trends continue over the period to 2027/28, the effective shortfall in state run specialist provision is forecast to increase by over 700 places.

Figures for 2023/24 show that 2.2% of all pupils in state-funded schools in East Sussex are in special schools. This compares to the national average for England of 1.9%. (Schools, Pupils and Their Characteristics, Department for Education, 2024).

#### Impact on Staff

	<p>Some Grove Park School staff currently located at Beacon Academy would be required to relocate to the Church Road premises, a distance of 0.8 miles by road. The proposed changes would lead to better utilisation and deployment of staff and may present opportunities for staff for more professional development.</p> <p><b>Benefits of the proposal</b></p> <p>The local authority believes bringing Grove Park School's primary and secondary phases together on one site, and adding nursery provision, would have several benefits for the pupils attending the school:</p> <ul style="list-style-type: none"> <li>• The increasing pupil numbers at Grove Park School and Beacon Academy has meant that the intended integration of both sets of pupils is no longer practical.</li> <li>• Pupils attending the secondary provision have limited access to shared spaces, such as the sports facilities and specialist rooms. A single site for primary and secondary pupils at Grove Park School would afford ownership of those facilities and the flexibility to timetable spaces with the needs of the pupils at the centre of the decision making.</li> <li>• The school's budget can be used more effectively as some services could be centralised, for example, one reception area at Church Road for primary and secondary. Teaching, administration, and site staff would work across two sites rather than three, leading to better utilisation and deployment of staff.</li> <li>• Currently, the ability to share learning resources is limited, for example, the school has three PE storage areas with similar resources, which on two sites, could more easily be shared, leading to better utilisation of learning resources.</li> <li>• For regular visitors, for example therapists, being able to visit two sites would reduce travel time and increase the access to therapy for those pupils that need it.</li> <li>• Bringing the primary and secondary phases together on one site would give pupils and their families a sense of community, belonging and identity.</li> </ul> <p><b>Consultation</b></p> <p>The local authority undertook a consultation on the proposals between 19 May and 23 June 2024 and published a statutory proposal between 10 January 2025 and 6 February 2025. From the comments received during the consultation and representation period following publication of the statutory proposal, there was a recognition of the need for more places in the area and the benefits of bringing the school</p>
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	<p>together on one site. Concerns were raised about the capacity of the Church Road site to accommodate an all-through school, the impact on parking and drop-off/pick up arrangements, and the potential impact on pupils of noise and disruption during a build project. The detailed design process has carefully considered the positioning of the proposed new teaching block to limit its impact on the Church Road site and to address any potential impacts on traffic and parking. These issues will be considered by the Local Authority's Planning Committee in determining the planning application for the new block. The building works would be planned carefully, and contractors would work closely with the school to ensure that works are scheduled to keep noise and disruption to a minimum. The building site would be a secure area to ensure the health and safety of the children, young people, staff, parents/carers and visitors to the school.</p>
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## Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Not applicable		

## 1. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
Age	Across Grove Park School education provision is currently provided for pupils aged 4-19. The proposal not only allows for continuation of provision for that age range but would also extend it to ages 2-19 by lowering the age range.	<p>65% of respondents provided their age which was between 35 and 75. Of those that provided their age, 85% supported the proposal to lower the age range of the new school to provide nursery provision and 15% either did not support the proposal or were undecided.</p> <p>77% supported the proposal to enlarge the premises at the Church Road site and 23% either did not support the proposal or were undecided.</p>	No age-related barriers were identified by respondents.	<p>The proposal will have a positive impact on children and young people at the school. Making appropriate local provision available is positive for children and young people and supports the local authority's vision to ensure children and young people with SEND can access the help and support they need to thrive and achieve within their local communities.</p> <p>Bringing pupils together on one site would give them and their families a sense of community, belonging and identity.</p>

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Disability	Grove Park School is a special school. All pupils attending the school (100%) have an EHCP.	5% of respondents stated they have a physical or mental health condition or illness lasting or expected to last 12 months or more. Of those 100% supported the proposals to lower Grove Park School's age range and enlarge the premises at the Church Road site	No impacts were identified	The proposal to lower Grove Park School's age range and enlarge the premises at the Church Road site will have a positive impact on children and young people with SEN as special school places will be available locally to meet their educational needs.
Gender reassignment	The local authority does not believe that children and young people sharing this characteristic would be more affected by the proposal than children and young people who do not share this characteristic	Not applicable	Not applicable	No specific action identified at this stage.
Pregnancy and maternity	The local authority does not believe that people sharing this characteristic would be	Not applicable	Not applicable	No specific action identified at this stage.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	more affected by the proposal than people who do not share this characteristic.			
<b>Race (ethnicity)</b> Including migrants, refugees and asylum seekers	Data on the number of ethnic minority children attending Grove Park School is noted above.	No respondents indicated they were from an ethnic minority group.	No race related barriers were identified by respondents.	The local authority does not believe that people sharing this characteristic would be more affected by the proposal than people who do not share this characteristic.
<b>Religion or belief</b>	Grove Park School is a community school. There would be no change to the school's category as a result of the proposal.	30% of respondents stated they have a religion or belief. Of those, 100% supported the proposal to lower Grove Park School's age range.  83% supported the proposal to enlarge the premises at the Church Road site and 17% did	No impacts relating to religion or belief were identified by respondents	The local authority does not believe that people sharing this characteristic would be more affected by the proposal than people who do not share this characteristic.



Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		not support the proposal.		
Sex	Data on the prevalence of male to female pupils at Grove Park School is noted above.	<p>Of the respondents who indicated they were female, 92% supported the proposal to lower Grove Park School's age range and 8% did not support the proposal.</p> <p>83% of the female respondents supported the proposal to enlarge the premises at the Church Road site and 17% did not support the proposal.</p> <p>Of the respondents who indicated they were male, 67% supported the proposal to lower Grove Park School's age range and enlarge the premises</p>	No barriers relating to sex were identified by respondents.	The local authority does not believe that people sharing this characteristic would be more affected by the proposal than people who do not share this characteristic.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		at the Church Road site and 33% were undecided.		
Sexual orientation	The local authority does not believe that people sharing this characteristic would be more affected by the proposal than people who do not share this characteristic.	Not applicable.	Not applicable.	No specific action identified at this stage.
Marriage and civil partnership	Not applicable to this proposal.	Not applicable.	Not applicable.	Not applicable.
Armed Forces	Not applicable to this proposal.	Not applicable.	Not applicable.	Not applicable.
Impacts on community cohesion	The local authority is responsible for promoting a good supply of school places that offer high quality education through planning, organising, and commissioning places in a way that raises attainment, increases	No specific feedback was given relating to the wider community.	Not applicable.	The proposal would bring a number of benefits to the school community, including: • improved access by having a single site for primary and secondary pupils to shared spaces, such

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
	diversity, encourages collaboration between schools and promotes community cohesion.			<ul style="list-style-type: none"> <li>• as the sports facilities and specialist rooms.</li> <li>• Better use of the school's budget as some services could be centralised, e.g. one reception area at Church Road for primary and secondary and better utilisation and deployment of staff.</li> <li>• Improved ability to share learning resources.</li> <li>• Pupils and their families having a better sense of community, belonging and identity through bringing the primary and secondary phases together on one site.</li> </ul>

### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
Rurality	Not applicable to this proposal.	Not applicable	Not applicable	Not applicable
Carers	Not applicable to this proposal.	Not applicable	Not applicable	Not applicable
Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers)	Not applicable to this proposal.	Not applicable	Not applicable	Not applicable

**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

In recent years, the local authority has taken action to address the increasing demand for special school and specialist facility places and manage the high cost of placements in non-maintained independent schools. 381 new special school and alternative provision places have opened in the county in four establishments. We have created 72 new specialist facility places at seven mainstream schools (five primary and two secondary). Two mainstream schools have extended the designation of their existing specialist facilities. This is to reflect the growing demand for provision for children with autism.

We are continuing our strategy of increasing the number of places available in special schools and specialist facilities. This is alongside developing inclusion in mainstream schools. This includes the proposed project to reorganise and expand Grove Park School with the positive benefits that would bring set out above.

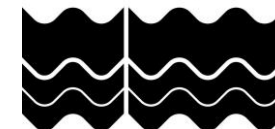
## 2. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
The local authority consulted with key stakeholders and interested parties on the proposals.	19 May 2023 to 23 June 2023	Not applicable	Not applicable
The local authority published a statutory proposal providing key stakeholders and interested parties with the opportunity to make further representation on the proposals.	10 January 2025 to 6 February 2025	Not applicable	Not applicable

#### 4. Prioritised Action Plan

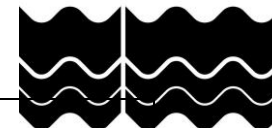
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
In the event that the decision is taken to lower the age range to 2019, and to enlarge the premises at the school's Church Road site the local authority would work with the school to implement the proposal by 1 September 2027.				



## Equality Impact Analysis Template

<b>Title of Project/Service/Policy</b>	Core Capital Programme
<b>Team/Department</b>	IT & Digital
<b>Directorate</b>	Business Services
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>The IT &amp; Digital Core Capital Programme provides the basic technology capabilities that support the underpinning functioning of the organisation. This programme funds activity that is described as <i>Core Need</i>. This means providing technology that enables staff to connect, collaborate and work efficiently from wherever they need to be whilst operating highly available, secure and reliable services to support the continuous working of everything else.</p> <p>Within the programme, there are four essential programmes of foundation activity:</p> <ol style="list-style-type: none"> <li>1. <b>Compliance</b> - supporting the Council in meeting its legal requirements &amp; basic operational standards. This ensures the Council can continue to connect to central government &amp; NHS services &amp; maintain the technical controls to meet their compliance requirements. This includes certification for PSN, NHS Data Security &amp; Protection Toolkit &amp; Cyber Essentials Plus. These certifications underpin the council's partnership working programmes &amp; the supportive, connecting technology they rely on.</li> <li>2. <b>Cyber Defence</b> - Cyber-attacks are growing more frequent, more sophisticated &amp; more damaging when they succeed. Whilst compliance provides the basics to stay safe and secure, the Cyber Defence Programme proactively enhances our organisation's resilience.</li> <li>3. <b>IT Core Infrastructure</b> - With a basic need to store and manipulate data, these services provide the foundation to support the working of everything else. These are mission critical heartbeat services that are essential to ensure the council keeps working on a resilient and reliable basis.</li> </ol>

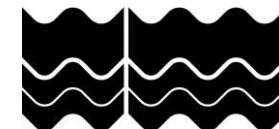


	<p>4. <b>Staff Technology Refresh</b> - This programme provides staff with the technology tools that they need to do their work more efficiently. Refreshing equipment at regular intervals is vital to ensure that it stays up to date and safe to use.</p>
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# 1. Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Not applicable		

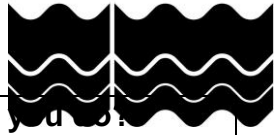




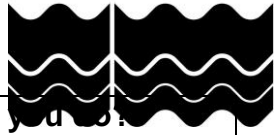
## 2. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

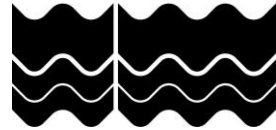
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Age</b>	All staff & partners over employment age	Feedback collected during and at the end of each project within the programme	IT&D adopt a continual improvement approach throughout the service	Proactively act on Lessons Learnt reports to inform future projects
<b>Disability</b>	Some users have specific technology needs	Information is input into projects via Senior User role or need is identified through the Service Hub	Specific hardware or software may be identified	Referral via IT&D Accessibility Officer ensures right solution is identified.
<b>Gender reassignment</b>	Technology projects are gender neutral. Data held within business systems is the responsibility of the business system administrator / information asset owner.	IT projects within the core programme deal with the technical environment within which assets are hosted and are not concerned with the specific detail of business applications.	The Core Programme is not responsible for individual application administration.	Review each project at initiation
<b>Pregnancy and maternity</b>	Devices that don't connect to the network for defined periods of time are dropped from	People on maternity leave need to be able to log in after extended periods of absence and it is vital that their user	A proactive process is in place to cover long periods of absence to ensure that staff entitled to do so, can connect to	Due to the security implications of access management, this is audited periodically.



<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
	the network for security & license reasons.	experience of connecting to the network is uninterrupted.	the network whenever they need to.	
<b>Race/ethnicity</b> Including migrants, refugees and asylum seekers	Core technology projects are user agnostic	N/A	N/A	Review periodically
<b>Religion or belief</b>	Core technology projects are user agnostic	N/A	N/A	Review periodically
<b>Sex/Gender</b>	Core technology projects are user agnostic	N/A	N/A	Review periodically
<b>Sexual orientation</b>	Core technology projects are user agnostic	N/A	N/A	Review periodically



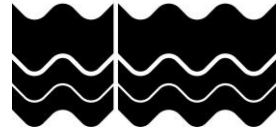
<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Marriage and civil partnership</b>	Core technology projects are user agnostic	N/A	N/A	Review periodically
<b>Impacts on community cohesion</b>	Technology services enabled by this programme allow staff to connect securely, collaborate with partners and work efficiently from wherever they need to be to carry out their resident facing services.	Projects implemented through the Core Programme help teams stay connected and interact with service users.	Requirements gathering at the outset of a project, captures user requirements and informs outcomes sought	Standard project management methodologies and project governance provides oversight and review.



### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	Core technology projects are geographically agnostic, services are designed to enable working from any location	Poor signal reception in some rural areas possible	Alternative solutions are offered to accommodate this	Identify affected spots and proactively offer alternative solutions
<b>Carers</b>	Technology services support hybrid working for maximum flexibility	Staff survey feedback confirms satisfaction with technology tools	Technology services support flexible ways of working	Continue to enable hybrid working
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers)	Our core programme projects factor social value in at the procurement stage	People ask regularly how equipment can be reused and repurposed to serve disadvantaged groups	The scale of our work enables social value elements to be factored in at the procurement stage	Repurpose equipment as determined by the Corporate Digital Board
<b>Assessment of overall impacts and any further recommendations</b> - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)				
The IT & Digital Core Capital Programme provides the basic technology capabilities that support the underpinning functioning of the organisation. These services are essential to support the working of everything else. No significant impacts are expected. However, to minimise and prevent the unintended consequences of changes arising from the investment in technology, colleagues from HR&OD and the IT Accessibility function will be engaged during the process of development and implementation of the capital schemes within this portfolio of work.				



### 3. List detailed data and/or community feedback that informed your EqIA

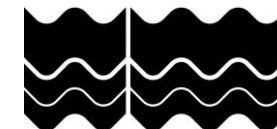
<b>Source and type of data</b> (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	<b>Date</b>	<b>Gaps in data</b>	<b>Actions to fill these gaps: who else do you need to engage with?</b> (add these to the Action Plan below, with a timeframe)
<b>Review of Capital Forward Plan and Core Plan Projects</b>	<b>13/11/25</b>	<b>n/a</b>	<b>Annual review at IT&amp;D Capital Board to ensure updated in line with programme activity</b>



#### 4. Prioritised Action Plan

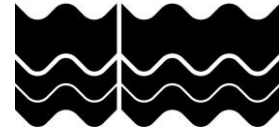
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
Annual review to ensure updated in line with programme activity	Review at IT&D Capital Board	Activity remains aligned with user base	Via benefits identified in each project	Annual activity
Age: ensure all projects meet user needs	Proactively act on Lessons Learnt reports to inform future projects	User satisfaction	User feedback	Specific to each project
Disability: Specific hardware or software may be identified	Referral via IT&D Accessibility Officer ensures right solution is identified.	Solutions will be designed with optimal accessibility in mind	Feedback on use	Specific to each project
Pregnancy / maternity: ensure that staff entitled to do so, can connect to the network whenever they need to	Due to the security implications of access management, this is audited periodically.	Uninterrupted access for authorised business users	Process working as designed and verified periodically via audit	Ongoing
<b>(Add more rows as needed)</b>				



## Equality Impact Assessment

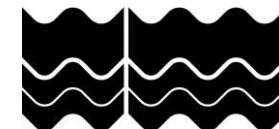
<b>Title of Project/Service/Policy</b>	Bus Service Improvement Plan (BSIP) Enhanced Partnership (EP)
<b>Team/Department</b>	Transport Hub
<b>Directorate</b>	Economy, Transport & Environment
<b>Provide a comprehensive description of your proposal</b>	<p>East Sussex County Council has received confirmed central government funding of £41,415,025 by the Department for Transport to implement its Bus Service Improvement Plan (BSIP) and Enhanced Partnership (EP).</p> <p>The BSIP supports bus service operators through an EP in ensuring that East Sussex residents and visitors enjoy the highest possible quality bus services that are regular and reliable and reasonably priced, helping to reduce congestion and make a positive contribution to better air quality and decarbonisation, and reduction of social isolation.</p> <p>The aims of BSIP are to:</p> <ul style="list-style-type: none"> <li>• Enhance the bus network through frequency improvements, more evening and weekend journeys,</li> <li>• Enhance bus reliability and reduce journey times through bus priority, including physical infrastructure and virtual systems, such as traffic light priority</li> <li>• In conjunction with Contracts Management Group and East Sussex Highways the Transport Hub are installing virtual bus priority at 34 signalised traffic junctions.</li> <li>• Reduce fares for young passengers under the age of 30; simplify fares &amp; ticketing and reduce fares for all bus users with a focus on rural journeys</li> <li>• Improvements on rural bus routes with particular emphasis on flexible/demand responsive transport, and</li> <li>• Provide bus services for all – solidifying a bus network that relates to the needs of all residents and visitors.</li> </ul>



**1. Update on previous EqlAs and outcomes of previous actions (if applicable)**

<b>What actions did you plan last time?</b> (List them from the previous EqlA)	<b>What improved as a result?</b> What outcomes have these actions achieved?	<b>What <u>further</u> actions do you need to take?</b> (add these to the Action Plan below)
Not applicable: new scheme		

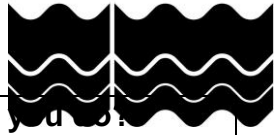




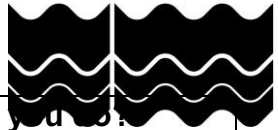
## 2. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

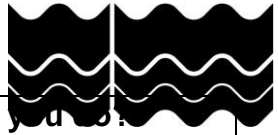
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	<p>There are no age limits on people travelling by bus; but children and older persons may feel uncomfortable travelling by bus alone, given the nature of public transport (travel with strangers), concerns about safety (both in relation to accidents and potential for harm/ abuse from other passengers) and inexperience.</p> <p>Cost is sometimes a barrier to bus use.</p> <p>Nationally over 65s are 12x more likely to be non-users and 6x more likely to be limited users of digital technologies.</p>	<p>Parish council request for telephone contact information to be on promotional literature in addition to online links.</p> <p>Some users do not have the digital skills to use an app for demand responsive transport bookings.</p> <p>Young (16-30) people report that they are not always aware of reduced tickets available and that fares charged them are inconsistent.</p>	<p>Actions to ensure bus drivers will be more welcoming, understanding and confident when equipped with better customer service skills.</p> <p>Address concerns about safety where possible.</p> <p>Consider options to reduce costs of travel through targeted concessions.</p>	<p>Monitor feedback through established channels and passenger forums.</p> <p>A requirement of the Enhanced Partnership is that bus drivers will receive customer service training as part of their employment. Focus will be given on people sharing protected characteristics, particularly around how bus drivers can assist persons that may be considered vulnerable.</p> <p>Maintenance of the option to book Flexibus by telephone although</p>



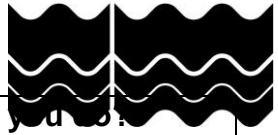
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	Greater likelihood of restricted or reduced mobility in certain age groups.			<p>80%+ book by app, and the Call Centre incurs additional costs.</p> <p>Reduced fares for young passengers under the age of 30 have been introduced. Older passengers who meet the national criteria, can apply for concessionary bus passes. Introduction of Age Verification app and Prove It! Campaign – awareness raised with operators.</p> <p>Updated older person's concessionary pass posters accordingly. Actively working with bus operators and others to disseminate non-digital bus information (at bus stops and elsewhere).</p>



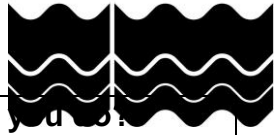
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<b>Disability</b>	<p>Disabled people may feel uneasy around using public transport, with concerns about safety or lack of assistance when needed and/or barriers created by physical accessibility of buses.</p> <p>Households headed by a person with a disability are disproportionately likely to be on lower incomes. They can also face greater costs due to disability.</p> <p>Greater likelihood of restricted or reduced mobility for some disabilities.</p>	<p>Bus operators have fed back that some bus stops are frequently blocked by unauthorised stopping in them.</p> <p>ESCC and bus operators continue to engage with interested parties, to better address issues around access and disability on the public transport network.</p> <p>Passengers advise audio-visual information on-bus and at stops could be improved.</p>	<p>There is no change to vehicles used for public transport – these already meet regulation requirements.</p> <p>Plan improvements to roadside bus stop infrastructure where funding permits.</p>	<p>Monitor feedback through established channels and passenger forums.</p> <p>All buses in East Sussex are required to meet Public Service Vehicles Accessibility Regulations and be class 1 &amp; 2 wheelchair accessible. Buses must have lowering suspension to further assist embarkment &amp; disembarkment, and offer priority seating. Disabled persons may be eligible for free bus travel through the English National Concessionary Travel Scheme (ENCTS). ENCTS concessions will be accepted on board any services introduced under the BSIP.</p>



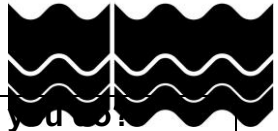
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				<p>Improved bus stop infrastructure will help to aid physical mobility, i.e. installation of more raised kerbs and improvements to accessible bus service information. A programme of installing raised kerbs and increased hard standing has been rolled out.</p> <p>Two BSIP schemes directly address unauthorised stopping/parking at bus stops: the (Civil Enforcement Officer) CEO On-Bus Scheme and the proposed Bus Stop Enforcement Camera Scheme.</p>



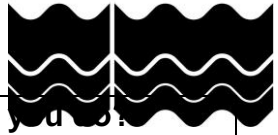
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				<p>The new RTPI provision will have next bus announcement technology on all new signs that will work with apps that are specifically designed for blind and visually impaired.</p> <p>Engagement with disabled users through bus user groups and the EP Forum.</p>
<b>Gender reassignment</b>	People who are trans may have negative perceptions about safety on public transport (interactions with passengers or staff).	More frequent buses and improved safety features on buses and at bus stops will increase natural surveillance	Increased natural surveillance will mean people may feel safety when on public transport, including at bus stops.	<p>Monitor feedback through established channels and passenger forums.</p> <p>Propose to bus partners that driver training covers support to people in situations that may be a hate crime or hate incident.</p>



Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Pregnancy and maternity	<p>Those pregnant or in maternity may have negative perceptions around safety on public transport or feel concerned about potential accidents to them or to babies and young children.</p> <p>Greater likelihood of restricted or reduced mobility in pregnancy, with infants.</p>	<p>Bus operators in East Sussex designate priority seating for pregnant people, as well as space designated for pushchairs. It is common courtesy for passengers to give up their seat to those who are more likely to need to sit whilst the vehicle is in motion, and the bus driver may ask anyone in those seats to offer their seat to disabled or pregnant persons if needed.</p> <p>Research feedback indicates that some young parents/parents-to-be find bus travel preferable to trains due to non-step access</p>	<p>Those pregnant or who have small children or babies have priority space on board buses.</p>	<p>Monitor feedback through established channels and passenger forums.</p> <p>Bus drivers will be given appropriate training to make those pregnant with young children/babies feel comfortable whilst on board buses.</p>

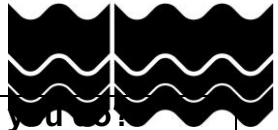


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<b>Race/ethnicity</b> Including migrants, refugees and asylum seekers	<p>People of different races/ethnicities may feel negative perceptions around public transport, especially around aspects of personal safety. People from some ethnic groups are more likely to have low incomes and therefore experience ticket prices as being harder to afford.</p> <p>Some minorities are more likely to have no car/van in the household: 27% of Black people, 22% of Gypsy/Traveller and Roma people compared to just under 13% of White (British, English, Welsh, Scottish, Northern Irish) and therefore be reliant on public transport.</p>		<p>Bus information data is relatively simple – destinations and times. No issues on being able to read timetables or boards has been raised due to race/ethnicity.</p>	<p>Monitor feedback through established channels and passenger forums.</p> <p>More frequent buses and increased natural surveillance will mean people may feel a greater sense of safety when on public transport, including at bus stops.</p> <p>Lower fares may encourage those on lower incomes to further utilise buses.</p>

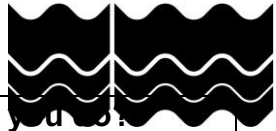


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	Language barriers may be an issue for groups.			
<b>Religion or belief</b>	People with different religions or beliefs may feel negative perceptions about safety on public transport.			<p>Monitor feedback through established channels and passenger forums.</p> <p>As above re: potential greater sense of safety as a result of natural surveillance and driver training.</p>
<b>Sex/Gender</b>	Women in particular, of any age, may feel uneasy when travelling alone on public transport, especially late at night.			<p>Monitor feedback through established channels and passenger forums.</p> <p>As above re: potential greater sense of safety as a result of natural surveillance and driver training.</p> <p>RTPI (Real Time Passenger Information)</p>





<b>Protected characteristics groups under the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
				provision allows passengers to know how long they need to wait making informed choices.
<b>Sexual orientation</b>	Persons of any sexual orientation, but especially non-heterosexual persons, may feel uneasy when travelling on public transport in relation to personal safety.			Monitor feedback through established channels and passenger forums.  As above re: potential greater sense of safety as a result of natural surveillance and driver training.
<b>Marriage and civil partnership</b>	No impact identified at this stage	N/A	N/A	N/A
<b>Impacts on community cohesion</b>	Community cohesion and social isolation are very much one of the broader points BSIP aims to address.		Better public transport links will contribute to reduced isolation, increase access to educational and employment opportunities and	Monitor feedback through established channels and passenger forums.  Increased bus frequency, operational hours and improved bus stop



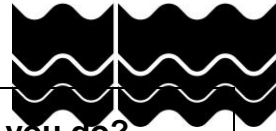
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			increase opportunities for people to interact in a wider range of areas.	infrastructure should lead to an increase in patronage, and increased natural surveillance with more buses on the road, resulting in more bus passengers on board buses and around bus stops, and more bus drivers/buses with CCTV and lighting.



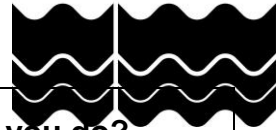
### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	Rural bus services are currently very sparse.		More buses are needed to serve rural areas.	<p>Monitor feedback through established channels and passenger forums.</p> <p>BSIP aims to reduce fares for all bus users with a focus on rural journeys and improve rural bus routes with particular emphasis on flexible/demand responsive transport</p>
<b>Carers</b>	<p>Disabled people may require carers and both persons may use bus transport.</p> <p>Households with carers are disproportionately likely to be on lower incomes.</p>	<p>Carers of people requiring them are already eligible for free bus travel through the English National Concessionary Travel Scheme (ENCTS).</p> <p>ENCTS concessions will be accepted on board any services introduced or falling under the realm of BSIP.</p>	<p>Ultimately there will be improved bus services for carers. No negative impacts have been identified through any BSIP scheme.</p>	<p>Monitor feedback through established channels and passenger forums.</p>



Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers)	<b>Lower income earners</b>  Those on lower incomes may see public transport as prohibitively expensive and opt to use their private vehicles instead or not be able to travel easily if they have no alternative. Lower income households disproportionately include single parents.		<b>Lower income earners</b>  The BSIP will see lower and simpler fares introduced across the county.	Monitor feedback through established channels and passenger forums.  Lower fares are planned for all; particularly for those in the 16-19 and 20-30 age brackets.  Significantly lower fares for up to four under 19s accompanied by a fare paying or concessionary pass holding adult.
<b>Assessment of overall impacts and any further recommendations</b> - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)				
<p>The Bus Service Improvement Plan, delivered through the Enhanced Partnership, has been subject to stakeholder engagement and public consultation in order to address its impact on protected characteristics and to integrate the perspectives of these groups.</p> <p>It is recognised, through other regional local authorities, that there may be some negative perceptions of safety of public transport for certain groups in society, including women, LGTBQ people, people from ethnic minority backgrounds and/or diverse religions, are thought to feel more vulnerable. However, the BSIP will improve passenger security by increasing natural surveillance as passenger numbers rise; and through more reliable and frequent bus services. This, along with improved safety features (such as lighting and CCTV) at stops and on-board buses, should help to improve the safety of vulnerable users.</p> <p>The BSIP should see increased social mobility for all users in the county, and help to encourage more people to use public transport through better bus services, lower &amp; simpler fares and improved cross-service integration in key locations.</p>				

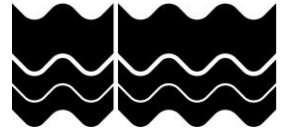


Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<p>Regarding Traffic Light Priority (TLP), Bus Companies were consulted in 2020 by Transport Hub with a list of sites that they experienced significant hold ups at. This is where the list of 34 sites comes from. There are issues that could or are perceived to impact a range of users with protected characteristics (notably those with reduced or restricted mobility) so are included here.</p> <ul style="list-style-type: none"> <li>Concern from pedestrians having to rush across the road due to light phases changing quicker is mitigated by the fact that phases will not change quicker due to safety features and code. The only disadvantage will be pedestrians potentially waiting a few seconds longer to be able to cross.</li> <li>Current signalised junctions may have layouts changed is mitigated in that any change will be an upgrade of equipment or to bring the site into current regulations. No adverse effect.</li> <li>Changes to existing equipment may provide opportunities to upgrade old equipment, adding tactile aids for blind and visually impaired people</li> </ul> <p>The BSIP programme comprises of many individual schemes which will create the desired end state. These schemes will be delivered throughout the programme and should be delivered in full by March 2025. Dynamic equality impact assessments (EqIA) will take place for individual schemes as and when they begin. Should it be identified that a scheme may disproportionately impact a protected characteristic, then a written EqIA will be undertaken.</p>				



### 3. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Local Authority Officer tacit knowledge: both East Sussex CC and the knowledge/learnings of other authorities through professional networking bodies	November 2022		
Passenger surveys	On-going		
Bus operator consultation	On-going		
Freeths legal governance documentation	September 2022		
Engagement with the Department for Transport	On-going		
Consultation with Transport Focus	On-going		



#### 4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
All actions identified above are built into the BSIP programme				

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## Equality Impact Analysis Template

<b>Title of Project/Service/Policy</b>	BSIP Bus Priority Measures: Eastbourne Station Area
<b>Team/Department</b>	Major Projects & Growth
<b>Directorate</b>	Communities, Economy and Transport
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>East Sussex County Council (ESCC) submitted its first Bus Service Improvement Plan (BSIP) to Government in October 2021 and second BSIP in spring 2025. The BSIP is a supporting document to the East Sussex Local Transport Plan 4 (LTP4) which was adopted in October 2024 and covers the period 2024 to 2050.</p> <p>The East Sussex BSIP actively addresses the National Bus Strategy aiming to enhance bus services by collaborating with Local Transport Authorities, bus operators, community and business voices, bus passengers, and the voluntary and health transport sector. The BSIP sets out ambitious plans to improve the bus network across the county and provide a cleaner, reliable alternative to car travel. It focuses on enhancing the bus network within East Sussex to complement and support wider transport investment across the country and encourage a sustainable mode shift towards bus usage.</p> <p>The bus priority measures under the capital element of the BSIP funding aim to improve bus reliability, reduce congestion, encourage greater bus use, create safer options for active travel and complement wider initiatives across the county. ESCC proposed seven bus priority measures, which they presented at a public consultation from 31 July to 25 September 2023</p> <p>In response to consultation feedback, it was resolved the Lead Member for Transport and Environment at her decision making meeting in January 2024 to take the Eastbourne Station Area proposals forward to further design stages and construction, which are outlined below:</p>



	<p><b>Eastbourne Station Area</b></p> <ul style="list-style-type: none"> <li>• Introduce a new dedicated bus lane eastbound between Wharf Road and the railway station.</li> <li>• Amend the bus layby on A259 Upperton Road opposite Cuckmere House, allowing buses to pull in and out more easily.</li> <li>• Amend the nearside lane on A259 Upperton Road heading eastbound, allowing only buses and left-turning vehicles.</li> <li>• Retain the existing Station Roundabout, with minor changes made to the kerbline from Southfields Road to reduce speeds.</li> <li>• Remove loading and unloading from A259 Station Parade and parts of A259 Upperton Road.</li> <li>• Upgrade the existing staggered pedestrian crossing on Station Parade to allow pedestrian crossing in one movement.</li> <li>• Introduce No Right Turn into A259 Upperton Road from Hartfield Road and The Enterprise Shopping Centre car park.</li> <li>• Introduce No Right Turn into The Enterprise Shopping Centre car park from A259 Upperton Road.</li> </ul>
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## 1. Update on previous EqlAs and outcomes of previous actions (if applicable)

<p><b>What actions did you plan last time?</b> (List them from the previous EqlA)</p>	<p><b>What improved as a result?</b> What outcomes have these actions achieved?</p>	<p><b>What <u>further</u> actions do you need to take?</b> (add these to the Action Plan below)</p>
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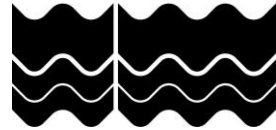


Not applicable: this is the first plan of this sort.		
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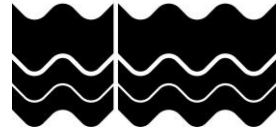
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Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<b>Age</b>	In Eastbourne, 25% of the population are aged 65 and over. This is lower than the East Sussex average at 26%, but slightly higher than the England average at 18%. In Eastbourne, 31% of the population are aged under 29. This is slightly higher than the East Sussex average at 30%, but lower than the England average (36%).	ESCC presented to the East Sussex Seniors Association on 15 September 2023 at 10:00 in relation to the bus priority proposals: The key discussion points are summarised below: <ul style="list-style-type: none"> <li>A general safety concern over shared spaces and the nervousness of the ageing population using these with cyclists.</li> </ul>	Older passengers may find it confusing if bus stops are realigned, whether these are temporary during construction or permanent as part of the scheme.  During construction, older passengers may also find diversion routes confusing and difficult to navigate. They also may find it difficult if the route requires them to walk longer distances.	During periods of further consultation, it should be ensured that representatives from younger and older age groups are targeted to hear their views on the scheme.  Clear communication should be provided throughout the consultation period and when moving into the next design stages. Online platforms should not be relied upon as older age



	<i>Data taken from 2021 Census.</i>	<ul style="list-style-type: none"> <li>Comments were made about existing bus services and Digital Demand Responsive Transport (DDRT). Such comments were passed onto the Transport Hub.</li> </ul>	<p>Older or younger passengers may be more at risk when using shared pedestrian/cycle ways, as they may have less awareness (i.e. visual impairments, hard of hearing).</p> <p>Older or younger passengers may have safety concerns when travelling to and from the bus stops at night. There may also be concerns about anti-social behaviour on the buses or at the bus stops.</p> <p>Older car drivers may be concerned about reallocating road space to bus lanes, particularly what this might mean for them in terms of congestion or mistakenly using bus lanes that were previously general traffic lanes.</p> <p>Younger people are more likely to be reliant on public transport, and more likely to have less money, so they</p>	<p>groups are more likely to not have access to the internet.</p> <p>As part of the construction planning, appropriate diversion routes need to be considered. This includes making sure they are as short as possible and accessible for all.</p> <p>The proposed usage of safety measures as part of the scheme, including the upgraded pedestrian crossings, as well as vegetation clearance, will improve visibility and safety at crossing points. This will help to ensure older and younger passengers can cross the roads safely.</p> <p>It should be ensured that signage and appropriate tactile paving is installed along shared use paths to make users aware they are sharing the space. The path should be wide enough to allow pedestrians and wheelchair</p>
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			could have concerns about fares and bus reliability.	users to pass without conflict occurring.  Once the scheme is constructed, older and younger passengers who often rely on public transport will benefit from reduced journey times and greater bus reliability.
<b>Disability</b>	<p>Eastbourne has a higher proportion of the population that identify as disabled compared to the averages for East Sussex and England. In Eastbourne, 22% of the population identify as disabled compared to 20% of East Sussex and 17% of England.</p> <p><i>Data taken from 2021 Census.</i></p>	<p>On 18 August 2023, between 11:00-13:00, ESCC attended the Disability Rights Reference Group (DDRG) to present the proposed BSIP Bus Priority measures. A summary of the key discussion points in relation to the BSIP proposals is provided below:</p> <ul style="list-style-type: none"> <li>Concern was raised regarding visually impaired groups and the use of shared footways/cycleways stating that these are not preferable.</li> <li>Comments regarding the accessibility to easy-read materials with a suggestion that images and further simplified</li> </ul>	<p>During construction, disabled users may find diversion routes/realigned bus stops confusing and may result in them needing to travel longer distances, which could be difficult for some people (i.e. people with mobility issues).</p> <p>Disabled people (including physical, learning and mental health disabilities) may have concerns about safety when travelling to the bus stops, at the bus stops and while on the bus. This could include instances of hate crime.</p> <p>Disabled car drivers may be concerned about the reallocation of road space</p>	<p>Actively target disability groups and representatives during further rounds of consultation to ensure their voices are heard.</p> <p>Maintained clear communication throughout the consultation and moving into next design stage – not just relying on online platforms.</p> <p>There will be a need to ensure the proposed designs are tested for accessibility and safety as the scheme moves through to the next design stage.</p> <p>During construction phases, it should be ensured that all diversion</p>



		<p>language would be beneficial.</p> <ul style="list-style-type: none"> <li>It was raised that consultation with bus operators on pinch points would only identify options currently available; if there is no service, there will not be a problem.</li> <li>The consultation team were also made aware of a learning disability group that could be consulted upon.</li> <li>Two events were suggested, one online and one in-person to further discuss the bus priority proposals.</li> </ul> <p>Feedback from the consultation identified that some respondents perceived a negative impact on disabled people:</p> <ul style="list-style-type: none"> <li>Proposals at Terminus Road and Grove Road/ Southfield Road</li> </ul>	<p>to bus lanes and what this might mean for them, particularly in terms of congestion or mistakenly using bus lanes that were previously general traffic lanes</p> <p>Disabled people may be more at risk when using shared use pedestrian/cycle ways. People with visual and hearing impairment may have less awareness of other users (such as cyclists) approaching. people using wheelchairs or with mobility aids may also find it more difficult to move out of the way.</p>	<p>routes/realigned bus stops are accessible for everyone and easy to navigate.</p> <p>The proposed usage of safety measures including the upgraded pedestrian crossings, are designed to make bus stops more accessible for disabled and visually impaired passengers through increased visibility and ease of access.</p> <p>The introduction of bus lanes would greatly benefit disabled passengers as they often rely on public transport. Therefore, they would see the benefits of reduced journey times and increased reliability of services.</p> <p>The proposed scheme is designed to reduce congestion on the roads and thus reducing vehicle emissions, by encouraging greater use of public transport. This will have great health benefits for all but especially people with</p>
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		<p>junction were perceived to be problematic, as the loss of right-turn lane onto Southfield Road would lead to significant queueing, which may exacerbate congestion in Eastbourne, directly impacting air quality. This could have a disproportionate impact on disabled individuals.</p> <ul style="list-style-type: none"> <li>• Suggestion that a new pedestrian crossing facility should be considered at the Station Parade/ Southfields Road junction.</li> </ul>		<p>long-term respiratory conditions.</p> <p>Signage and appropriate tactile paving should be installed along shared use paths, making users aware they are sharing a space. Width of the shared path to be constructed to standards, giving adequate room for cyclists to pass pedestrians and people in wheelchairs/with mobility aids without conflict occurring.</p>
<b>Gender reassignment</b>	<p>Within Eastbourne MSOAs 007, 008, 009, 010, 011 and 012 (there is no data on gender reassignment at a local level), 0.21% of the population indicated their gender identity was different from their sex</p>	<p>Through the feedback received from the consultation, respondents highlighted:</p> <ul style="list-style-type: none"> <li>• Concerns about the lack of perceived safety measures, vandalism protection,</li> </ul>	<p>Those who have a gender identity that is different from their sex registered at birth may have concerns about safety when travelling to the bus stops, waiting at the bus stops and while on the bus, due to the fear of</p>	<p>Actively target representatives of this group during periods of further consultation to ensure their voices were heard.</p>



	<p>registered at birth. This is comparatively high to England, where 0.5% of the population indicated their gender identity was different from their sex registered at birth.</p> <p><i>Data taken from 2021 Census.</i></p> <p>]</p>	<p>and unsafe ambience as part of the measures. This could disproportionately impact people within this group, particularly when using the service at night due to instances of hate crime.</p>	<p>hate crime. This is more likely to take place in isolated areas and at night.</p>	<p>As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance. Having more reliable services results in users needing to spend less time waiting at bus stops.</p> <p>Real-time information at bus stops will also benefit those in this group to feel more confident and reassured when travelling by bus.</p>
<b>Pregnancy and maternity</b>	<p>In 2023 there were 779 live births within the Eastbourne District.</p> <p><i>Data taken from NOMIS, 2024</i></p>	<p>Through feedback received from the consultation, respondents highlighted:</p> <ul style="list-style-type: none"> <li>• Bus priority measures may exacerbate congestion in Eastbourne, directly impacting air quality. This could have a disproportionate impact on pregnant individuals.</li> </ul>	<p>During construction, pregnant women and those on maternity may find it difficult if the diversion routes result in them needing to travel longer distances. The same applies to any realigned bus stops.</p> <p>Women who are pregnant and those on maternity may be concerned about the reallocation of road space</p>	<p>For users needing to cross the road, they will be required to use the pedestrian crossing at the roundabout or at the junction with The Avenue.</p> <p>During further periods of consultation, it should be ensured that the social benefits of the proposals are made clear. This includes making it easier and quicker to travel by bus</p>





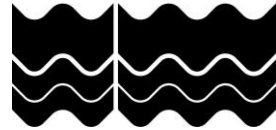
		<ul style="list-style-type: none"> <li>Concerns about the lack of perceived safety measures, vandalism protections, and unsafe ambience implemented under the measures. This could disproportionately impact pregnant passengers or parents/carers with very young children.</li> </ul>	<p>to bus lanes and what this might mean for them, particularly in terms of congestion or mistakenly using bus lanes which previously were used by general traffic. Those with pushchairs and young children may also find it more difficult to move out of the way when travelling on a shared use path.</p>	<p>to key destinations, including children's play groups.</p> <p>During construction, it should be ensured that diversion routes are as short as possible and are easy to navigate.</p> <p>The proposed reallocation of road space to introduce both east- and westbound bus lanes would improve the reliability of the bus services. This benefits pregnant passengers and those with children as they experience shorter journey times and more reliable services.</p> <p>Pregnant women and those on maternity will benefit from reduced bus journey times and improved reliability. By making journeys on the bus easier, it may reduce isolation experienced by some new parents, particularly those who are unable to drive.</p>
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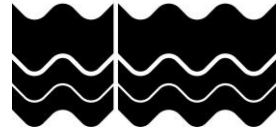
				Width of the shared path to be constructed to standards, giving adequate room for cyclists to pass pedestrians and those with young children and pushchairs.
<b>Race (ethnicity)</b> Including migrants, refugees and asylum seekers	<p>Eastbourne has 87% of the population that identify as White. This is comparable to the average for East Sussex at 94% and the average for England at 81%.</p> <p>In Eastbourne:</p> <ul style="list-style-type: none"> <li>• 5% identified as Asian, Asian British or Asian Welsh;</li> <li>• 2% identified as Black, Black British, Black Welsh, Caribbean or African;</li> <li>• 4% identified as Mixed or Multiple ethnic groups; and</li> <li>• 3% identified as other ethnic group.</li> </ul> <p><i>Data taken from 2021 Census.</i></p>	<p>Through feedback received from the consultation, respondents highlighted:</p> <ul style="list-style-type: none"> <li>• Concerns about the lack of perceived safety measures, vandalism protections, and unsafe ambience implemented under the proposals. This could disproportionately impact ethnic minorities, especially when travelling at night due to instances of hate crime.</li> </ul>	<p>During periods of further consultation, there could be issues for people who do not have English as a first language. They may find it hard to read the information and understand the proposals, as well as providing their feedback.</p> <p>Those who identify as an ethnic minority may have concerns about safety when travelling to the bus stops, waiting at the bus stops and while on the bus, due to the fear of hate crime. This is more likely to take place in isolated areas and at night.</p>	<p>During periods of further consultation, it should be ensured the safety benefits are made clear. This includes improving the reliability of the bus services which reduces the amount of time waiting at bus stops.</p> <p>It should also be ensured that consultation materials can be made available in other formats (i.e. different languages), upon request.</p> <p>As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance.</p>



				Proposed reallocation of road space to introduce both east- and westbound bus lanes improves safety for ethnic minority passengers as bus services become more reliable. Having more reliable services results in users needing to spend less time waiting at bus stops.
<b>Religion or belief</b>	<p>Eastbourne has 41% of the population that report as having “no religion”. This is lower than East Sussex at 45% and higher than England at 37%.</p> <p>A total of 45% of people within Eastbourne said they are Christian, which is slightly lower than both East Sussex and England at 46% each.</p> <p>In Eastbourne: 3% said they are Muslim and 1% said they are of another religion. The other religions make up 2% in total of the Eastbourne population.</p>	<p>Through the feedback received from the consultation, respondents highlighted:</p> <ul style="list-style-type: none"> <li>Concerns about the lack of perceived safety measures, vandalism protections, and unsafe ambience implemented under the proposals. This could disproportionately impact religious minorities particularly, when using the service at night due to instances of hate crime.</li> </ul>	<p>During construction of the scheme, noise and associated construction work could impact particular religious groups for worshipping.</p> <p>Those of certain religions or beliefs may have concerns about safety when travelling to the bus stops, waiting at the bus stops and while on the bus, due to the fear of hate crime. This is more likely to take place in isolated areas and at night.</p>	<p>During periods of further consultation, it should be ensured the safety benefits are made clear. This includes improving the reliability of the bus services, which reduces the amount of time waiting at bus stops.</p> <p>Also, actively engage with religious groups especially those who have places of worship adjacent to proposed bus priority schemes, to ensure their voices are heard.</p> <p>During construction planning, ensure the timing of construction is communicated to everyone.</p>



	<i>Data taken from 2021 Census.</i>			<p>Work with religious groups/places of worship to agree appropriate timings of construction activities.</p> <p>Proposed reallocation of road space to introduce both east- and westbound bus lanes improves safety for ethnic minority passengers as bus services become more reliable. Having more reliable services results in users needing to spend less time waiting at bus stops.</p> <p>As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance for people walking to/from bus stops and places of worship.</p>
<b>Sex</b>	Eastbourne has 51% of the population that are female and 49% that are male. This is comparable to both East Sussex and England.	Through the feedback received from the consultation, respondents highlighted:	Women are more likely to have caring responsibilities that may require them to make multiple short journeys or 'chain-journeys'	During periods of further consultation, seek opportunities for women to feedback on the proposed scheme. Offer alternative



	<p>In East Sussex, 52% of the population are female while 48% are male. In England, 51% are female while 49% are male.</p> <p><i>Data taken from 2021 Census.</i></p>	<ul style="list-style-type: none"> <li>Concerns about the lack of perceived safety measures, vandalism protections, and unsafe ambiance implemented under the proposals. This could disproportionately impact female passengers particularly when using the service at night due to instances of hate crime.</li> </ul>	<p>during a day, (for example to drop children off at school, visit an elderly parent and shop for food). This can mean they do not take typical commuting routes.</p> <p>Women are more likely to be the victims of sexual harassment and sexual abuse while waiting for, and on, public transport.</p>	<p>options for providing feedback and be mindful of certain times of any in-person events (e.g. school pick up time) where women are more likely to have caring responsibilities.</p> <p>It should also be ensured the safety benefits are made clear. This includes improving the reliability of the bus services and making bus journeys quicker.</p> <p>Proposed reallocation of road space to introduce both east- and westbound bus lanes improves safety for women passengers as bus services become more reliable. Having more reliable services results in users needing to spend less time waiting at bus stops. Having quicker journey times will mean users will also spend less time on the bus, meaning there is less opportunity for hate crimes/sexual harassment to take place.</p>
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				As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance.
<b>Sexual orientation</b>	<p>Within Eastbourne MSOAs 007, 008, 009, 010, 011 and 012 (there is no data on sexual orientation at a local level), 86% of residents aged 16 and over identify as straight, where East Sussex and England have 89%. A total of 3% of the population within Eastbourne influence area identify as gay or lesbian, which is slightly higher than England and East Sussex at 2%. There are 2% of people that identify as bisexual within the Eastbourne MSOAs, which is slightly higher than England and East Sussex which are both at 1%.</p> <p><i>Data taken from 2021 Census.</i></p>	<p>Through the feedback received from the consultation, respondents highlighted:</p> <ul style="list-style-type: none"> <li>Concerns about the lack of perceived safety measures, vandalism protections, and unsafe ambience implemented under the proposals. This could disproportionately impact LGBTQ+ passengers particularly when using the service at night due to instances of hate crime.</li> </ul>	<p>Those who identify as LGBTQ+ may have concerns about safety when travelling to the bus stops, waiting at the bus stops and while on the bus, due to the fear of hate crime. This is more likely to take place in isolated areas and at night.</p>	<p>During periods of further consultation, seek opportunities for LGBTQ+ groups to feedback on the proposed schemes consultation. It should also be ensured the safety benefits are made clear. This includes improving the reliability of the bus services and making bus journeys quicker.</p> <p>Proposed reallocation of road space to introduce both east- and westbound bus lanes improves safety for those who identify as LGBTQ+, as bus services become more reliable. Having more reliable services results in users needing to spend less time waiting at bus stops.</p>



				<p>Having quicker journey times will mean users will also spend less time on the bus, meaning there is less opportunity for hate crimes to take place.</p> <p>As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance.</p>
<p><b>Marriage and civil partnership</b></p>	<p>Within Eastbourne, 43% of the population have never been married or in a civil partnership, which is a higher proportion than England at 38% and East Sussex at 32%.</p> <p>A total of 31% of the Eastbourne population are married or in a civil partnership, which is lower than both England (45%) and East Sussex (47%).</p> <p><i>Data taken from 2021 Census.</i></p>	<p>No feedback related to this protected characteristic group has been received.</p>	<p>It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the proposals.</p>	<p>It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the proposals.</p>



<b>Armed Forces</b>	<p>Within Eastbourne MSOAs 007, 008, 009, 010, 011 and 012 (there is no data on the armed forces at a local level), 3% of people reported that they had previously served in the UK regular armed forces, while 1% had previously served in reserve armed forces and 0.2% had previously served in both regular and reserve armed forces.</p> <p><i>Data taken from 2021 Census.</i></p>	No feedback related to this protected characteristic group has been received.	It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the report.	It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the report.
<b>Impacts on community cohesion</b>	N/A	No feedback received related to community cohesion.	There could be some positive impacts on community cohesion with improvements to bus stops. These will provide a more comfortable experience while waiting for the bus, where different users can come together.	As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance. This would help to prevent any negative experiences that could arise from different members of the community coming together.



### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	The proposed bus priority scheme is situated in Eastbourne, an urban area. Therefore, this characteristic is not relevant.			
<b>Carers</b>	<p>The 2021 Census for Eastbourne highlighted that 8% of the population provided unpaid care which is slightly less than national average at 9%.</p> <p>A total 4% of Eastbourne's population provided 19 hours or less of unpaid care per week, 2% provided 20-49 hours of unpaid care a week and 2% provided 50 or more hours of unpaid care a week.</p> <p><i>Data taken from 2021 Census.</i></p>	Through the feedback received from the consultation, some respondents highlighted a perceived negative impact of the bus priority schemes on carers and care givers.	Carers have responsibilities that may require them to make multiple short journeys or 'chain-journeys' during a day. This can mean they do not take 'usual' commuting routes. Carers may also be reliant on car travel and be concerned about road space allocation in the proposals.	Actively engage with carer groups and representatives during the consultation period to ensure their voices are heard.



<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers – see end note)				
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<p><b>Assessment of overall impacts and any further recommendations</b> - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)</p> <p>Overall, the proposed BSIP scheme for Eastbourne is expected to have a positive impact on all protected groups referenced above. The scheme would improve bus journey time reliability through the provision of bus lanes, which helps to reduce the amount of time people are waiting for a bus as well as the amount of time they spend on the bus. This can help to reduce the risk of hate crime to some minority groups.</p> <p>Concerns have been identified relating to any further consultations on the scheme. It could be easy for some groups to be excluded as part of the consultation. This includes a lack of information in appropriate formats, not publicising the consultation through a range of channels, and not targeting certain groups for their feedback. It should therefore be ensured that the consultation is promoted through a range of channels (both online and offline), materials available in a range of formats, and representatives from protected groups are targeted for their feedback.</p> <p>Consideration also needs to be given to protected groups during construction. Some could be impacted by diversion routes and realigned bus stops, particularly if it results in their journey being longer. This impacts people with mobility issues as well as visual impairments. Therefore, diversion routes need to be as short as possible and realigned bus stops close to the existing bus stop. They should also be accessible for all, including making sure there are ramps/dropped kerbs as well as being well lit.</p>
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### 3. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with?
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(interviews), responses to questionnaires, etc.)			(add these to the Action Plan below, with a timeframe)
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a>  Age - TS007A - Age by five-year age bands	17/01/2025		
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a>  Disability - TS038 - Disability	17/01/2025		
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a>  Gender reassignment - TS078 - Gender identity	17/01/2025	LSOA level data not available MSOA level data taken	
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a>  Ethnicity - TS021 - Ethnic group	17/01/2025		
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a>  Religion or belief - TS030 - Religion	17/01/2025		

<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a> Sex - TS008 - Sex	17/01/2025		
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a> Sexual orientation - TS077 - Sexual orientation	17/01/2025	LSOA level data not available MSOA level data taken	
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a> Marriage and civil partnership - TS002 - Legal partnership status	17/01/2025		
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a> Armed Forces - TS071 - Previously served in the UK armed forces	17/01/2025	LSOA level data not available MSOA level data taken	
<a href="#">Table Finder - 2021 Census - Nomis - Official Census and Labour Market Statistics</a> Carers - TS039 - Provision of unpaid care	17/01/2025	LSOA level data not available MSOA level data taken	

<a href="#">Births in England and Wales: linked births - Office for National Statistics</a>	17/01/2025	LSOA level data not available District level data taken	
Pregnancy and maternity			

#### 4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
During further rounds of consultation to present updated scheme designs, some groups may not be able to read or understand the consultation materials. This can lead to their feedback not being captured.  <b>Groups affected: Race, disability</b>	Ensure all the materials are written in simple, easy to understand language, as well as being available in other formats such as other languages, large-text, and Braille.	Everyone is able to read and understand the information presented during the consultation, enabling them to make an informed decision on the proposals.	Responses received from people of different races and with a range of disabilities.  No negative feedback received regarding the accessibility of the consultation materials.	Before next consultation period  <b>Owner: WSP / ESCC Engagement teams</b>
During further rounds of consultation to present updated scheme designs, some groups may have difficulty accessing in-person consultation events. This could be due to the	Ensure a risk assessment is undertaken to check the venue is appropriate for all users. This includes being in an area that is easily accessed through public transport and has nearby	Everyone is able to easily access the in-person events, enabling them to view the proposals and speak to members of the project team.	Consultation events that are well attended. No negative feedback received regarding the accessibility of the consultation events.	Before next consultation period if there is one  <b>Owner: WSP / ESCC Engagement teams</b>



venue's location or access within the building.  <b>Groups affected: Age, disability, pregnancy &amp; maternity</b>	parking (including disabled spaces). The building itself will need to be easily accessible for people with mobility aids and pushchairs (i.e. no steps), have toilets (men, women and disabled) and have seating available. Online events offer an alternative to attending in-person events, but these should be provided alongside in-person events.			
During construction of the scheme, diversion routes/changes to access may increase travel distance and extend through unfamiliar areas.  <b>Groups affected: Age, disability, pregnancy &amp; maternity, sex</b>	Development of a Construction Management Plan and works in accordance with Chapter 8 Traffic Signs Manual and the Streetworks "Red Book" will mitigate construction impacts. This includes keeping diversion routes as short as possible along a well maintained (smooth surface, dropped kerbs) and well-lit route. The provision of adequate signage to allow people to navigate their way through the diversion.	A diversion route that is as short as possible and is safe to use at all times of the day. Everyone knows and understands the diversion route, prior to construction.  The route can be easily navigated by all without any difficulties.	No negative feedback received from users of the diversion routes.  No instances of accidents or crime taking place along the diversion routes.	Prior to construction  <b>Owner: Balfour Beatty / ESCC</b>



	Information on construction timescales and the locations of the works should be communicated through a range of channels, including online and hard copy (for those who do not have access to the internet).			
<p>During construction of the scheme, temporary bus stop closures may increase travel distance.</p> <p><b>Groups affected: age, disability, pregnancy &amp; maternity</b></p>	<p>Development of a Construction Management Plan and works in accordance with Chapter 8 Traffic Signs Manual and the Streetworks "Red Book" will mitigate construction impacts. This includes adequate provision of signage to indicate the closure of the bus stop and directions to the nearest bus stop that is operating. This should not be located too far from the existing bus stop so it can be easily accessed by everyone.</p> <p>Temporary bus stop closures should be clearly communicated well in advance by a range of channels, including both online and hard copy.</p>	<p>An operating bus stop that is not far from the stop that is temporarily closed and can be easily accessed by everyone.</p> <p>Everyone knows and understands the temporary closure, prior to construction.</p> <p>The route to the temporary bus stop can be easily navigated by all without any difficulties.</p>	<p>No negative feedback received from users of the temporary bus stop closure. No reductions in bus patronage during the construction phase.</p>	<p>Prior to construction</p> <p><b>Owner: Balfour Beatty / ESCC</b></p>



<p>Construction works may generate significant noise. This can impact certain groups who may be sensitive to noise, or those that need to rest during the day. Noise disruption can also affect those who worship at different times of the day.</p> <p><b>Groups affected: age, disability, pregnancy &amp; maternity, religion/belief</b></p>	<p>Development of a Construction Management Plan and works in accordance with Chapter 8 Traffic Signs Manual and the Streetworks "Red Book" will mitigate construction impacts. Where the construction work is near residential areas, ensure noise is kept to a minimum. Where significant noise is needed, ensure this is during the day with limited work taking place in the early morning or late evening.</p> <p>Local residents to be given advanced notice of the construction works and will be kept regularly updated on the timescales.</p>	<p>Construction works that do not impact people's daily activities including work, worship, and sleep. Everyone knows of the construction timings in advance so they can plan accordingly.</p>	<p>No negative feedback received from local residents on construction noise.</p>	<p>Prior to construction</p> <p><b>Owner: Balfour Beatty / ESCC</b></p>
<p>Safety concerns relating to the construction site. If the site is not secure, young children and disabled people may enter the construction site.</p> <p><b>Groups affected: Age, disability, pregnancy &amp; maternity</b></p>	<p>Development of a Construction Management Plan and works in accordance with Chapter 8 Traffic Signs Manual and the Streetworks "Red Book" will mitigate construction impacts. Ensure the construction site is fully secured through fencing</p>	<p>Everyone remains safe when travelling near to the construction site, with no accidents/incidents taking place.</p>	<p>No instances of accidents taking place within, and surrounding, the construction site. No concerns raised regarding the potential for an accident to take place.</p>	<p>Prior to construction</p> <p><b>Owner: Balfour Beatty / ESCC</b></p>





	and warning signs and is locked when no construction workers are present. If construction machinery and vehicles are left on site, ensure these are also secured within the locked site so that no unauthorised personnel can gain access.			
Hate crime or sexual harassment occurring within less visible areas, such as behind bus stops.  <b>Groups affected: Disability, sexual orientation, race, religion, sex</b>	During the scheme design, look to reduce the amount of less visible areas. This includes transparent bus stops and vegetation clearance. Lighting should also be provided along the paths and at bus stops.  Including real time passenger information would also help to reduce instances occurring, as passengers know how long they have to wait for the next bus.	All groups feel safe and comfortable while waiting at the bus stops and travelling within the area.	No instances of hate crime or sexual harassment taking place. No negative feedback received on people feeling unsafe within the area.	During design phase  <b>Owner: WSP Design team</b>

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# Equality Impact Assessment

Name of the proposal, project or service
<p><b>Exceat Bridge Replacement and Improvement to A259 Corridor</b></p> <p><b><u>Please note that due to the original completion date this is an older version of the EqIA template. It has been reviewed regularly to ensure that all information remains accurate.</u></b></p>

File ref:		Issue No:	2
Date of Issue:	07/11/19	Review dates:	June 2021 March 2023

## Contents

Part 1 – The Public Sector Equality Duty and Equality Impact Assessments (EIA)	1
Part 2 – Aims and implementation of the proposal, project or service .....	4
Part 3 – Methodology, consultation, data and research used to determine impact on protected characteristics. ....	9
Part 4 – Assessment of impact .....	12
Part 5 – Conclusions and recommendations for decision makers .....	31
Part 6 – Equality impact assessment action plan.....	34

## **Part 1 – The Public Sector Equality Duty and Equality Impact Assessments (EIA)**

**1.1** The Council must have due regard to its Public Sector Equality Duty when making all decisions at member and officer level. An EIA is the best method by which the Council can determine the impact of a proposal on equalities, particularly for major decisions. However, the level of analysis should be proportionate to the relevance of the duty to the service or decision.

**1.2 This is one of two forms that the County Council uses for Equality Impact Assessments, both of which are available on the intranet. This form is designed for any proposal, project or service. The other form looks at services or projects.**

### **1.3 The Public Sector Equality Duty (PSED)**

The public sector duty is set out at Section 149 of the Equality Act 2010. It requires the Council, when exercising its functions, to have “due regard” to the need to

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. (see below for “protected characteristics”

These are sometimes called equality aims.

### **1.4 A “protected characteristic” is defined in the Act as:**

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race (including ethnic or national origins, colour or nationality)
- religion or belief;
- sex;
- sexual orientation.

Marriage and civil partnership are also a protected characteristic for the purposes of the duty to eliminate discrimination.

The previous public sector equalities duties only covered race, disability and gender.

### **1.5 East Sussex County Council also considers the following additional groups/factors when carry out analysis:**

- Carers – A carer spends a significant proportion of their life providing unpaid support to family or potentially friends. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. [Carers at the Heart of 21st Century Families and Communities, 2008]
- Literacy/Numeracy Skills

- Part time workers
- Rurality

### **1.6 Advancing equality (the second of the equality aims) involves:**

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people's disabilities
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

### **1.6 Guidance on Compliance with The Public Sector Equality Duty (PSED) for officers and decision makers:**

1.6.1 To comply with the duty, the Council must have "due regard" to the three equality aims set out above. This means the PSED must be considered as a factor to consider alongside other relevant factors such as budgetary, economic and practical factors.

1.6.2 What regard is "due" in any given case will depend on the circumstances. A proposal which, if implemented, would have particularly negative or widespread effects on (say) women, or the elderly, or people of a particular ethnic group would require officers and members to give considerable regard to the equalities aims. A proposal which had limited differential or discriminatory effect will probably require less regard.

#### *1.6.3 Some key points to note :*

- The duty is regarded by the Courts as being very important.
- Officers and members must be aware of the duty and give it conscious consideration: e.g. by considering open-mindedly the EIA and its findings when making a decision. When members are taking a decision, this duty can't be delegated by the members, e.g. to an officer.
- EIAs must be evidence based.
- There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
- There must be compliance with the duty when proposals are being formulated by officers and by members in taking decisions: the Council can't rely on an EIA produced after the decision is made.
- The duty is ongoing: EIA's should be developed over time and there should be evidence of monitoring impact after the decision.
- The duty is not, however, to achieve the three equality aims but to consider them – the duty does not stop tough decisions sometimes being made.

- The decision maker may take into account other countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities (for instance, cost factors)

1.6.4 In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published. However, Codes of Practice issued under the previous legislation remain relevant and the Equality and Human Rights Commission has also published guidance on the new public sector equality duty.

## **Part 2 – Aims and implementation of the proposal, project or service**

### **2.1 What is being assessed?**

#### **a) Proposal or name of the project or service.**

Exceat Bridge Replacement and Improvement to A259 Corridor

#### **b) What is the main purpose or aims of proposal, project or service?**

This project seeks to address a long standing and well known bottleneck within the East Sussex network and contribute towards economic growth, specifically economic connectivity, within the area.

The project was initiated to explore options to replace the deteriorating Exceat Road Bridge over the Cuckmere river and unlock the full capacity of the network to support employment and housing growth.

The bridge is coming to the end of its serviceable life and has a number of structural defects and layout issues. Following an options appraisal it was determined that it would be more beneficial to replace the existing bridge with a new one designed to address these issues and meet the needs of its users.

The project will address current constraints affecting those with protected characteristics including:

- major congestion spot due to constrained traffic flow/capacity issues, the impact of which is long queues of traffic in both directions from the bridge
- poor access for pedestrians and cyclists
- increasing pollution and health inequalities
- long-term network resilience

#### **c) Manager(s) and section or service responsible for completing the assessment**

Project Manager – Highways Funding and Development, Highways Contracts Management Group, CET

## **2.2 Who is affected by the proposal, project or service? Who is it intended to benefit and how?**

The following will be affected by the project:

- Local residents and businesses
- Tourists
- Walkers & cyclists
- Wheelchair users and those with some types of disability
- Elderly
- People using the road network to travel to work

The project will deliver:

- A new two-lane bridge to replace the existing single-lane priority bridge on a better and safer alignment.
- New footway and crossing points to allow pedestrians to walk safely to the visitor centre, car parks, pub and Country Park without having to cross the road. The footway will be made wide enough to convert into a footway and cycleway so that it can connect to any future cycleways in the area.
- Creation of a shared meeting space in front of the Cuckmere Inn, new viewing platforms on the bridge, cycle racks and benches to support tourism.
- Reduced speed limits, improvements to bus stops, dropped kerbs and better lighting to further improve safety and accessibility.
- Environmental mitigation work that will improve local habitats including restoration of a saltmarsh, adding value and interest to the Park.

It aims to achieve the following objectives:

- Improve the overall connectivity between two of the county's Growth Areas and identified Priority 1 LUF areas (Newhaven and Eastbourne) that suffer from multiple sources of deprivation.
- Address future resilience on the Major Road Network and reduce the risk of bridge failure and the consequential impact this would have for communities linked by the A259.
- Enabling free flowing traffic and consequently remove the current queueing and idling of vehicles, meaning a reduction in carbon emissions and pollution.
- An enhanced, sensitively designed bridge within the protected environment of the South Downs.



- Making pedestrian and cycle connectivity across the bridge and its environs safer, more attractive and accessible to visitors.
- Improve bus journey times by 1 to 3 minutes between Eastbourne and Brighton allowing buses to run more reliably and offer a more attractive travel option for residents and commuters serving the coastal communities along the A259.

**2.3 How is, or will, the proposal, project or service be put into practice and who is, or will be, responsible for it?**

The ESCC Project Board are responsible for overseeing the project and the work will be instructed and delivered through the current contract mechanisms within our Highways and Infrastructure Services Contract 2016-23.

**2.4 Are there any partners involved? E.g. NHS Trust, voluntary/community organisations, the private sector? If yes, how are partners involved?**

Our Highway service contract providers and sub-contractors are responsible for carrying out the work and recording network information:

Partner	Nature of involvement (financial, operational etc.)
East Sussex County Council	Financial, Project Management. Lead Applicant
Jacobs	Design, Project Management, Operational
Costain	Operational
Balfour Beatty – May 2023 onwards	Project management and operational delivery

**2.5 Is this proposal, project or service affected by legislation, legislative change, service review or strategic planning activity?**

There is a statutory duty on service providers under the Equality Act 2010 to take reasonable steps to remove or alter physical features to improve access for people with disabilities, or provide an alternative method of making services available. (B.4.4.3, Well Managed Highway Infrastructure, 2016)

All new and existing highways related policies are approved by the Lead Member for Transport and Environment and are monitored in conjunction with the highways performance management framework.

All proposals have been developed with reference to the relevant design guidance and in compliance with the Disability Discrimination Act, Manual for Streets 1 and 2, LTN1/20 Cycling Design Guidance, LTN3/08 Developing Streets for mixed purpose, LTN1/97 Keeping the Buses Moving and national best practice recommendations for inclusivity. Further details below:

Design speed adopted is 30mph = 48kph, and speed limit of 30mph. As per MfS2 section 8.2.3, there is no need to adopt higher design speed than the speed limit in similar environments. Therefore, for 48kph design speed, the radii is 41m (MfS2 section 8.3.5).

As for pedestrian routes, design is based on LTN 2/04, clause 6.2.5: A width of 1.5m should be regarded as the minimum acceptable for a footway under most circumstances. The absolute minimum width for a pedestrian-only route is 1.0m, but this will require all users to give way to each other, so 1.0m wide sections should not exceed 6.0m in length. The proposal is to have a minimum 1.5m footpath on the North side of the bridge. This will be complying with the standards, with one point where width is 1.41m, but less than 6m. The proposal is to have a 3.0m width on the south side of the bridge. Considering the bridge structure on one side and the parapet on the other side, the effective width will be 2.0m. This is the absolute minimum width.

Pedestrian crossings visibility is designed as per LTN 2/95, Table 1: LTN 2/95, Table 1 prescribes a desirable minimum visibility of 50m, with absolute minimum 40m for 25mph 85 percentile approach speed 65m, with absolute minimum 50m for 30mph 85 percentile approach speed. Both proposed pedestrian crossings have a clear minimum visibility of 50m.

**2.6 How do people access or how are people referred to your proposal, project or service? Please explain fully.**

On completion of the project, people will be able to access the new bridge, footpath, cycle path and crossing as they can currently access the area – there are and will be no restrictions. During the construction phases, access will be maintained so there will be no disruption to service provision.

**2.7 If there is a referral method how are people assessed to use the proposal, project or service? Please explain fully.**

N/A

**2.8 How, when and where is your proposal, project or service provided? Please explain fully.**

How: The project is a major infrastructure project that is being carried out in several phases over several years.

When: If the project runs to plan the new Exceat bridge, foot and cycle path and pedestrian crossing will be operational by 2025.

Where: Exceat Bridge and Seven Sisters Country Park Visitor Centre, on the A259, Seaford, East Sussex, BN25 4AB Exceat bridge is part of the A259, one of

the principal road networks in East Sussex which serves two of the County's growth areas for housing and employment; Newhaven and Eastbourne/South Wealden. The A259 is a critical route for economic connectivity from the East of the county, along the East Sussex coast to Brighton and through to West Sussex, including linkage to a key port at Newhaven.

## Part 3 – Methodology, consultation, data and research used to determine impact on protected characteristics.

### 3.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken.

Types of evidence identified as relevant have <b>X</b> marked against them			
	Employee Monitoring Data		Staff Surveys
	Service User Data	x	Contract/Supplier Monitoring Data
<b>X</b>	Recent Local Consultations		Data from other agencies, e.g. Police, Health, Fire and Rescue Services, third sector
<b>x</b>	Complaints	x	Risk Assessments
	Service User Surveys	x	Research Findings
<b>x</b>	Census Data	x	East Sussex Demographics
	Previous Equality Impact Assessments	x	National Reports
	Other organisations Equality Impact Assessments	x	Feedback on planning application

### 3.2 Evidence of complaints against the proposal, project or service on grounds of discrimination.

Issues raised by respondents to the consultation (including those with protected characteristics) have been considered and assessed where appropriate to determine whether alternative measures or additional mitigations are necessary. This assessment is set out in appendix 2.

Our assessment concludes that, in most cases, the issues raised are unlikely to materialise. In most cases, the alternatives suggested are not appropriate for safety reasons or because of the highly sensitive nature of the area and the need to balance heritage, environmental and safety elements. However, where possible changes have been made to the designs to accommodate the needs of all users e.g. improved design of viewing platforms to make barriers easier to see over. In all cases, suitable mitigation measures are in place to remove or minimise any negative effects.

### 3.3 If you carried out any consultation or research on the proposal, project or service explain what consultation has been carried out.

An option study was carried out to consider a variation of proposals to address the exeat bridge issues and select the best option. These options were as follows:

- Option 1- Replace bearings, construct new footbridge and repaint the original girders

- Option 2- Replace bearings, provide vehicular containment parapets, construct new footbridge.
- Option 3- Widen the existing deck, replace bearings and reconstruct existing deck with vehicular containment parapets.
- Option 4- Build new bridge and demolish the existing bridge.

An **economic appraisal** has been carried out in relation to the proposal.

**Road safety audits** have been carried out and used to inform the design.

A **public and stakeholder consultation** took place online during 2020 with options to complete paper or telephone surveys. Telephone and email support was available for anyone needing assistance.

Information was provided to local businesses to display in their premises. Posters were displayed on and around the site and information was shared on websites, social media and the press.

We contacted key stakeholders directly asking them for feedback and their help in reaching people who might be affected by the proposals. These included:

- Eastbourne Access and Eastbourne Disability Involvement Group
- Public Transport Providers and Liaison
- Brighton and Hove Bus and Coach Company Ltd.
- Local Residents and Residents groups

**Planning permission** was sought from the South Downs National Park Authority for the designs following extensive engagement with their planning team. - As part of the planning approval process, designs are shared publicly and feedback addressed.

In 2021 an **environmental assessment** was carried out and a statement included as part of the planning application. This includes an assessment of the impact on people as well as the landscape, plus mitigation plans. This includes plans to minimise other disruption eg through closure of the road, footpaths, access to businesses, dust from construction etc.

The assessment was updated in 2022 to reflect changes to the design following extensive engagement with the SDNPA.



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- Section 4.3 details the consultation with public and other stakeholders. Key issues raised in the 1008 responses included the design of the parapets, viewing platforms, indirect impact on traffic flow, traffic speeds and effects on pedestrian crossings and access to bus stops. Designs were amended where appropriate.

- Section 13 summarises the assessment of the impact of the new bridge and also the construction itself with details of the mitigation measures put in place. This includes an assessment of accessibility.
- Following the publication of the statement and planning statement in support of the proposed project, a total of 97 representations were made to SDNP from individuals, organisations and statutory bodies. Details of the questions and responses are listed in table 4.1. Improvements were made to the design where possible, including changes to viewing platforms, design of parapets to improve accessibility. However in many cases, the limitations placed on the design by the South Downs National Park meant that some were not possible. E.g. provision of formal pedestrian crossing points. However mitigations such as lower speed limits, traffic calming measures, dropped kerbs and tactile paving would be used on the bridge and at crossing points. Raised kerbs at bus stops. In general, the provision will be better for all than it is currently.

Engagement has taken place with **landowners, residents and businesses** affected by the new bridge or by the construction and plans have been put in place to minimise disruption that are appropriate for their needs.

### **3.4 What does the consultation, research and/or data indicate about the positive or negative impact of the proposal, project or service?**

The option study recommended that best option would be 4 as it provides a solution for all deficiencies.

The economic appraisal of the Exceat Bridge Replacement demonstrates that the proposed scheme offers high value for money. In addition to the monetised benefits they found that the scheme would:

- Deliver congestion benefits at other times, with observed traffic volumes during the weekday shoulder peak and Saturday lunchtime peak similar to the weekday AM and PM peak hours
- Improve journey time reliability for vehicular traffic including bus services that serve the A259 corridor
- Reduce the likelihood of severance
- Reduce air pollution from queuing vehicles
- Enhance ecological diversity and value in the long-term through the provision of 1ha of mosaic wetland habitat
- Improve network resilience – the A259 is a key alternative to the A27
- Support tourism and planned housing growth.

The response to the public consultation which took place in 2020 was largely positive. There was no significant difference between responses from those with protected characteristics and those without.

Positive feedback from people with protected characteristics included statements that it would improve travel times to the local hospital, reduce emissions and provide easier pavement accessibility across the bridge. Concern was noted around the viewing platforms and their need to be accessible to all and the safety of children using the viewing platforms. The design has been modified as a result.

See appendix 1 and 2 for further details.

## Part 4 – Assessment of impact

### 4.1 Age: Testing of disproportionate, negative, neutral or positive impact.

#### a) How is this protected characteristic reflected in the County/District/Borough?

Sussex has a higher population of people aged over 65 than the average for England and Wales.

Age	All people	Percent aged 0-14	Percent aged 15-29	Percent aged 30-44	Percent aged 45-64	Percent aged 65+
Geography						
England and Wales	56,075,912	17.6	19.9	20.5	25.4	16.4
South East	8,634,750	17.8	18.6	20.4	26.1	17.2
East Sussex	526,671	16.1	15.9	17.2	28.0	22.7
Eastbourne	99,412	15.7	18.5	18.3	25.1	22.4
Seaford	23,571	13.3	13.8	14.3	28.3	30.4
Newhaven	12,232	18.3	18.2	19.7	26.6	17.2

Source: 2011 Census, Office for National Statistics

#### b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Eastbourne, Seaford and Newhaven have a higher percentage of over 65 than the South east in total. These towns will be the main sources for those using the Exceat bridge.

In response to a public consultation nearly 50% of all respondents advised they belonged to an age group above 60.

Option	Total	Percent
Under 18	1	0.10%
18 - 24	12	1.19%
25 - 34	76	7.55%
35 - 44	91	9.04%
45 - 54	154	15.29%
55 - 59	95	9.43%
60 - 64	121	12.02%
65 - 74	262	26.02%
75+	106	10.53%
Prefer not to say	40	3.97%
Not Answered	49	4.87%

#### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Any age groups that particularly benefit from improved accessibility such as raised kerbs at bus stops, better crossings, wider footways, benches and shorter journeys will be more affected by the project. (See full details of design elements included to support those with protected characteristics at appendix 1)

**d) What is the proposal, project or service's impact on different ages/age groups?**

It will have a positive impact on these age groups.

In response to public consultation, it was noted that access to the nearest hospital is over the bridge and therefore a 2 way system would enable a quicker travel time.

**e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?**

See full details of design elements included to support those with protected characteristics at appendix 1.

We will monitor and take into consideration any feedback received specific to these changes and use it to support future reviews and EqIA's.

**f) Provide details of the mitigation.**

See mitigation measures in section 3.2 above.

**How will any mitigation measures be monitored?**

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.



## 4.2 Disability: Testing of disproportionate, negative, neutral or positive impact.

### a) How is this protected characteristic reflected in the County /District/Borough?

Type	All people	Percent people with long-term health problem or disability	Percent day-to-day activities limited a little	Percent day-to-day activities limited a lot	Percent people without long-term health problem or disability
Geography					
England and Wales	56,075,912	17.9	9.4	8.5	82.1
South East	8,634,750	15.7	8.8	6.9	84.3
East Sussex	526,671	20.3	11.2	9.2	79.7
Eastbourne	99,412	21	9.7	11.3	79.0
Seaford	23,571	23.2	10.0	13.1	76.8
Newhaven	12,232	18.9	8.5	10.4	81.1

Source: 2011 Census, Office for National Statistics

### b) How is this protected characteristic reflected in the reflected in the population of those impacted by the proposal, project or service?

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above.

In response to a public consultation 7.35% of 1,007 respondents advised that they considered themselves to be disabled as set out in the Equality Act 2010.

### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

People with mobility disabilities or disabilities that affect their ability to cross the road or mean they particularly benefit from improved accessibility such as raised kerbs at bus stops, better crossings, wider footways, benches and shorter journeys will be more affected by the project. (See full details of design elements included to support those with protected characteristics at appendix 1)

### d) What is the proposal, project or service's impact on people who have a disability?

It will have a positive impact on those with a disability because it will improve accessibility.

See appendix 1 for details of design elements incorporated to improve accessibility for people with disabilities.

In response to a public consultation, out of those who considered themselves disabled, 79.7% felt the proposals to replace Exceat bridge were good. This is very similar to the proportion of positive responses overall.

There were some design improvements requested such as provision of formal pedestrian crossing points or refuge islands (which aren't a requirement of best practice design

guidance, but would no doubt help those with some protected characteristics). However in many cases, the limitations placed on the design by the South Downs National Park for this visually and environmentally sensitive area meant that some were not possible. However mitigations such as lower speed limits, traffic calming measures, dropped kerbs and tactile paving would be used on the bridge and at crossing points. And in general, the provision will be significantly better for all than it is currently.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

We will monitor and take into consideration any feedback received specific to these changes and use it to support future reviews and EqlA's.

**f) Provide details of any mitigation.**

See full details of design elements included to support those with protected characteristics at appendix 1.

**g) How will any mitigation measures be monitored?**

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.

**4.3 Ethnicity: Testing of disproportionate, negative, neutral or positive impact.**  
Race categories are: Colour. E.g. being black or white, Nationality e.g. being a British, Australian or Swiss citizen, Ethnic or national origins e.g. being from a Roma background or of Chinese Heritage

**a) How is this protected characteristic reflected in the County /District/Borough?**

Ethnicity	All people	% White British and N Irish	% White Irish	% Gypsy or Irish Traveller	% Other White	% Mixed heritage	% Asian/ Asian British	% Black/ Black British	% other ethnic group
Geography									
England and Wales	56,075,912	80.5	0.9	0.1	4.4	2.2	7.5	3.3	1.0
South East	8,634,750	85.2	0.9	0.2	4.4	1.9	5.2	1.6	0.6
East Sussex	526,671	91.7	0.8	0.2	3.4	1.4	1.7	0.6	0.3
Eastbourne	99,412	87.4	1.0	0.1	5.6	1.8	2.8	0.8	0.5
Seaford	23,571	93.8	0.8	0.0	2.5	0.9	1.5	0.3	0.2
Newhaven	12,232	93.0	0.6	0.1	3.2	1.2	1.1	0.4	0.3

**b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above who will be impacted by the project.

In response to a public consultation 85.80% of respondents advised that they were White British.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No

**d) What is the proposal, project or service's impact on those who are from different ethnic backgrounds?**

It will have a positive impact because it will improve accessibility for all.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

We will monitor and take into consideration any feedback received specific to these changes and use it to support future reviews and EqIA's.

We will ensure that highway service policies are reviewed against relevant best practice guidance to help avoid any negative impact and ensure the advancement of equality.

Where applicable with certain highway projects a separate EqIA will be carried out. The existing highway service contract provider is required to adopt and following ESCC equalities policies such as the Translation and Interpretation Policy.

**f) Provide details of any mitigation.**

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**g) How will any mitigation measures be monitored?**

The Contract Management Group manages and monitors the contract and business service performance targets and ensures works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.

#### 4.4 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact

##### a) How is this protected characteristic target group reflected in the County/District/Borough?

Gender	Geography	All people
All people	England and Wales	56,075,912
	South East	8,634,750
	East Sussex	526,671
Males	England and Wales	27,573,376
	South East	4,239,298
	East Sussex	253,764
Females	England and Wales	28,502,536
	South East	4,395,452
	East Sussex	272,907

Source: 2011 Census, Office for National Statistics

In response to public consultation the following response were received on gender:

Option	Total	Percent
Male	526	52.23%
Female	408	40.52%
Prefer not to say	33	3.28%
Not Answered	40	3.97%

##### b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above.

In response to public consultation, 0.3% advised that they identified as a identify as a transgender or trans person.

##### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No

##### d) What is the proposal, project or service's impact on different genders?

It will have a positive impact because it will improve accessibility for all

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

We will monitor and take into consideration any feedback received specific to these policies and use it to support future reviews and EqIA's.

We will ensure that highway service policies are reviewed against relevant best practice guidance to help avoid any negative impact and ensure the advancement of equality.

**f) Provide details of any mitigation.**

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**g) How will any mitigation measures be monitored?**

The Contract Management Group manage and monitor the contract and business service performance targets and ensure works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.

#### 4.5 Marital Status/Civil Partnership: Testing of disproportionate, negative, neutral or positive impact.

##### a) How is this protected characteristic target group reflected in the County/District/Borough?

Marital Status	All people aged 16 and over	Percent single	Percent married	Percent in a registered same-sex civil partnership	Percent separated	Percent divorced	Percent widowed
Geography							
England and Wales	45,496,780	34.6	46.6	0.2	2.6	9.0	7.0
South East	6,992,666	31.9	49.3	0.2	2.5	9.1	6.9
East Sussex	435,515	29.1	48.4	0.3	2.7	10.7	8.7
Eastbourne	82,691	33.3	42.8	0.4	3.0	11.5	9.1

##### b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above.

In response to public consultation, 54.42% advised that they were married or in a civil partnership. Of which 81.75% advised the proposals were good.

23.93% advised that there were not married or in a civil partnership. Of which 84.64% advised the proposals were good.

##### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No

##### d) What is the proposal, project or service's impact on people who are married or same sex couples who have celebrated a civil partnership?

It will have a positive impact because it will improve accessibility for all

##### e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

We will monitor and take into consideration any feedback received specific to these changes and use it to support future reviews and EqIA's.

We will ensure that highway service policies are reviewed against relevant best practice guidance to help avoid any negative impact and ensure the advancement of equality.

##### f) Provide details of any mitigation.

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**g) How will any mitigation measures be monitored?**

The Contract Management Group manages and monitors the contract and business service performance targets and ensures works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.



#### 4.6 Pregnancy and maternity: Testing of disproportionate, negative, neutral or positive impact.

##### a) How is this protected characteristic target group reflected in the County/District/Borough?

	Age of mother	Under 20	20-24	25-29	30-34	35-39	40 and over
Geography	All live births						
England	663157	20963	96519	185960	210731	120330	28654
South East	101982	2797	12847	26970	33891	20711	4766
East Sussex	5219	186	839	1479	1568	916	231
Eastbourne	1048	44	178	282	338	166	40
Hastings	1115	67	236	341	256	180	35
Lewes	898	16	113	243	295	182	49
Rother	751	32	128	220	201	127	43
Wealden	1407	27	184	393	478	261	64

Source: Dataset: Live births by age of mother, 2001-2016 – districts ESIF

##### b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above.

In response to public consultation, 0.79% advised that they were currently pregnant or have you been pregnant in the last year.

##### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Where pregnancy or maternity affects mobility or need for better accessibility (e.g. getting a buggy on/off a bus or crossing the road), people with this protected characteristic are likely to be more positively affected than others due to accessibility improvements.

##### d) What is the proposal, project or service's impact on pregnant women and women within the first 26 weeks of maternity leave?

It will have a positive impact because it will improve accessibility for all.

##### e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

We will monitor and take into consideration any feedback received specific to these policies and use it to support future reviews and EqIA's.

We will ensure that highway service policies are reviewed against relevant best practice guidance to help avoid any negative impact and ensure the advancement of equality.

##### f) Provide details of the mitigation

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**g) How will any mitigation measures be monitored?**

The Contract Management Group manages and monitors the contract and business service performance targets and ensures works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.

#### 4.7 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact.

##### a) How is this protected characteristic reflected in the County/District/Borough?

Religions	All people	% Christian	% Buddhist	% Hindu	% Jewish	% Muslim	% Sikh	% other religions	% no religion	% religion not stated
Geography										
England and Wales	56,075,912	59.3	0.4	1.5	0.5	4.8	0.8	0.4	25.1	7.2
South East	8,634,750	59.8	0.5	1.1	0.2	2.3	0.6	0.5	27.7	7.4
East Sussex	526,671	59.9	0.4	0.3	0.2	0.8	0.0	0.7	29.6	8.1
Eastbourne	99,412	59.6	0.5	0.4	0.2	1.5	0.1	0.6	29.2	8

Source: 2011 Census, Office for National Statistics

##### b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above.

In response to public consultation, 24.03% advised that they regarded themselves as belonging to any particular religion or belief, of that 78.93% advised the proposals were good.

57.50% advised that they did not belong to any particular religion or belief, of those 86.86% advised that the proposals were good.

##### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No

##### d) What is the proposal, project or service's impact on the people with different religions and beliefs?

It will have a positive impact because it will improve accessibility for all.

##### e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

We will monitor and take into consideration any feedback received specific to these policies and use it to support future reviews and EqlA's.

We will ensure that highway service policies are reviewed against relevant best practice guidance to help avoid any negative impact and ensure the advancement of equality.

**f) Provide details of any mitigation.**

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**g) How will any mitigation measures be monitored?**

The Contract Management Group manage and monitor the contract and business service performance targets and ensure works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.

#### **4.8 Sexual Orientation - Gay, Lesbian, Bisexual and Heterosexual: Testing of disproportionate, negative, neutral or positive impact.**

##### **a) How is this protected characteristic reflected in the County/District/Borough?**

Estimates of the UK LGB population generally vary between 5%-7% of the overall population. Official estimates are often lower than this based on responses to surveys. All estimates are subject to the very significant caveat that many LGB people are reluctant to 'come out' to policy makers and researchers, seeing little benefit in doing so and fearing discrimination and harassment. In addition, sources such as the census have not collected sexual orientation or gender identity data so far. Taking the Stonewall estimate as a guide, this means that in East Sussex with a population of 547,797 (East Sussex in Figures website) around 27,389- 38,345 people are likely to be LGB.

In response to public consultation the following responses were given.

Option	Total	Percent
Bi/Bisexual	15	1.49%
Heterosexual/Straight	685	68.02%
Gay woman/Lesbian	4	0.40%
Gay Man	23	2.28%
Other	21	2.09%
Prefer not to say	126	12.51%
Not Answered	133	13.21%

##### **b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

The proportion of highway users with this protected characteristic is likely to be the same as in the population figures above.

##### **c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No

##### **d) What is the proposal, project or service's impact on people with differing sexual orientation?**

It will have a positive impact because it will improve accessibility for all.

##### **e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

We will monitor and take into consideration any feedback received specific to these policies and use it to support future reviews and EqIA's.

We will ensure that highway service policies are reviewed against relevant best practice guidance to help avoid any negative impact and ensure the advancement of equality.

##### **f) Provide details of the mitigation**

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**g) How will any mitigation measures be monitored?**

The Contract Management Group manages and monitors the contract and business service performance targets and ensures works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.

The Contract Management Group will carry out a stakeholder consultation following construction to assess the impact of the scheme and determine if any further works are necessary.

**4.9 Other: Additional groups/factors that may experience impacts - testing of disproportionate, negative, neutral or positive impact.**

**a) How are these groups/factors reflected in the County/District/ Borough? How is this group/factor reflected in the population of those impacted by the proposal, project or service?**

Rurality – The landscape in East Sussex is predominantly rural, however the majority of the population live in urban areas, 58% live in the coastal urban areas and a further 18% live in market towns.

Due to the rurality of the area the method of travel to work is predominantly by car or bus. According to the 2011 census, 55% in Eastbourne drive a car or van to work, 58% in Seaford and 56% Newhaven, these are the main population hubs around the Exceat bridge.

The project has the potential to positively impact those who rely on these methods to get to work via the A259 between Eastbourne, Newhaven and Seaford as it will reduce congestion and travel time (see figures at 2.2).

**b) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?**

Although people in rural areas may be affected differently or have different requirements of the service, following our research, we do not expect this project to affect these groups differently.

**c) What is the proposal, project or service's impact on the factor or identified group?**

The improvements to travel times and journey reliability along the A259 are expected to have a positive impact on economic connectivity in the wider area, supporting people living and working in rural areas to access services, work and leisure.

**d) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

Rurality - The highways service has a good track record in engaging with parish councils in rural areas, as well as town councils in smaller towns, on a wide range of issue through the Strengthening Local Relations (SLR) and the Community Highways Initiatives. This provides an opportunity for rural communities to raise any concerns they have or make suggestions which will be taken into consideration when reviewing policies. Engagement and consultation with relevant stakeholders is already underway and will continue through the life of the project.

We will ensure that the policies are also reviewed against relevant best practice guidance to avoid any negative impact to the advancement of equality.

**e) Provide details of the mitigation.**

None necessary in the implementation of these changes.

However it should be noted that Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions and that, when appropriate, an individual EQIA will be completed for new highway schemes or projects.

Contractors are also required to undertake a risk assessment as applicable when carrying out works on the highway to ensure the corrective mitigation action is taken.

**f) How will any mitigation measures be monitored?**

The Contract Management Group manage and monitor the contract and business service performance targets and ensure works and services comply with the requirements of the Highways Infrastructure Services Contract. This contains specific clauses regarding equality and diversity.



**4.10 Human rights** - Human rights place all public authorities – under an obligation to treat you with fairness, equality, dignity, respect and autonomy. **Please look at the table below to consider if your proposal, project or service may potentially interfere with a human right.**

Articles	
A2	Right to life (e.g. pain relief, suicide prevention)
A3	Prohibition of torture, inhuman or degrading treatment (service users unable to consent, dignity of living circumstances)
A4	Prohibition of slavery and forced labour (e.g. safeguarding vulnerable adults)
A5	Right to liberty and security (financial abuse)
A6 & 7	Rights to a fair trial; and no punishment without law (e.g. staff tribunals)
A8	Right to respect for private and family life, home and correspondence (e.g. confidentiality, access to family)
A9	Freedom of thought, conscience and religion (e.g. sacred space, culturally appropriate approaches)
A10	Freedom of expression (whistle-blowing policies)
A11	Freedom of assembly and association (e.g. recognition of trade unions)
A12	Right to marry and found a family (e.g. fertility, pregnancy)
Protocols	
P1.A1	Protection of property (service users property/belongings)
P1.A2	Right to education (e.g. access to learning, accessible information)
P1.A3	Right to free elections (Elected Members)

## Part 5 – Conclusions and recommendations for decision makers

### 5.1 Summarise how this proposal/policy/strategy will show due regard for the three aims of the general duty across all the protected characteristics and ESCC additional groups.

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;

This project takes into consideration national legislation and best practice guidelines.

The project will be implemented by the current highways and infrastructure services contract provider. Standard Diversity and Equality clauses are included in all highway contract Terms and Conditions.

The Highway Contract Management Group will monitor the project including its performance and compliance and investigate any complaints relating to equalities issues.

- Advance equality of opportunity between people from different groups

The highways contract and associated projects aim to support and deliver better value for money and improved network condition, improving access for older people and people with disabilities. This project has taken into consideration the needs of all highway users including these groups.

- Foster good relations between people from different groups

Customer focus and community engagement are embedded into the highways contract and service model and the current service provider is expected to liaise directly with local communities to deliver the service in a fair, transparent manner, considering the needs of all service users.

### 5.2 Impact assessment outcome Based on the analysis of the impact in part four mark below ('X') with a summary of your recommendation.

X	Outcome of impact assessment	Please explain your answer fully.
x	<b>A No major change</b> – Your analysis demonstrates that the policy/strategy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	<b>The analysis suggests there will be no negative impact made upon those with protected characteristics. There will be a positive impact on accessibility and it will be easier to reach the Seven sisters County Park, cycleway, walkway and information centre. Additionally, for those who live in rural areas and/or rely on a vehicle to get to work, the creation of a 2 way bridge will reduce congestion, making travel times quicker and</b>
	<b>B Adjust the policy/strategy</b> – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.	
	<b>C Continue the policy/strategy</b> - This means adopting your proposals, despite any adverse effect or missed opportunities to advance	

	equality, provided you have satisfied yourself that it does not unlawfully discriminate	<b>reducing the environmental impact of the congestion.</b>
	<b>D Stop and remove the policy/strategy</b> – If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy/strategy altogether. If a policy/strategy shows unlawful discrimination it <i>must</i> be removed or changed.	

### 5.3 What equality monitoring, evaluation, review systems have been set up to carry out regular checks on the effects of the proposal, project or service?

The findings of this EqIA have been considered by the project team against the project's implementation and mitigations put in place where necessary to ensure the project promotes equality, doesn't discriminate and meets the terms of the Equality Act 2010.

The following outcomes will be monitored and evaluated by the Project Board following the completion of the project including seeking feedback from stakeholders including local disability groups:

#### Key metrics for monitoring and evaluation

- **Scheme Build.** Key metrics will include the programme, stakeholder management, risk register and scheme benefits. Information will be documented as part of the regular progress meetings, Project Board meetings, and Cabinet papers at key milestones. Feedback will be sought from stakeholders on impact of project.
- **Scheme Delivery.** A detailed comparison of the proposed scheme at funding approval, detailed design and the delivered scheme.
- **Scheme Costs.** A detailed comparison of the cost estimates at funding approval, detailed design, the outturn values once the scheme is delivered and for maintenance costs 5 years after opening.
- **Travel Demand.** Traffic survey (types and number of vehicles and non-motorised user survey). Numbers of passengers using the main bus services on the route.
- **Travel Times and Reliability.** Journey time survey from Seaford to East Dean. An analysis will be undertaken to identify any significant differences between outturn flows and/or speeds compared to those forecast for the scheme. Feedback will also be sought from Brighton and Hove Buses on reliability.
- **Safety.** Sussex Police database analysed for slight, serious and fatal accidents at Exceat bridge. Feedback from stakeholders on near misses and perceived safety. Number of crossings made by non-motorised users.
- **User feedback.** Comments and complaints will be reviewed throughout the design, construction and following opening.

#### Governance arrangements

The Project Manager and Project Delivery Team are responsible for delivering the plan, risk management, quality assurance and monitoring and evaluation. They will report to the Project Board and Senior Responsible Officer on progress at least once

## Equality Impact Assessment

per quarter for the duration of the project and at lesser intervals post-construction. They will monitor the progress and impact of the project and present findings to the Council's Capital Board for review. A baseline report, and reports at one and five years after completion of construction will be reviewed by the Project Board and Senior Responsible Officer to assess the impact of the scheme. Scheme progress, monitoring and evaluation reports and lessons learned will be shared with the Government and key internal and external stakeholders as appropriate. This will include equality considerations.

### 5.6 When will the amended proposal, proposal, project or service be reviewed?

Following completion of the project, monitoring will take place within 1 year and again at 5yrs.

<b>Date completed:</b>	<b>14/06/21</b>	<b>Signed by (person completing)</b>	<b>Project Manager – Funding and Development</b>
	<b>15/06/21</b>	<b>Signed by (Manager)</b>	<b>Service Development Team Manager</b>
<b>Date reviewed</b>	<b>06/03/2023</b>	<b>Signed by (person completing)</b>	<b>Project Manager – Funding and Development</b>
	<b>14/03/2023</b>	<b>Signed by (Manager)</b>	<b>Performance and Service Development Team Manager</b>

Part 6 – Equality impact assessment action plan

If this will be filled in at a later date when proposals have been decided please tick here and fill in the summary report. ☐

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

- 1. Lower the negative impact, and/or
- 2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
- 3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact
- 4. If no actions fill in separate summary sheet.

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area for improvement	Changes proposed	Lead Manager	Timescale	Resource implications	Where incorporated/flagged? (e.g. business plan/strategic plan/steering group/DMT)
N/A					

6.1 Accepted Risk

From your analysis please identify any risks not addressed giving reasons and how this has been highlighted within your Directorate:

Area of Risk	Type of Risk? (Legal, Moral, Financial)	Can this be addressed at a later date? (e.g. next financial year/through a business case)	Where flagged? (e.g. business plan/strategic plan/steering group/DMT)	Lead Manager	Date resolved (if applicable)
N/A					

## Appendix 1







### Improvements that will benefit people with protected characteristics






Current issues	Protected characteristic(s) most affected	Proposal	Design compliant with
<p>Narrow footways cannot accommodate passing wheelchairs/pushchairs.</p> <p>Footway only on the north side of the bridge means that most pedestrians need to cross the carriageway twice to cross the river. Particularly unsafe for disabled persons or those with pushchairs.</p>	Wheelchair and pushchair users	<p>Wider footways to allow room for two wheelchairs to pass and with inclines of no steeper than 1 in 20.</p> <p>Footways on both sides of the bridge allowing continuous pedestrian passage without a need to cross the carriageway</p>	Disability Discrimination Act
No raised kerbs at bus stops; harder for people with sight or mobility impairments to get on and off buses.	Vision and mobility impairments, wheelchair and pushchair users	Raised kerbs at bus stops to minimise height difference between kerb and bus floor. (All buses which serve this area are PSVAR compliant and capable of carrying wheelchair users.)	
Existing street lighting of poor quality with uneven distribution of light, especially over the bridge.	Vision impairments	<p>New street lighting columns at pedestrian crossings, side road junction and shared space area.</p> <p>Low level wayfinding lighting over bridge.</p>	Design Manual for Roads and Bridges
No designated crossing points and very poor visibility at the location where most crossings are attempted	Mobility and vision impairments	<p>Dropped kerbs and tactile paving at designated crossing points.</p> <p>Improved layout ensures good vehicle / pedestrian visibility at all crossing locations.</p>	Manuals for Streets

Nowhere safe for people to congregate that is easily accessible	Mobility impairments	Shared space area outside Inn. Wide areas and shallow gradients.	
No viewing platforms. Insufficient space to pass people stopping to admire the view on the bridge.	Age, disability	New viewing platforms. Railings rather than solid walls in shared space / viewing platforms. The railings' simple see-through design will allow, shorter people, those sat in wheelchairs or on benches to appreciate the views.	
No benches	Age, disability, maternity	Benches at three locations to provide rest spots, including space for wheelchairs.	



**Appendix 2 – Stakeholder feedback assessment (those with and without protected characteristics)**

Concerns	Evidence this is unfounded	Issues with alternatives	Mitigation measures in place
<b>Existing bridge with traffic lights would be sufficient</b>	 Modelling suggests future traffic levels will be too high for traffic lights to prevent serious congestion	 No benefits to non-motorised users; no long-term resilience for growth in area	
<b>Improvements might increase traffic volumes, particularly HGVs, to an unacceptable level</b>	 Although traffic is expected to increase nationwide, the nature and location of route means that the bridge is unlikely to be the cause of significant increased traffic. Journeys will simply become more efficient.		 Expected improvements to bus service.  Recent improvements on A27 which is better for HGVs and long-distance travelers
<b>New bridge might result in higher traffic speeds making it less safe for pedestrians</b>	 The design of the new bridge alignment has been done in a way that will safely reduce vehicle speeds.		 The project includes reducing speed limits and provision of traffic calming

<p><b>Controlled crossings or traffic islands needed for safety</b></p>	<p style="text-align: center;"></p> <p>Road safety audit has concluded that uncontrolled crossing points, which will have significantly better visibility than the current provision will be safe and suitable for all pedestrians. Traffic modelling confirms that the increase in wait times will be marginal.</p>	<p style="text-align: center;"></p> <p>Not possible for environmental reasons as it is part of a dark skies area and the necessary increase in carriageway width to install traffic islands would necessitate a much higher retaining wall infringing on the landscape including a significant reduction of the surrounding saltmarsh.</p> <p>Road safety engineers have confirmed that it would be safer for pedestrians to wait slightly longer on the side of the road, than become stranded in the middle of the road with passing traffic either side.</p>	<p style="text-align: center;"></p> <p>Installation of uncontrolled crossing points to encourage crossing at safe locations.</p> <p>Traffic speed management measures.</p>
<p><b>Environmental concerns</b></p>	<p style="text-align: center;"></p> <p>Environmental Statement and an Ecosystems Services assessment carried out.</p>		<p style="text-align: center;"></p> <p>Mitigation strategy in line with National Planning Policy Framework and Environmental regulations. Includes restoration of nearby salt marsh.</p>



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## Equality Impact Assessment

<b>Title of Project/Project</b>	Exceat Bridge CPO, Bridge Order and Side Roads Order.
<b>Team/Department</b>	Contracts Management Group; Highway Service
<b>Directorate</b>	Communities, Economy and Transport
<b>Provide a comprehensive description of your proposal</b>	<p>The Exceat Bridge project involves the realignment and replacement of the existing single lane bridge at the A259 over the river Cuckmere with a new two-lane bridge with a footway. The Project will deliver a major improvement in the highway connection between Eastbourne and Seaford. The Council needs to secure additional land for the Project, some of which will just be required for the construction period, some permanently. Whilst the Council is seeking to negotiate acquisition of the land by voluntary agreement, it is proposed to make a Compulsory Order in case any negotiations prove unsuccessful.</p> <p>Properties affected include:</p> <ul style="list-style-type: none"> <li>• Cuckmere Inn – public house.</li> <li>• Blackberry Cottage – residential house.</li> <li>• Dymock Farm – farmland - site of the proposed compound.</li> <li>• Sustrans – national charity that owns a strip of land affected by the scheme.</li> <li>• South Downs National Park Authority – statutory body from which we need to acquire permanent land and temporary rights.</li> </ul> <p>This includes stopping up of part of the private access to some properties.</p>



	<p>The Project will also require the stopping up (temporary or permanent) and/or diversion of part of two public footpaths and the stopping up of a short section of the A259 Eastbourne Road which will no longer be required for highway purposes (as a new section will be built).</p> <p>Compulsory Purchase Orders, a Bridge Order and Side Road Orders are being made to enable this to happen.</p> <p>Please note that a separate Equality Impact Assessment has been completed covering bridge design and construction.</p>
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## 1. Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Please note that a separate Equality Impact Assessment has been completed covering bridge design and construction. It includes the action to engage directly with landowners and residents affected by the project.	Engagement has taken place and mitigation measures in discussion.	Additional EqlAs when issues arise or further investigation necessary into specific aspects of the project.



## 2. Review of information, equality analysis and potential actions

Protected characteristics groups under the Equality Act 2010	What do you know/what do people tell you?	What does this mean?	What can you do?
Age	<p>We have been made aware of age being a factor at some properties.</p> <p>Diversions on some footpaths will mean that people have to walk further in some cases.</p>	<p>Some people at properties affected by the project will have particular needs.</p>	<p>Mitigation options are being explored with those affected to identify their needs and mitigate impacts as far as possible.</p> <p>Where full details of affected occupiers have not yet been received, this EqlA will be reviewed when details are available, to assess impacts.</p> <p>The Environmental Statement Addendum, 5 September includes a full analysis of the physical impact of the proposals on the residences, bridge and footpaths and mitigations identified. See sections 4.6.43 and 13.5.5. In addition direct engagement will take place with property landowners and residents.</p> <p>Notices will be erected on roads and footpaths to let people know of the changes well in advance. It will include</p>



			<p>information on who to contact if there are any issues.</p> <p>Mitigations or compensation will be put in place to minimise the impact e.g. creating new accesses, relocation, carrying out work at times of the year when there are less walkers etc.</p>
<b>Disability</b>	<p>We have been made aware of disability being a factor in some cases at the properties.</p> <p>It is possible that temporary or permanent changes to footpaths may affect those with some disabilities e.g. if the diversion is longer than expected or if the ground is not equally accessible as the original.</p>	<p>Some people at properties affected by the project will have particular needs.</p> <p>Some people may find it harder to access footpaths.</p>	<p>Mitigation options are being explored with those affected to identify their needs and mitigate impacts as far as possible.</p> <p>Where full details of affected occupiers have not yet been received, this EqlA will be reviewed when details are available, to assess impacts.</p> <p>The Environmental Statement Addendum, 5 September includes a full analysis of the physical impact of the proposals on the residences, bridge and footpaths. See sections 4.6.43 and 13.5.5. In addition direct engagement will take place with property landowner and residents and notices erected on roads and footpaths to let people know of the changes well in advance. It will include information on who to contact if there are any issues.</p>





			Mitigations or compensation will be put in place to minimise the impact e.g. creating new accesses, relocation, carrying out work at times of the year when there are less walkers etc.
<b>Gender reassignment, Pregnancy and maternity, Race (ethnicity)</b> Including migrants, refugees and asylum seekers, <b>Religion or belief, Sex, Sexual orientation, Marriage and civil partnership, Armed Forces, Impacts on community cohesion</b>	It is unlikely that anyone with these characteristics would be disproportionately affected by the proposals. We have not received any information that the project will impact people because of these characteristics.	N/A	We will update the EqlA if we are made aware of any impact on people with this protected characteristic as a result of our engagement with landowners and residents.

#### Additional categories

(identified locally as potentially causing / worsening inequality)



Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	Exceat is a rural area, but it is not expected that the orders will have any additional impact because of this.	We have not had any complaints that the project will impact people because of this characteristic.	N/A	We will update the EqlA if we are made aware of any impact on people with this protected characteristic as a result of our engagement with landowners and residents.
<b>Carers</b>	It is unlikely that anyone with this protected characteristic would be disproportionately affected by the proposals, except where providing care is more difficult as a result of the orders.	We have not had any complaints that the project will impact people because of this characteristic.	Mitigation may be necessary to minimise impact.	Mitigations or compensation will be put in place to minimise the impact where necessary. For example alternative access, relocation, compensation etc.
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers etc)	It is unlikely that anyone with other characteristics would be disproportionately affected by the proposals.	We have not had any complaints that the project will impact people because of other characteristics.	N/A	We will update the EqlA if we are made aware of any impact on people with other groups as a result of our engagement with landowners and residents.



### Assessment of overall impacts and any further recommendations

The orders will mainly affect the landowners and residents of the properties listed above. This will vary depending on the nature of the orders and individual circumstances. Good relations and continued engagement will be essential so that impacts are fully understood and can be mitigated as appropriate. Information is being sought on the legally protected characteristics of all those affected by the proposals.

Avison-Young or ESCC will engage directly with all landowners and residents affected to ensure we fully understand the impact of the project on them. Any protected characteristics will be taken into account and mitigation/compensation carried out to minimise disruption. We will provide them with a contact so that they can let us know of any issues during the process.

A communications tracker is being used to record details of engagement and issues raised.

There could potentially be some impact on walkers using the footpaths, however the plans in place and mitigations in the Environmental Statement should make this minimal. However we will respond to any additional concerns raised over the course of the project.

### 3. List detailed data and/or community feedback that informed your EqlA

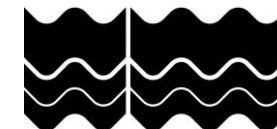
Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Environmental Statement submitted as part of the planning application. It responded to concerns raised in connection with the planning application (1008 responses) and included an assessment of the impact on people as well as the landscape, plus mitigation plans.	September 2021	N/A	N/A
Conversations, emails and letters to landowners and residents.	Ongoing	Further engagement required	Continued engagement during project.

## 4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

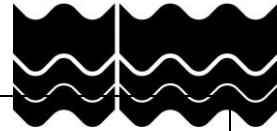
Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
All	Continued engagement	Landowners and residents affected let us know of any issues and they are mitigated appropriately	We are made aware of issues in good time.	Throughout project
Disability	Notices regarding stopping up orders to be placed on affected routes	Walkers are informed of changes and can make plans appropriately or contact us if there is an issue.	Minimal complaints.	Throughout project

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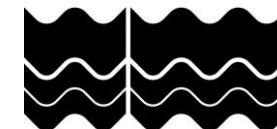
## Equality Impact Analysis Template

<b>Title of Project/Service/Policy</b>	<b>Eastbourne Town Centre Movement &amp; Access Package – Phase 2B</b>	<b>Directorate</b>	Communities, Economy & Transport
<b>Team/Department</b>	Major Projects and Growth Team		
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>This project forms part of the Eastbourne Town Centre Movement and Access package. The scheme focuses on:</p> <ul style="list-style-type: none"> <li>• Pedestrianisation of Terminus Road – enhancing the existing pedestrianised section between Langney and Seaside Road and pedestrianisation between Seaside Road and Grand Parade.</li> <li>• Memorial Roundabout – improving the crossing points with a key focus on pedestrian accessibility and priority.</li> <li>• Relocation of the Ring Road to the Avenue and Cavendish Place.</li> </ul> <p>The main focus is on Terminus Road, which involves upgrading the existing pedestrianised area to provide a continuation of design features and enhancements as in Phase 1 and 2a of the Eastbourne Town Centre Movement and Access package, and extending the pedestrianisation of Terminus Road down to Grand Parade, completing the ‘pedestrian spine route’/pedestrian corridor from Eastbourne Train Station through the central retail area to the seafront.</p> <p>Improvement to the Memorial Roundabout will focus on pedestrian priority and accessibility by providing safer crossing facilities on all arms of the roundabout, slowing down traffic on the approach to and from the town centre, whilst enhancing pedestrian priority and movements to and from the newly pedestrianised Terminus Road, retail, seafront and residential areas.</p> <p>The relocation of the Ring Road will create a more attractive East - West route for vehicles around the town centre and is an essential part of reducing traffic through the town centre, creating a greater sense of arrival for vehicular traffic into the town.</p> <p>The objectives of the scheme are to:</p>		



	<ul style="list-style-type: none"> <li>• Deliver improvements which support and complement changes made in Phase 1 and 2a Eastbourne Town Centre Improvement Scheme;</li> <li>• Improve pedestrian safety and accessibility by reallocating road space in the section of Terminus Road between Langney Road (continuation of phase 2a) and Grand Parade;</li> <li>• The use of Terminus Road to create a 'spine route' through the primary retail area of Eastbourne Town Centre to the seafront;</li> <li>• Support local development and businesses along Terminus Road, unlocking and enhancing the economic, cultural and dwelling development;</li> <li>• Coordinate the design of street furniture, street lighting and signage which will be finished to a high standard in the town centre;</li> <li>• Providing improved and more user friendly crossing facilities across the whole scheme;</li> <li>• Increase accessibility and improve pedestrian priority along Terminus Road and on Memorial Roundabout: and,</li> <li>• Improve the public realm within Eastbourne Town Centre.</li> </ul> <p>The development of the scheme aims to support and increase access to the town centre for all service users, by balancing the needs of residents and visitors, local businesses, disabled users, cyclists and to the highways design standards such transport and public realm schemes are required to meet. Initial consultations on the proposals have been undertaken, and feedback from the consultation from Phase 2a have also been considered.</p> <p>The detailed design phase is focusing on the works associated with Terminus Road, however the public consultation in October/November 2022 has included the Memorial Roundabout and Ring Road works noted above.</p>
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## Update on previous EqlAs and outcomes of previous actions (if applicable)

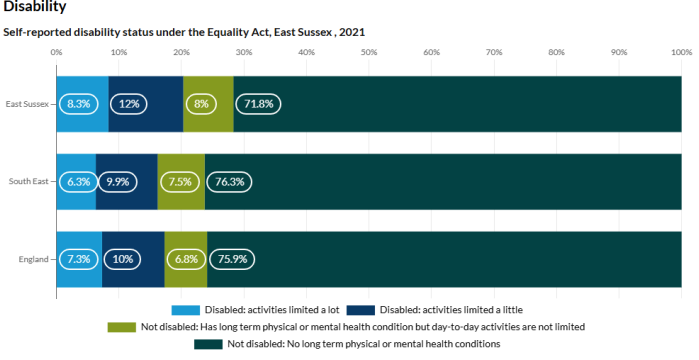
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Preliminary design key stakeholder workshops (July 2021) and feedback sessions (March 2022).	<p>Improved relationships with key stakeholders and stakeholder feedback on the schemes informing the development of the preliminary designs to ensure they meet the needs of all users.</p> <p>In addition, stakeholder feedback led to the commissioning of additional studies as part of the preliminary design stage including the below mentioned Parking survey study and update to the Ring Road Modelling; both of which enhanced and informed the development of preliminary designs further.</p>	None. Ongoing stakeholder engagement meetings to review the detailed design noted below.
Site visit walk around (Sept 2021) of Terminus Road with representatives of key stakeholder groups (disability, heritage, business and transport) to present update on preliminary designs, receive further feedback and discuss detailed design aspirations.	A greater understanding of the proposal by key stakeholders.	Additional engagement meetings were planned with the key stakeholders, in addition to the wider public consultation in October/November 2022.
Parking survey study commissioned to identify locations for disabled parking bays and pick up and drop off points along Terminus Road scheme.	Potential locations for parking and drop off points were identified in the preliminary design drawings to improve how accessible the scheme designs are for all users	Exact locations and numbers of parking spaces will be finalised as part of the detailed design.

## 1. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations																																																																																				
Age	<p>The dataset shows the resident population by broad age groups in 2021.</p> <table><tr><th colspan="4">Population of Eastbourne and comparators by 5 year age groups (2024)</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Aged 0 to 4</td><td>4,509</td><td>24,243</td><td>3,072,243</td></tr><tr><td>Aged 5 to 9</td><td>5,372</td><td>28,740</td><td>3,401,724</td></tr><tr><td>Aged 10 to 14</td><td>6,002</td><td>31,815</td><td>3,581,732</td></tr><tr><td>Aged 15 to 19</td><td>6,167</td><td>30,673</td><td>3,509,155</td></tr><tr><td>Aged 20 to 24</td><td>5,018</td><td>22,861</td><td>3,526,018</td></tr><tr><td>Aged 25 to 29</td><td>5,593</td><td>26,833</td><td>3,885,571</td></tr><tr><td>Aged 30 to 34</td><td>6,214</td><td>30,144</td><td>4,101,144</td></tr><tr><td>Aged 35 to 39</td><td>6,489</td><td>32,448</td><td>4,073,458</td></tr><tr><td>Aged 40 to 44</td><td>6,403</td><td>32,267</td><td>3,855,280</td></tr><tr><td>Aged 45 to 49</td><td>5,914</td><td>30,855</td><td>3,479,767</td></tr><tr><td>Aged 50 to 54</td><td>6,558</td><td>37,270</td><td>3,728,798</td></tr><tr><td>Aged 55 to 59</td><td>7,123</td><td>42,020</td><td>3,861,340</td></tr><tr><td>Aged 60 to 64</td><td>6,972</td><td>41,298</td><td>3,562,779</td></tr><tr><td>Aged 65 to 69</td><td>6,091</td><td>36,118</td><td>2,951,642</td></tr><tr><td>Aged 70 to 74</td><td>5,756</td><td>34,034</td><td>2,568,308</td></tr><tr><td>Aged 75 to 79</td><td>6,015</td><td>34,985</td><td>2,433,995</td></tr><tr><td>Aged 80 to 84</td><td>3,805</td><td>22,084</td><td>1,543,135</td></tr><tr><td>Aged 85 and over</td><td>4,258</td><td>22,194</td><td>1,484,012</td></tr><tr><td colspan="4">Source: ONS, Mid-year population estimates, 2024</td></tr></table> <p>Eastbourne town centre is described in Eastbourne Borough Council's (EBC's) Local Plan as having a younger age profile than other neighbourhoods. However, the role of Terminus Road as a hub for transport into the town centre means that the area is visited by a wide range of people, including</p>	Population of Eastbourne and comparators by 5 year age groups (2024)					Eastbourne	East Sussex	England	Aged 0 to 4	4,509	24,243	3,072,243	Aged 5 to 9	5,372	28,740	3,401,724	Aged 10 to 14	6,002	31,815	3,581,732	Aged 15 to 19	6,167	30,673	3,509,155	Aged 20 to 24	5,018	22,861	3,526,018	Aged 25 to 29	5,593	26,833	3,885,571	Aged 30 to 34	6,214	30,144	4,101,144	Aged 35 to 39	6,489	32,448	4,073,458	Aged 40 to 44	6,403	32,267	3,855,280	Aged 45 to 49	5,914	30,855	3,479,767	Aged 50 to 54	6,558	37,270	3,728,798	Aged 55 to 59	7,123	42,020	3,861,340	Aged 60 to 64	6,972	41,298	3,562,779	Aged 65 to 69	6,091	36,118	2,951,642	Aged 70 to 74	5,756	34,034	2,568,308	Aged 75 to 79	6,015	34,985	2,433,995	Aged 80 to 84	3,805	22,084	1,543,135	Aged 85 and over	4,258	22,194	1,484,012	Source: ONS, Mid-year population estimates, 2024				<p>ESCC has begun engagement at the formative stages of scheme development, from business case stage, to preliminary design.</p> <ul style="list-style-type: none"><li>Stakeholder feedback arising from the engagement workshops in July 2021 and a site visit in September 2021 was generally positive towards the proposals. The majority of respondents felt that the plans would achieve the scheme objectives and were positive about how they would improve the town centre. The most common concerns related to the provision for cyclists, disabled access parking, accessibility and inclusivity of the public realm and pedestrian facilities and how the Ring Road relocation would work in practice.</li><li>Feedback from youth focused organisations in Eastbourne was that the pedestrianisation will improve the town centre for young people and highlighted that young people are part of the community and their needs should be considered when creating new public spaces.</li><li>Eastbourne LGBT Youth Group were contacted to provide feedback on the designs and be involve in the detail design development of Terminus Road Phase 2b. No feedback response received so far.</li></ul>	<ul style="list-style-type: none"><li>Pedestrianisation will generally be beneficial to all age groups, enhance well-being and provide support for businesses in the local area.</li><li>Not permitting cycling through the extent of the Phase 2 scheme has the potential to act as a barrier for those who prefer to cycle within the town centre.</li><li>Improving seating within Eastbourne town centre will have a positive impact for all people of all age groups particularly older people with limited mobility or health conditions.</li><li>Enhanced street lighting will potentially reduce safety concerns for people who wish to visit the town centre in the evening.</li><li>By creating more pedestrian and public realm space through the pedestrianisation of Terminus Road there will be opportunities to enhance space for young people.</li></ul>	<p>As standard practice, the scheme design was audited on 01.22.2024 by our Road Safety Team with a final issue report shared on 28.03.2025 to ensure that all reasonable measures to maximise safety were undertaken.</p> <ul style="list-style-type: none"><li>Further discussions are to be had in relation to the management of removable bollards at the entrance points on Bolton Road (Phase 2a) Lismore Road, Seaside Road and Burlington Road in order for the pedestrianised area to be enforced. An experimental TRO will be consulted on once construction is complete. This will be a period of 18 months where two options of time restrictions will be consulted on. This will ensure that no vehicles other than emergency vehicles requiring access are permitted during the times that are approved from the experimental TRO.</li><li>The no cycling within the scheme extent will be enforced by a legal traffic regulation order with appropriate signage. However, cycle parking will be provided at key locations of the scheme so that cyclists of all ages do not feel excluded. The considered placement of cycle parking should provide a safe and secure location that will encourage cyclists to dismount and park their cycles. However, compliance cannot be guaranteed so measures will be taken to make</li></ul>
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Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>people commuting to work, shoppers, tourists and people visiting for entertainment purposes.</p> <p>Young (16-29) and older people (65+) are potentially more sensitive to the changes proposed for Terminus Road, Bolton Road and Langney Road because of the impact on taxi services, safety and footways.</p> <p>Younger (0-15) and working age group (16-64) who are likely to cycle are affected by the proposals due to the pedestrianisation of the area and preventing cycling through Terminus Road.</p> <p>Fear of crime can deter people from going out and detract from their enjoyment of the town centre. Older people (65+) in particular are potentially sensitive to changes that make the area more prone to anti-social behaviour, whether the effect on crime is real or perceived. Young people (16-29) and working age group (16-64) can also be discouraged to travel at night.</p>			<p>restrictions clear though the legal traffic regulation order.</p> <ul style="list-style-type: none"> <li>▪ Alternative cycle routes from Eastbourne station to the sea front and residential areas in the town have been developed and signed off by Lead Member; and are due to be implemented from 2025 onwards.</li> <li>▪ The provision of enhanced street lighting for safety and public realm will make the town centre more attractive.</li> <li>▪ The Eastbourne Youth Partnership were invited as a key stakeholder to the pre-consultation briefings &amp; to take part in the public consultation; and they will continue to be a key stakeholder in the detailed design process.</li> <li>▪ Engaged with Sussex Downs as part of the consultation that was undertaken 2022. Since then, funding constraints have been identified and therefore the town square deliverables have been removed from this scheme. These works will be explored should further funding be identified.</li> </ul>

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<p><b>Disability</b></p>	<p>This dataset shows the percentage of people that have a limiting long-term illness or disability from 2021 Census:</p>  <p>Young (16-29) and older people (65+) are potentially more sensitive to the changes proposed for Terminus Road, Bolton Road and Langney Road because of the impact on taxi services, safety and footways.</p>	<p>Local disability groups were involved in the Stakeholder Engagement Workshops in July 2021, March 2022 and the site visit in September 2021</p> <p><b>Ring Road Relocation:</b> Concerns over existing parking scheme at Ashford Road shared space design. Current parking at the Beacon car park cannot accommodate WAV vehicles, and bay near the entrance would be beneficial.</p> <p><b>Terminus Road:</b> Generally positive regarding the proposals.</p> <ul style="list-style-type: none"> <li>With the removal of parking spaces, how will access to Victoria Place be maintained? Alternative parking locations need to consider visually impaired people (route planning) and traffic use on alternative roads. Though pedestrianisation to improve safety is positive, there are concerns disabled people are being pushed away from the town centre.</li> <li>No. 99 bus route will need to be re-routed.</li> <li>Concerns over E-scooters and cycling along the pedestrianised sections.</li> <li>What will the crossing to Grand Parade be like, will traffic calming be introduced? Will pedestrians be given priority at the Seaside Road crossing?</li> </ul> <p><b>Memorial Roundabout</b></p> <ul style="list-style-type: none"> <li>Pedestrian crossings controlled by traffic lights are better for visually impaired people than zebra crossings.</li> <li>Pedestrian entry and exit points should be the same and to a</li> </ul>	<p>Feedback from local disability groups and an independent access auditor for Phase 2a has identified the following potential impacts resulting from the design proposals which have been assessed and considered by ESCC officers and the Phase 2a design team:</p> <ul style="list-style-type: none"> <li>The contrasting bands that run horizontally across the pedestrian routes along Terminus Road could have an impact for blind and partially sighted people and those with cognitive impairments.</li> <li>Not reducing visual clutter and/or ensuring there is consistency in where street furniture is placed potentially impacts blind and partially sighted people and those with cognitive impairments.</li> <li>Not providing a range of seating designs which include different seat heights, with and without back and arm rests would have an impact on the scheme's accessibility.</li> <li>It is anticipated that with the projected increase in people in Eastbourne living with limited long-term illness and with disabilities by 2034, the demand for accessible parking spaces in the town centre may increase (factoring in too, the national expansion of blue badge parking eligibility criteria to include hidden disabilities), so reducing the number and</li> </ul>	<p>The materials palette chosen for Phase 2a will be used in Phase 2b, so all comments regarding colours and contrast raised during the Phase 2a consultations will be taken on board.</p> <p>By addressing the features deemed to be of particular priority by local disability groups and recommendations made by the access auditor, where possible and reasonable to do so. During this detailed design stage, decisions made for Phase 2a are being incorporated which should lead to greater accessibility without impacting on the character of the scheme.</p> <ul style="list-style-type: none"> <li>The design has been amended to ensure that the street furniture contrasts sufficiently with the paving materials.</li> <li>The chosen material for the feature breaker band has been chosen to have a low contrast to the materials it passes through in accordance with the accessibility audit requirements. The feature banding breaks down the linearity of the street and promotes more driver caution to create a pedestrian orientated environment. The bands break up the otherwise straight aesthetic view often associated with a road. This is in line with general design approaches of changing the character of roads to "streets" in public realm schemes.</li> <li>The use of concrete blocks in the vehicular area of the scheme will address the potential for damage caused by heavy goods vehicle use during deliveries. The two grey tones that were selected for the concrete</li> </ul>

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		<p>consistent standard, with full dropped kerbs flush with the road.</p> <ul style="list-style-type: none"> <li>▪ Dropped kerbs need appropriate tactile paving.</li> <li>▪ A zebra crossing on South Road would increase risk to blind/visually impaired people given the habit of drivers to accelerate aggressively away from the roundabout here. A 20mph speed limit surrounding this roundabout would improve safety.</li> </ul> <p>ESCC officers have attended meetings with members of local disability groups, including attendance at site visits during consultations for Phase 2a. The following summarises points raised by local disability groups, as well as points raised by an independent access auditor commissioned by ESCC, as priorities to be addressed and will apply to Phase 2b:</p> <ul style="list-style-type: none"> <li>▪ Need for materials to tonally contrast against the background they are seen against – e.g. experience of navigating the proposed feature banding along Terminus Road has the potential to create an illusion of steps/trenches for those with visual impairments and hidden disabilities and will not meet with Light Reflect Value standards</li> <li>▪ BS8300 Design of an accessible and inclusive built environment. Buildings - code of practice 2018 to be applied.</li> <li>▪ Consideration for making the carriageway the same colour as the footway. This reduces the number of colours used. It also has the benefit</li> </ul>	<p>availability of accessible parking spaces will impact those who rely on being able to park close to the town centre to access local amenities.</p>	<p>blocks are very close to the colour tones used in Phase 1 and 2a, and similar to the light grey in the selected footway area granite paving palette. The greys were selected considering oil spills and tyre tracks because lighter colours may stain more easily. Although it would be best to encourage 'wandering', it will be good to have a slight visual difference for vulnerable users as timing restrictions on vehicular access is going to be explored through an experimental traffic regulation order, this can be done once works have been completed.</p> <ul style="list-style-type: none"> <li>▪ The use of tactile paving between the pedestrian (granite) and vehicular (concrete) areas has been discounted by the design team owing to an increased potential for sending conflicting messages to pedestrians that they are not allowed to enter the vehicular space. Delivery vehicles will only be allowed during proposed hours, and their speed is expected to be low due to the confined space. Appropriate signing will be in place as per the traffic regulation order. Tactile paving will be provided at the crossing points along Terminus Road at Lismore and Seaside Road.</li> <li>▪ The existing parking facilities along Burlington Road and Trinity Place are planned to remain and additional parking provisions, including blue badge holder parking locations along Lismore Road, Pevensey Road, Seaside Road and Grand Parade, and potential taxi pick up and drop off</li> </ul>

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		<p>of encouraging pedestrians to wander freely slowing down any vehicles that are in the road.</p> <ul style="list-style-type: none"> <li>▪ Taxi drop off points near to the town centre need to be retained for those who do not have access to a vehicle or cannot use public transport</li> <li>▪ Need for a range of accessible seating designs</li> <li>▪ Cycling is prohibited throughout the scheme area and this is enforced through appropriate signing</li> <li>▪ Feedback from key stakeholder focus groups indicates that pedestrianisation will improve the town centre for people, cyclists and businesses However, concerns have been raised by disability groups, about the impact of reducing the number of accessible parking bays and taxi drop-off points close to the town centre.</li> <li>▪ The proposal to not permit cycling throughout the extent of the scheme has been raised as a key concern by local cycle groups. Disability groups have expressed concerns at the potential for cycling in pedestrianised areas, especially for people with sensory impairment and/or limited mobility, and the potential conflicts this generates.</li> </ul>		<p>locations along the Phase 2b section of Terminus Road (from Langney Road to Grand Parade) as close as possible to entry and exit points will be provided as part of this detailed design phase.</p> <ul style="list-style-type: none"> <li>▪ The location of street furniture has been optimised – such as cycle stands moved to near entry points into the scheme area, well distributed seating that will be at suitable varying heights and closer to accessible parking bays. Planters will be 75cm above ground and easily detectable to avoid acting as an obstacle for people with visual impairments.</li> <li>▪ The detailed designs will include the provision of clutter free sections of the street along Terminus Road to ensure accessible and clear routes for those that are partially sighted; and will also highlight the need to reinforce these clutter free areas through permitting with local businesses.</li> <li>▪ Accessibility stakeholders and groups will continue to be engaged and consulted with throughout this and future design stages of the development of the project to ensure their involvement in designing of the scheme.</li> <li>▪ Brochures to explain the operation of the new town centre were prepared ahead of the public consultation in October/November 2022 and ongoing engagement with stakeholder groups to continue once construction commences.</li> </ul>


Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
				<p>Research and engagement with local stakeholders highlight the importance of ensuring that public realm schemes such as Phase 2b are inclusive, i.e. considers the needs of those with both physical and hidden disabilities.</p> <ul style="list-style-type: none"> <li>An independent Access Assessment of the Phase 2b Preliminary designs for Terminus Road and Memorial Roundabout was commissioned by East Sussex County Council in December 2021. The recommendations from the study have been reviewed by East Sussex and the design team. The recommendations and additional points for review have been incorporated into the first stages of detailed design development. The Access Consultant that undertook the assessment fed back his recommendations and results to stakeholders in the preliminary design stakeholder update meeting in March 2022.</li> </ul>
<b>Gender reassignment</b>	<p>Data is not currently available on the number of people in the county or Eastbourne who identify with a different gender to that which they were born with, who might describe themselves as trans, or non-binary. Nationally it is estimated that 1% of the population is trans.</p> <p>Community safety is an important priority for everyone, but we are aware that some transgender people may feel particularly vulnerable to crime and anti-social behavior.</p>	<ul style="list-style-type: none"> <li>No feedback received.</li> </ul>	<ul style="list-style-type: none"> <li>It is not considered that people sharing this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.</li> </ul>	<ul style="list-style-type: none"> <li>It is not considered that people with this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre and will be retained as part of the Phase 2b developments. Additionally, the project is being designed to encourage members of the public to an area, assisting in the</li> </ul>



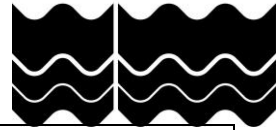
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"><li>• advance equality of opportunity,</li><li>• eliminate discrimination, and</li><li>• foster good relations</li></ul>
				creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.
Pregnancy and maternity	The data below shows the number of live births in Eastbourne. <div><div><div><div><div><div></div><div>779</div><div>Number of live births</div><div>Eastbourne (2023)</div><div></div></div></div></div><div><div>Number of live births in Eastbourne - 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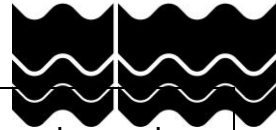
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Religion or belief	<p>The data below shows the percentage of the population by religion from the 2021 Census. There is no information available on Eastbourne visitors.</p> <table><tr><th colspan="4">Percentage of people by religion in 2021</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Christian</td><td>45.9%</td><td>45.9%</td><td>46.3%</td></tr><tr><td>No religion</td><td>43.2%</td><td>44.7%</td><td>36.7%</td></tr><tr><td>Buddhist</td><td>0.6%</td><td>0.5%</td><td>0.5%</td></tr><tr><td>Hindu</td><td>0.5%</td><td>0.3%</td><td>1.8%</td></tr><tr><td>Jewish</td><td>0.2%</td><td>0.2%</td><td>0.5%</td></tr><tr><td>Muslim</td><td>2.2%</td><td>1.1%</td><td>6.7%</td></tr><tr><td>Sikh</td><td>0.0%</td><td>0.0%</td><td>0.9%</td></tr><tr><td>Other religion</td><td>0.7%</td><td>0.8%</td><td>0.6%</td></tr><tr><td>Not answered</td><td>6.7%</td><td>6.5%</td><td>6.0%</td></tr></table> <p>Source: ONS, Census 2021</p>	Percentage of people by religion in 2021					Eastbourne	East Sussex	England	Christian	45.9%	45.9%	46.3%	No religion	43.2%	44.7%	36.7%	Buddhist	0.6%	0.5%	0.5%	Hindu	0.5%	0.3%	1.8%	Jewish	0.2%	0.2%	0.5%	Muslim	2.2%	1.1%	6.7%	Sikh	0.0%	0.0%	0.9%	Other religion	0.7%	0.8%	0.6%	Not answered	6.7%	6.5%	6.0%	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	<p>It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic. The intention of the scheme is to make the town centre feel safer and more accessible for everyone.</p> <p>It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.</p>
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Sex/Gender	<p>The data below shows the resident population by gender in 2021. There is no information available on Eastbourne visitors.</p> <table><tr><th colspan="4">Percentage of people aged 16 and over by gender identity (2021)</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Gender identity the same as sex registered at birth</td><td>93.3%</td><td>94.0%</td><td>93.5%</td></tr><tr><td>Not answered</td><td>6.2%</td><td>5.6%</td><td>6.0%</td></tr><tr><td>Gender identity different from sex registered at birth but no specific identity given</td><td>0.2%</td><td>0.1%</td><td>0.2%</td></tr><tr><td>Trans woman</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Trans man</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Non-binary</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>All other gender identities</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></tr></table> <p>Source: ONS, Census 2021</p> <p>Community safety is an important priority for everyone, but we are aware that some women and transgender people may feel particularly vulnerable to crime and anti-social behavior.</p>	Percentage of people aged 16 and over by gender identity (2021)					Eastbourne	East Sussex	England	Gender identity the same as sex registered at birth	93.3%	94.0%	93.5%	Not answered	6.2%	5.6%	6.0%	Gender identity different from sex registered at birth but no specific identity given	0.2%	0.1%	0.2%	Trans woman	0.1%	0.1%	0.1%	Trans man	0.1%	0.1%	0.1%	Non-binary	0.1%	0.1%	0.1%	All other gender identities	0.0%	0.0%	0.0%	No feedback received.	The project will benefit people of all genders equally.	The project will benefit people of all genders equally. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre and will be retained as part of the Phase 2b project. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.								
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Sexual orientation	The data below shows the estimate of the percentage of the population by sexual orientation in 2021. There is no information available on Eastbourne visitors.	Eastbourne Bourne Out LGBT were contacted to provide feedback and be involved in the detailed design stages of the development of the Phase 2b Terminus Road scheme. No feedback received so far.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the																																												

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	<p>Percentage of usual residents aged 16+ in Eastbourne by detailed sexual orientation (2021 )</p> <table><thead><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Straight or Heterosexual</td><td>88.1%</td><td>89.2%</td><td>89.4%</td></tr><tr><td>Gay or Lesbian</td><td>2.1%</td><td>1.8%</td><td>1.5%</td></tr><tr><td>Bisexual</td><td>1.5%</td><td>1.2%</td><td>1.3%</td></tr><tr><td>Pansexual</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Asexual</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Queer</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></tr><tr><td>All other sexual orientations</td><td>0.1%</td><td>0.1%</td><td>0.2%</td></tr><tr><td>Not answered</td><td>8.0%</td><td>7.5%</td><td>7.5%</td></tr></tbody></table> <p>Source: ONS, Census 2021</p> <p>There are 2 no. groups in the area: LGBT Youth Group, Eastbourne Bourne Out LGBT</p>		Eastbourne	East Sussex	England	Straight or Heterosexual	88.1%	89.2%	89.4%	Gay or Lesbian	2.1%	1.8%	1.5%	Bisexual	1.5%	1.2%	1.3%	Pansexual	0.1%	0.1%	0.1%	Asexual	0.1%	0.1%	0.1%	Queer	0.0%	0.0%	0.0%	All other sexual orientations	0.1%	0.1%	0.2%	Not answered	8.0%	7.5%	7.5%			<p>scheme will be upgraded. CCTV is also present throughout the town centre and is being retained by the Phase 2b project. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.</p> <p>Eastbourne Bourne Out LGBT will continue to be engaged as part of the next stages of detailed design development as part of the key stakeholder group.</p>
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Marriage and civil partnership	<p>This dataset shows the number of people aged 16 and over and the percentage by marital status from 2021 Census.</p> <p>Legal partnership status (2021)</p>  <table><thead><tr><th>Legal partnership status (2021)</th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Single: Never married or registered a civil partnership</td><td>35.8%</td><td>31.9%</td><td>37.9%</td></tr><tr><td>Married or in registered civil partnership</td><td>41.6%</td><td>46.8%</td><td>44.7%</td></tr><tr><td>Separated, but still legally married/civil partnership</td><td>2.6%</td><td>2.3%</td><td>2.2%</td></tr><tr><td>Divorced or civil partnership dissolved</td><td>12.2%</td><td>11.2%</td><td>9.1%</td></tr><tr><td>Widowed or surviving civil partner</td><td>7.8%</td><td>7.7%</td><td>6.1%</td></tr></tbody></table>	Legal partnership status (2021)	Eastbourne	East Sussex	England	Single: Never married or registered a civil partnership	35.8%	31.9%	37.9%	Married or in registered civil partnership	41.6%	46.8%	44.7%	Separated, but still legally married/civil partnership	2.6%	2.3%	2.2%	Divorced or civil partnership dissolved	12.2%	11.2%	9.1%	Widowed or surviving civil partner	7.8%	7.7%	6.1%	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.												
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Impacts on community cohesion	No data available.	No feedback received.	No specific impacts identified.	<p>No specific impacts identified on community cohesion.</p> <p>An aim of the creation of a new public realm space is that it can be utilised for</p>																																				

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"><li>• advance equality of opportunity,</li><li>• eliminate discrimination, and</li><li>• foster good relations</li></ul>
				community and civic events bringing local communities together in an accessible and improved space.



<b>Additional categories</b> (identified locally as potentially causing / worsening inequality)				
<b>Characteristic</b>	<b>What do you know?</b>	<b>What do people tell you?</b>	<b>What does this mean?</b>	<b>What can you do?</b>
<b>Rurality</b>	No data available.	No feedback received.	Not relevant to this proposal.	Not relevant to this proposal.
<b>Carers</b>	No data available.	No feedback received.	Issues relating to carers are addressed in the section above within the disability protected characteristics. Parking, access, safety issues and actions for disabled people and carers are identified within the above sections.	See section on disability above for actions.
<b>Other groups that may be differently affected</b> (including but not limited to : homeless people, substance users, care leavers – see end note)	There are no other groups which have been identified which are likely to experience disproportionate, negative, neutral or positive impact.	N/A	N/A	N/A



**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

On balance, the benefits of the scheme far outweigh any negative impacts. The ongoing engagement with the stakeholder groups representing the experiences of disabled people and the significant dialogue and changes to the detailed design demonstrate the positive action measures that ESCC has undertaken for those with protected characteristics who suffer detrimental or substantial disadvantage. The project continues to deliver through Construction and is estimated to complete in Early 2026, Project officers continue to engage with stakeholders and an allocated Public Liaison Officer has been onboard to support the community and update stakeholders

### 3. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Phase 2a Preliminary Design – initial optioneering and design development	January, February, May 2018. November 2018, March and October 2019	Feedback and comments incorporated within the design where practicable and fits within the scheme objectives and business case	All feedback, comments and designs from Phase 2a, and the feedback on the Phase 2b preliminary design, are being used to inform the process and detailed design development for Phase 2b
Public consultation	November / December 2019		
Detailed Design Lessons Learnt Virtual Meeting with ESCC	July 2020		



1st Detailed Design Virtual Stakeholder Meeting	September 2020		
2nd Detailed Design Virtual Stakeholder Meeting	October 2020		
Accessibility Audit	December 2020		
3rd Detailed Design Virtual Stakeholder Meeting	February 2021		
Site Meeting	June 2021		
Weekly Drop in sessions held at a local site office for stakeholders to answer questions to the project team	Jan 2025 - ongoing		
Phase 2b - Stakeholder Engagement workshops – review feasibility drawings and ongoing design development.	July 2021		
Phase 2b - Stakeholder Engagement site visit	September 2021		
Phase 2b – Key stakeholder update sessions on Final Preliminary Designs and reports following preliminary design development.	March 2022		



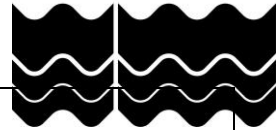
#### 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
To ensure key stakeholders are briefed on the public consultation.  All users	Pre-consultation briefings planned	Feedback from stakeholders received and incorporated into the detailed design of Terminus Road	No significant issues.	28 <sup>th</sup> – 30 <sup>th</sup> September 2022
All users	Public consultation on the preliminary design of Terminus Road, Memorial Roundabout and the Ring Road relocation  Attending Eastbourne Disability Involvement Group meeting October 22  Engagement with the University of Third Age in Eastbourne through public consultation	Feedback from stakeholders/members of the public received and incorporated into the detailed design of Terminus Road	No significant issues & obtaining a sufficient number of responses to the public consultation from the public	10 <sup>th</sup> October – 20 <sup>th</sup> November 2022
Key stakeholders	Stakeholder workshops and engagement	Feedback results from the public consultation to key stakeholders &	No significant issues and stakeholders input into	Dec 2022 – May 2023

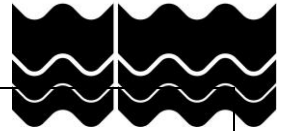


		conduct engagement (online workshops, meetings and site visits as required) with key stakeholders to inform the development of detailed design	development of the detailed design.	
Revising existing Traffic Regulation Orders along Terminus Road  All users	TRO consultation	Feedback from stakeholders/members of the public received and incorporated into TROs	No significant issues.	4 October to Friday 25 October 2024
All users	Stakeholder engagement post consultation sessions. Present consultation report details, walk the designs.	Feedback from stakeholders to incorporate into next level of detail design.	No significant issues.	May-June 2023
All users	Update email to be sent to all stakeholders following engagement session confirming details covered within the session.	Stakeholders being kept updated on the progress.	No significant issues	March 2024
All users	Final design review stakeholder engagement session.	Update on detailed design process and how feedback and reviews have been incorporated into the final detailed designs	No significant issues	June 2024





All users	Final design confirmation & construction programme update email	Update email on final designs following sign off and confirmation of construction programme moving forward.	No significant issues	August 2024
Key stakeholders	Stakeholder update email	Key stakeholders to receive regular updates on the construction process to ensure that all key stakeholders and the public are aware of the construction phases.	No significant issues	December-October 2024
All users	Drop in sessions at 25a Langney Road site office	Continued engagement with stakeholders.	No significant issues	January 2025-ongoing
All users	East Sussex Highways email address to be set up by comms team	One source of communication for all users to be able to contact and communicate about the scheme.	No significant issues	January 2025- end of scheme. ** email will be closed upon completion of the scheme.
All users	Public Liaison Officer to be brought onto the scheme and be based at the site office in Eastbourne	Members of the public/stakeholders have a familiar face they can go to for discussion on the scheme, PLO being on site means they will also drop into local businesses to gather feedback and provide updates	No significant issues	January 2025- end of the scheme



Key stakeholders	Weekly newsletters / Information uploaded to Scheme webpages	Building relationships with stakeholders, communicating further and answering any queries.		
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## Equality Impact Analysis Template

<b>Title of Project/Service/Policy</b>	Hastings Town Centre Public Realm and Green Connections
<b>Team/Department</b>	Major Projects & Growth
<b>Directorate</b>	Communities, Economy and Transport
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>As part of the Hastings Town Deal, the Hastings Town Centre Public Realm and Green Connections project looks to improve connectivity within the town centre, prioritise active travel and increase greening and biodiversity.</p> <p>The project was first approved by Government's Department for Levelling Up, Housing and Communities (DLUHC) in 2022 with a budget of £3m. Following a subsequent business case in 2023 this was increased to £9.7m funded until March 2026, with an additional £400k of South East Local Enterprise Partnership Local Growth Fund grant match funding. <a href="#">(1)</a>.</p> <p>In line with the project objectives, the design aims to put people and nature first. A carefully considered movement strategy prioritises pedestrian and cycle movement through the site, considering the arrival sequence of those entering the area from multiple points and using multiple modes of transport. The planting design will be functional, evoking unique landscape characters and providing seasonal interest whilst contributing to storm-water management and the resilience of the town centre <a href="#">(2)</a>.</p> <p>The Public Realm and Green Connections project will be a significant step towards Hastings ambition to become the South East's first green Garden Town <a href="#">(3)</a>.</p> <p>The project framework key moves are:</p> <p>1) Arrival experience: Improvements to the train station forecourt, as a primary gateway, would enhance the experience of those arriving in the town by rail.</p>

	<p>2) Station to Sea: Prioritising active travel and connecting the train station to sea would facilitate permeable movement through the heart of the town to the coast.</p> <p>3) Town to Castle: Improving east-west movement across the town and introducing additional planting would establish a corridor between White Rock, the Castle and the Old Town beyond.</p> <p>4) Improve Public Spaces for Local People: Hastings has an expansive network of pedestrian areas and public spaces. Improving the multifunctionality of these spaces would support increased animation, vibrancy and the overall quality of the townscape.</p> <p>5) Bringing Nature into the Town: There is a critical need to bring nature into the town. A coherent green infrastructure network should be established to connect existing sites, improve biodiversity, contribute to the health and wellbeing of people in the town and support improvements to the public realm.</p> <p>6) Improve Junctions: To tackle issues of severance caused by major vehicular thoroughfares around the town centre, improved pedestrian and cycle crossings should be considered to dovetail proposals in the town centre with spaces beyond.</p> <p><a href="#">(4)</a></p> <p>The project's policy context aimed to embed concepts drawn from relevant strategic and policy documents listed below and which all had their own equality considerations via assessments and stakeholder engagement <a href="#">(3)</a>:</p> <p>Local Cycling and Walking Infrastructure Plan (LCWIP)  Hastings Greenway Project  Biodiversity Action Plan (BAP) <a href="#">(3)</a>.</p> <p>Hastings Planning Strategy (2014)  Hastings Local Plan Consultation Draft (2021)  Hastings Biodiversity Action Plan  Hastings Town Centre and Bohemia Area Action Plan (2018)</p>
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	<p>Hastings Town Centre and White Rock Retail and Leisure Assessment and Urban Design Analysis (2016)</p> <p>Hastings Greenway Group Walking and Cycling Strategy (2014)</p> <p>Hastings Strategic Open Space and Play Space Assessment (2020)</p> <p>East Sussex Local Cycling and Walking Infrastructure Plan (2020)</p> <p>East Sussex Bus Improvement Plan (2021)</p> <p>Trinity Triangle Hastings - Heritage Action Zone</p> <p><a href="#">(3)</a></p> <p>Public consultation was held over six weeks between 22 January and 1 March 2024. Since then approval has been granted to proceed with detailed design and construction (30).</p> <p>At this stage the EqlA only covers the design proposals. As the project develops the EqlA will be reviewed and updated to reflect any changes and the implementation phases.</p>
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## Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
<p>Actively engage with key groups during consultation to better understand impact.</p> <p>Accessibility audit</p> <p>Road safety audit</p> <p>Review of current CCTV provision</p> <p>Review design with Sussex Police</p> <p>Online and offline communications</p>	<p>972 responses received to public consultation. Direct impact on improvements to the scheme based on feedback received, most notably the retention of bus access and prioritisation of an off-road cycle lane.</p> <p>Updates made to crossing points to improve safety. Updates made to tactile paving to warn pedestrians of shared use areas.</p> <p>Changes to benches to prioritise natural surveillance</p>	<p>Road safety audit stage 2</p> <p>CCTV mapping</p> <p>Data collection to further understand PHV usage and impact</p>

# 1. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
Age	<p>All figures are based on the 2021 census.</p> <p>Hastings is ageing with its' population median age increased from 14 to 43 years between the 2011 and 2021 census. Its median age is higher than the South East (41) and England's average (40). It saw an increase of 30% on residents aged between 65 and 74 years while the age group between 35 and 49 years decreased 11.3%. <a href="#">(6)</a> <a href="#">(7)</a></p> <p><b>65 and over</b> Hastings (20.2%) has is the lowest percentage of people 65 and over in East Sussex (26.1%) although higher than</p>	<p>Current uneven ground surfaces can present a trip-hazard.</p> <p>Private Hire Vehicles (PHVs) provide a vital service for elderly residents and visitors. Further reducing access to the roads in the town centre will make Hastings inaccessible</p>	<p>Potentially all age groups who study, live, work, or visit Hastings town centre will benefit from the scheme given the proposals submitted.</p> <p>The frameworks key moves provide access for local communities to healthcare, education, retail and leisure uses as well as providing access to the seafront area in Hastings. It is also important for supporting the delivery of potential new housing, growth in the local economy and access to jobs, all of which have benefits for people of different ages.</p> <p>Older and younger people can be at more risk from accidents.</p>	<p>Actively target older, younger and population groups during the consultation period. Provide alternative means for older people to engage with the consultation process.</p> <p>Approach key organisations that work with and/or represent older and young people as well as working age people.</p> <p>Maintain clear communication throughout consultation and moving into next design stage – not just</p>

	<p>the South East (19.4%) and national (18.4%) rates.</p> <p><b>15 to 64</b> Hastings (63%) is the highest percentage of people aged between 15 and 64 in East Sussex (58.5%), although slightly below the South East (63.1%) and national (64.2%) rates.</p> <p><b>0 to 14</b> Hastings (16.8%) is the highest percentage of people aged between 0 and 14 in East Sussex (15.4%), although below the South East (17.4%) and national (17.4%) rates. <a href="#">(5)</a></p> <p>Projections across East Sussex estimate an ageing population due to internal migration of adults and older people into the area. <a href="#">(6)</a> <a href="#">(7)</a></p>		<p>The scheme's proposal to close and/or restricting general traffic on roads within the scheme has the potential to reduce the current level of collisions, reduce air pollution and promote active lifestyles with cycle lanes and improved green infrastructure network.</p> <p>Passengers on the bus services in the proposed scheme locations are likely to be older, particularly during inter-peak times.</p> <p>Older passengers may find it confusing if bus stops are relocated.</p> <p>Older people may be more at risk when using shared pedestrian/cycle ways, so the current design proposals include a segregated cycle path.</p> <p>Older passengers may have safety concerns when traveling late at night or in winter. There may also be concerns about anti-social behaviour. The new designs aim to improve the experience and perception of the safety of local spaces and transport.</p> <p>Older passengers will benefit from reduced journey times and greater bus reliability due to bus only routes.</p>	<p>relying on online platforms.</p> <p>A full safety assessment will be carried out on all proposed routes that are taken through to the next design stage.</p> <p>Hastings Borough Council (HBC) do not currently intend to reopen the Harold Place toilet block, so the removal does not restrict access further than existing. Potential to work with HBC on clear wayfinding to nearest available public toilets.</p> <p>Bus access retained through Havelock Road and Harold Place, with bus stops staying in existing locations</p> <p>Collect data on usage of PHVs and Hackney Carriages. Better understand impact on potential extended journey times on cost.</p>
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			<p>Older car drivers may be concerned about the reallocation of road space on some of the schemes and what this might mean for them.</p> <p>This scheme proposes to remove the closed toilet block at Harold Place, which means older people may continue to feel limited in their use of this public spaces due to lack of access to public toilets.</p> <p>Young people are more likely to be reliant on public transport, and more likely to have concerns about fares and bus reliability.</p>	<p>Locate nearest available locations for pick-up / drop-off.</p>
<b>Disability</b>	<p>All figures are based on the 2021 census.</p> <p>In East Sussex, the number of residents who identify as disabled is 20.3% - Census 2021.</p> <p>In Hastings over 20% of residents identify as disabled (whether limited a lot or a little)</p> <p>The 2021 Census is the latest comprehensive data we have on the number of people with a</p>	<p>Tactile paving is inconsistent</p> <p>Current uneven ground surfaces can present a trip-hazard.</p> <p>Proposals for bus route changes, particularly the one-way route on Queens Road, were</p>	<p>Collectively the proposed schemes are aimed at reducing general traffic on the roads and thus reducing vehicle emissions. This will have great health benefits for all but especially those with long-term respiratory conditions.</p> <p>Those with disabilities (including physical, learning disability and mental health) may have concerns about safety travelling from, to and at town centre, for example walking or using and accessing public transport.</p> <p>The scheme proposes improvements including access, signage and street</p>	<p>Ensure that proposed designs are tested for accessibility and safety as we move through to the next design stage.</p> <p>Accessibility audit undertaken and highlighted areas for improvements, implement findings in the design.</p> <p>HBC do not currently intend to reopen the Harold Place toilet block,</p>

	<p>disability in the county. Our local projections suggest that by 2032 there will be over 130,000 people with a disability in East Sussex of which 22,968 are projected to Hastings. <a href="#">(6)</a> <a href="#">(9)</a></p> <p>National data shows that disabled people are more likely to be injured as a pedestrian than no-disabled people <a href="#">(8)</a></p>	<p>not well received due to concerns about accessibility (31)</p> <p>Disabled parking bays are currently well used (31)</p> <p>PHVs provide a vital service for residents and visitors with disabilities. Further reducing access to the roads in the town centre will make Hastings inaccessible</p>	<p>furniture that will work for everyone such as seating with back and armrests, with various heights and positioned at accessible points. Street clutter will be reduced, which improves access for blind and visually impaired people.</p> <p>Disabled people or with limited mobility will benefit from a town centre with limited general traffic and open wide spaces that prioritises people and nature.</p> <p>Disabled car drivers may be concerned about the reallocation of road space on some of the schemes and what this might mean for them.</p> <p>Those with disabilities (especially blind, visually impaired and deaf people) may be more at risk when using shared use pedestrian/cycle ways. The current design proposals include a segregated cycle path, and signage and access will be considered as the designs progress.</p> <p>Increasing safe junctions and crossings will assist disabled people to keep safe and maintain independence when travelling by foot or in wheelchairs/scooters.</p>	<p>so the removal does not restrict access further than existing. Potential to work with HBC on clear wayfinding to nearest available public toilets.</p> <p>Bus access retained through Havelock Road and Harold Place, with bus stops staying in existing locations</p> <p>Provide an at-grade crossing across A259 to avoid the need for pedestrians to use underpass.</p> <p>Realign disabled parking bays to maximise public realm space, but retain existing number</p> <p>Collect data on usage of PHVs and Hackney Carriages. Better understand impact on potential extended journey times on cost. Locate nearest available</p>
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			<p>Materials and hard surfacing will be selected to ensure good visual and tactile clues for people with limited vision. Clear colour contrasts will be used to identify different areas and uses.</p> <p>This scheme proposes to remove the closed toilet block at Harold Place, which means people with some disabilities may continue to feel limited in their use of this public spaces due to lack of access to public toilets.</p>	locations for pick-up / drop-off.
<b>Gender reassignment</b>	<p>0.5% of people from Hastings responding in the Census 2021 indicated that their gender identity was different from their sex registered at birth. Nevertheless, a significant percentage of people across the county provided no response, therefore the percentage of people with a different gender identity to their sex registered at birth could be either higher or lower than shown <a href="#">(7)</a>.</p> <p>ONS MSOA's data shows that in Hastings 383 people stated to have a gender identity</p>	No feedback received	<p>Transgender people may benefit from non-sex-segregated public spaces that are people friendly with wide well-lit open spaces. Improved green infrastructure can improve overall wellbeing and can also reduce general anti-social behaviour. It also has the potential to allow transgender people to navigate the dichotomy of visibility and invisibility as a management technique for potential vulnerability in public spaces. With this approach, the proposed schemes have the potential to improve perceived and actual safety. <a href="#">(12)</a></p>	<p>Make the safety benefits clear when communicating about the schemes proposals.</p> <p>Improve lighting, natural surveillance with curved benches, and undertake CCTV mapping</p>

	<p>different from sex registered at birth <a href="#">(5)</a>.</p> <p>The National LGBT survey (2018) highlighted that Transgender people have the lowest average life satisfaction in UK (5.5 to 5.1) compared to the national average (7.7), it also confirmed that transgender people are a target for abuse, harassment and anti-social behaviour which can raise concerns regarding their safety in public spaces. “59% of trans women and 56% of trans men who responded to the survey said they had avoided expressing their gender identity for fear of a negative reaction from others.” <a href="#">(10)</a></p> <p>“Transgender people are more likely to experience threats of physical or sexual harassment or violence compared with the LGBT community as a whole (National LGBT Survey, Government Equalities Office).” <a href="#">(11)</a></p>			
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<b>Pregnancy and maternity</b>	<p>According to ONS data, Hastings had 909 live births in 2021 and a rate of 15 births per 1,000 females in 2020 <a href="#">(7)</a>.</p> <p>The trend is a clear decline since the Census in 2011 when there were 1,202 live births in Hastings <a href="#">(5)</a>.</p>	<p>Uneven ground surfaces can make using pushchairs difficult</p> <p>Not enough adequate seating</p>	<p>Pregnant people and those on maternity will greatly benefit from family friendly spaces, reduction of general traffic and green infrastructure.</p> <p>Improvements junctions and pedestrian crossings will make it safer for those with pushchairs and small children.</p>	<p>Make the social benefits clear when communicating about the schemes' proposals.</p> <p>Increase seating in town centre.</p> <p>Introduce safe incidental play spaces and educational boards.</p>
<b>Race (ethnicity)</b> Including migrants, refugees and asylum seekers	<p>89.3% in 2011 Censuses and 85.1% in 2021 Census identified as "white British and Northern Irish", which meant an increase of ethnic minority groups in Hastings <a href="#">(5)</a>.</p> <p>The ESCC Schools Census from January 2023 shows that Hastings had 20% of ethnic minority students in primary schools and 16% in secondary schools.</p> <p>Sussex police recorded 1512 racially or religiously aggravated offences in the 2022 and 2023 year across the South East Region and 467 for the current year <a href="#">(14)</a>.</p>	<p>No feedback received currently.</p>	<p>Safety for those who identify as black or ethnic minorities may have perceived and actual risks using public spaces and when travelling on public transport. The scheme looks to improve safety by considering street lighting and other public realm improvements.</p> <p>Also, possibly some issues for people with English as an additional language, or new arrivals to the UK (although these numbers are relatively small - but growing) when navigating public transport.</p>	<p>Make the safety benefits clear when communicating about the schemes' proposals.</p> <p>Improve lighting, natural surveillance with curved benches, and undertake CCTV mapping</p>

	<p>The Home Office and the Department for Levelling Up, Housing &amp; Communities Immigration System Statistics data published in May 2023 shows that Hastings has 262 refugees from the Homes for Ukraine, Afghan Resettlement Programme and other Supported Asylum programme ,0.29% of Hastings total population <a href="#">(15)</a>.</p> <p>National data analysis by specific ethnic groups has revealed that there is large variation in collision risk between different ethnic minority communities, potentially linked to car ownership <a href="#">(16)</a></p>			
<b>Religion or belief</b>	<p>In the 2021 Census 51.4% of Hastings residents stated that they had no religion. Of those with a religion, 37.8% were Christians, 1.9% Muslim, 0.9% Other, 0.6% Buddhist, 0.5% Hindu and 0.2% Jewish <a href="#">(6)</a>.</p>	<p>No feedback received currently.</p>	<p>Safety concerns perceived and actual risks of hate crime especially for religious minority groups is a key concern. The scheme looks to improve safety by considering street lighting and other public realm improvements.</p>	<p>Make the safety benefits clear when communicating about the proposals.</p> <p>Improve lighting, natural surveillance with curved benches, and undertake CCTV mapping</p>

<b>Sex</b>	<p>In 2021 Census 51.5% of Hastings population was female, an increase from 48.8% in 2011 Census <a href="#">(5)</a>.</p> <p>With Hastings Town Hall in an adjacent area to the schemes' proposals, it's relevant to include Hastings council workforce gender constitution since 55% are female but only 35% work full time as per data release for 2023 <a href="#">(17)</a>.</p> <p>The percentage of women (51.8% is slightly higher in East Sussex than the national average and consequently the number of men (48.1%) is slightly lower. Data from 2011 Census <a href="#">(5)</a>.</p>	No feedback received currently.	<p>Women are more likely to have caring responsibilities which could mean a higher use during the day of the areas within the schemes and bring those in their care to the area such as children and older people.</p> <p>They are also more likely to make multiple short journeys or 'chain-journeys' during a day, (for example to drop children off at school, visit an elderly parent and shop for food). This can bounce them out of 'usual' commuting routes.</p> <p>Women are most likely to be the victims of sexual harassment and sexual abuse on public spaces and transport. Safety when walking or using public transport is a key concern.</p>	<p>Seek opportunities for women to feedback on the proposed schemes consultation. Offer alternative options for providing feedback and be mindful of certain times (e.g. school pick up time) where women are more likely to have caring responsibilities.</p> <p>Make the safety benefits clear when communicating about the proposals.</p> <p>Improve lighting, natural surveillance with curved benches, and undertake CCTV mapping</p>
<b>Sexual orientation</b>	<p>The 2021 Census indicates that 3.3% of people 16 years and older from the East Sussex identify as Lesbian, Gay, Bisexual or Other (LGB+) and in Hastings 4.6% <a href="#">(7)</a>.</p> <p>The National LGBT survey (2018) highlighted both perceived and real risks of hate</p>	No feedback received currently.	Safety concerns perceived and actual risks of hate crime especially for those identifying as LGBTQ+ is a key concern. The scheme looks to improve safety by considering street lighting and other public realm improvements.	<p>Make the safety benefits clear when communicating about the proposals.</p> <p>Improve lighting, natural surveillance with curved benches, and undertake CCTV mapping</p>

	crime targeting the LGB+ communities <a href="#">(10)</a> .			
<b>Marriage and civil partnership</b>	Hastings latest data for marital status is from the 2021 Census. 39.6% of respondents were single, 38.4% were married or in a civil partnership. 12.7% of respondents were divorced, 2.9% separated and 6.3% were widowed <a href="#">(5)</a> .	No feedback received currently.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the report.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the report.
<b>Armed Forces</b>	Based on the 2021 Census, 2,914 people in Hastings reported that they served as regular or reserve in UK armed forces which is 3.9% of Hastings usual residents aged 16 years and over, the lowest percentage within East Sussex District Councils <a href="#">(5)</a> .	No feedback received currently.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the report.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the report.
<b>Impacts on community cohesion</b>	Hastings Community Cohesion Framework 2011 – 2013 states that “A significant barrier to community cohesion is poor knowledge and understanding of one another and of different ways of life, which can lead to prejudice and discrimination” <a href="#">(18)</a> .	No feedback received.	Although it is not considered that there will be any disproportionate, negative impact on community cohesion by the scheme, the project’s objectives and the design aims to put people and nature first may facilitate the building of social capital referred to on Hastings Community Cohesion Framework 2011 – 2013 and aligned with its mission: “To	it is not considered that there will be any disproportionate, negative impact on community cohesion by the scheme.



	<p>Although the document refers to a context from over 10 years ago, parts of it remain relevant such as key factors such as reduced public sector spending, to current inflation and cost of living crisis can “exacerbate already existing problems of high levels of deprivation” <a href="#">(18)</a>.</p> <p>The projects area of direct intervention includes one part of Hastings that is in the 10% most Deprived areas on the Index of Multiple Deprivation (IMD 2019) and another on the second Decile. 57.9% of households in Hastings is deprived in at least one dimension based on the Households by deprivation dimensions in 2021, a percentage higher than East Sussex as a whole (53.1%) and higher than both South East (48%) and the national (51.6%) levels <a href="#">(19)</a> <a href="#">(5)</a>.</p>		<p>build on the town’s strong community spirit, culture, diverse population and extraordinary natural environment to create a safer, healthier more sustainable and more prosperous place with lasting opportunities for everybody” <a href="#">(18)</a>.</p> <p>The project may also contribute towards the following 2023-24 HBC Corporate Plan update priorities <a href="#">(20)</a>:</p> <ol style="list-style-type: none"> <li>2 Keeping Hastings clean and safe</li> <li>3 Minimising our environmental impact</li> <li>4 Making the best use of our land and buildings</li> <li>5 Changing how we work to meet the future</li> <li>6 Delivering responsible regeneration for the town</li> </ol>	
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### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	The proposed project is located in Hastings; therefore this characteristic is not relevant <a href="#">(21)</a> .			
<b>Carers</b>	<p>“In all 5 districts of East Sussex, there was a smaller proportion of unpaid carers in 2021 compared with 2011. Hastings registered the largest proportion of people aged 5 and over providing 20 or more hours of unpaid care a week: 5.5% (4,780 residents) in 2021, compared with 4.1% (3,730) in 2011.” <a href="#">(22)</a></p> <p>“At LSOA-level, Hastings 003C once again ranked top, with 15.4% of residents providing some form of unpaid care” <a href="#">(22)</a>.</p> <p>Note: Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived and managed their provision of unpaid care, and therefore may have affected how people chose to respond. Caution should also be taken when making comparisons between 2011 and 2021 because of changes in question’s wording <a href="#">(22)</a>.</p>	No feedback received currently.	<p>Carers, as a vulnerable group due to their role which can lead them to become socially isolated, may benefit from the project’s potential contribution to community cohesion by putting people and nature first when designing and developing public spaces as it may enhance the opportunity to develop social capital’s bonding and bridging within existing and new social networks.</p> <p>One in five households with an unpaid carer do not have access to a private vehicle so are more likely to rely on</p>	<p>Actively engage with carer groups and representatives during the consultation period to ensure their voices are heard.</p> <p>Provide improved infrastructure to support active travel.</p>

			walking and cycling for short journeys. By improving the provision for active travel, all households without a private vehicle will benefit.	
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers)	<p><b>Homeless people</b></p> <p>According to Shelter's estimate based on DLUHC's official statutory homelessness statistics, Hastings was the 5th local authority with the highest rate of people who are homeless (living in temporary accommodation or sleeping on the streets (excluding London) <a href="#">(23)</a>.</p> <p>A situation exacerbated by cost of living crisis, which according to Hastings Council Leader, "It has gone from 170 people needing temporary accommodation two years ago. Now it is over 1,000 people here. We have more than 1,000 homeless people in a town of 90,000. That's a massive percentage." <a href="#">(25)</a> <a href="#">(26)</a></p> <p>The situation is putting the Hastings Borough Council at risk bankruptcy by March 2024 due to soaring costs because of its growing homelessness problem. <a href="#">(24)</a></p>	No feedback received currently.	Homeless people and substance users, as a vulnerable groups, may benefit from the project's potential contribution to community cohesion by putting people and nature first when designing and developing public spaces as it may enhance the opportunity to develop social capital's bonding and bridging within existing and new social networks.	Actively engage with representative voluntary groups during the consultation period to ensure their voices are heard.

	<p><b>Substance misusers</b></p> <p>“In East Sussex there is a strong correlation between the home addresses of the in-treatment drug population and the areas of highest deprivation. In 2021/22, most people using drug services were living in the urban areas of Hastings (32%) and Eastbourne (27%).” <a href="#">(27)</a></p> <p>One of the highest areas (MSOA level) overlaps with the project’s main area of intervention, Central Hastings <a href="#">(27)</a>.</p> <p>“Office for National Statistic figures show there were 18 drug poisoning deaths in Hastings in 2022 – up from 17 the year before and the highest on record.” <a href="#">(28)</a> <a href="#">(29)</a></p>			
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**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

The public consultation period between 22 January 2024 and 1 March 2024 was key in better understanding the needs, concerns and preferences on people living and working in Hastings. There were two in person, public events held on Saturday 27 January 2024 and Tuesday 6 February 2024, and stakeholder workshops on 24 January 2024 and 1 February 2024 specifically for access and voluntary groups, greening and community groups and the business community.

Answers and the responses given on the proposals helped to shape the next stage of design and influence the final works. A report consolidating the outcome can be accessed here: [Appendix 4.pdf](#)

An accessibility audit was undertaken to inform the progression of the design for the scheme. The design consultant's accessibility team have reviewed the design at every stage and provided feedback to improve ease of use for the scheme. This has included removal of superfluous street furniture, ensuring necessary tactile paving between cycle paths, pedestrian areas and shared use spaces, and ensuring sufficient pavement widths. This review has improved the space, particularly for those with mobility restrictions, visual and learning impairments and those navigating the space with children or pushchairs.

Improving safety, and perceived safety, is a big focus for this project. Through CCTV mapping, improved lighting and speciality seating to improve natural surveillance. These improvements should see a positive impact for those with protected characteristics who face increased perceived and actual risks of hate crime.

Ongoing engagement and data collection is required to better understand the impact of proposed vehicle restrictions on those with protected characteristics. From engagements so far it has been shared there may be a negative impact on elderly people and people with disabilities. The project team will continue to engage and collect data to understand this impact in more detail. It is also proposed that the restrictions will be put in place via an Experimental Traffic Regulation Order (ETRO), allowing the team to test and adjust the timings and restrictions and see if the measures have the desired effect before deciding whether they are the right measures to introduce.

## 2. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date Accessed	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
(1) 140323 - Hastings Towns Fund Green Connections Phase 2 - Post Gate 1 Assessment	03/01/24		
(2) Hastings Public Realm & Green Connections – Appendix II: Design Strategies	03/01/24		
(3) Hastings Public Realm & Green Connections – Appendix I: Baseline Analysis	03/01/24		
(4) Hastings Public Realm & Green Connections – Summary of RIBA 2 Design Work	03/01/24		
(5) <a href="https://eastsussexinfo.org.uk">ESiF (eastsussexinfo.org.uk)</a>	03/01/24		
(6) <a href="https://ons.gov.uk">How life has changed in Hastings: Census 2021 (ons.gov.uk)</a>	03/01/24		
(7) <a href="#">State of the County 2022: Focus on East Sussex</a>	03/01/24		
(8) <a href="#">Supplementing official statistics: self-reported road injuries in the National Travel Survey — UK Data Service</a>	03/01/24		
(9) State of the County 2021 Focus on East Sussex: Appendix 1 <a href="#">Item 5 - Appendix 1 - Focus on East Sussex.pdf</a>	03/01/24	No data on sexuality	Have sourced data elsewhere
(10) <a href="https://publishing.service.gov.uk">National LGBT Survey: Summary report (publishing.service.gov.uk)</a>	03/01/24		
(11) <a href="#">Transgender Hate - Stop Hate UK</a>	03/01/24		
(12) <a href="#">Final Full Manuscript Criminology and Criminal Justice PDF.pdf (bcu.ac.uk)</a>	03/01/24		

(13) <a href="#">Hastings &amp; Rother Rainbow Alliance Trans (HRRAT) – – Gender Identity Research &amp; Education Society – Tranzwiki directory (gires.org.uk)</a>	03/01/24		
(14) <a href="#">Police recorded crime and outcomes open data tables - GOV.UK (www.gov.uk)</a>	03/01/24		
(15) <a href="#">Regional and Local authority data - Immigration groups</a>	03/01/24		
(16) <a href="#">Ethnicity &amp; Road Safety – Agilysis</a>	03/01/24		
(17) <a href="#">The Councils Current Employment Profile (hastings.gov.uk)</a>	03/01/24		
(18) Hastings Community Cohesion Framework 2011 – 2013 <a href="#">\$Community Cohesion Appdx 2 (31 10 11).doc.pdf (moderngov.co.uk)</a>	03/01/24		
(19) East Sussex – Indices of Deprivation 2019, 2015 and 2010 (Map & Stats) <a href="#">InstantAtlas™ Report (eastsussexinfofigures.org.uk)</a>	03/01/24		
(20) <a href="#">Corporate plan 2023-24   Hastings Borough Council</a>	03/01/24		
(21) <a href="#">Publication title: Rural Urban Classification - Output area</a>	03/01/24		
(22) <a href="#">East Sussex 2021 Census Briefing: Health (eastsussexjsna.org.uk)</a>	03/01/24		
(23) <a href="#">At least 271,000 people are homeless in England today - Shelter England</a>	03/01/24		
(24) <a href="#">Finance Peer Challenge: Hastings Borough Council   Local Government Association</a>	03/01/24		

(25) <a href="#">Hastings: Increase in homeless due to cost of living says council   The Argus</a>	03/01/24		
(26) <a href="#">Homelessness Review 2019 (hastings.gov.uk)</a>	03/01/24		
(27) <a href="#">substance-misuse-aon-august-2022.pdf (eastsussexjsna.org.uk)</a>	03/01/24		
(28) <a href="#">Record number of drug deaths in Hastings last year (sussexexpress.co.uk)</a>	03/01/24		
(29) <a href="#">Deaths related to drug poisoning by local authority, England and Wales - Office for National Statistics (ons.gov.uk)</a>	03/01/24		
<a href="#">Hastings population change, Census 2021 – ONS</a>	03/01/24		
<a href="#">Trans people in the UK (publishing.service.gov.uk)</a>	03/01/24		
<a href="#">Transgender Hate - Stop Hate UK</a>	03/01/24		
<a href="#">Hastings Strategic Open and Play Space Assessment</a>	03/01/24		
<a href="#">Town Centre Public Realm &amp; Green Connections — Hastings Town Deal</a>	03/01/24		
<a href="#">Planning Strategy - 2013-2018 - Low Resolution (hastings.gov.uk)</a>	03/01/24		
<a href="#">Final Full Manuscript Criminology and Criminal Justice PDF.pdf (bcu.ac.uk)</a>	03/01/24		
Hate Crime Statistics <a href="#">CBP-8537.pdf (parliament.uk)</a>	03/01/24		
(30) <a href="#">Agenda for Lead Member for Transport and Environment on Monday, 23rd September, 2024, 2.00 pm   East Sussex County Council</a>	14/10/2025		
(31) Access and Inclusion audit <a href="#">Appendix 3.pdf</a>	14/10/2025		



(32) Consultation report <a href="#">Appendix 4.pdf</a>	14/10/2025		
(33) Consultation response and next steps <a href="#">Appendix 5.pdf</a>	14/10/2025		

## 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
Age, particularly older people and children. Disability, including affecting mobility and sight.	Undertake data collection to better understand impact of proposed vehicle restrictions on identified groups	Clearer understanding of impact	Clear supporting data for TROs/ETROs	2025/26
Age, particularly older people and children. Disability, including affecting mobility and sight. Pregnancy and maternity, with young children.	Provide improved and new crossing facilities	Safer, easier crossing for pedestrians and cyclists	Qualitative feedback from users	2027
Age, particularly older people and children. Disability, including affecting mobility and sight. Pregnancy and maternity, with young children.	Rationalise and remove superfluous street furniture/ signs to maximise footway widths and minimise obstructions. Create dedicated cycling facilities to segregate cyclists and pedestrians.	Easier, safer travel for pedestrians.	Pavements accessible by wheelchair and pushchair.	2027
Sex, Sexual Orientation, Race, Gender Reassignment	Upgrade street lighting and provide new	Reduction in fear of crime/increased confidence in walking and cycling outside of daylight hours for those more likely to be victims of hate crime or subject to harassment	Qualitative feedback from users.	2027

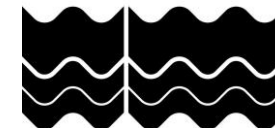
# Equality Considerations

<b>Title</b>	Blue Heart (Flood & Coastal Resilience Innovation Programme - engagement)
<b>Team/Department</b>	Flood Risk Management
<b>Directorate</b>	Communities, Economy and Transport
<b>Provide a comprehensive description of your proposal</b>	<p>The goal of Blue Heart is to try out innovative ways to predict and mitigate the impact of flooding in Eastbourne and southern Wealden (running until March 2027). Alongside technical elements of the project – using smart technology to monitor water in real time and setting up a flood warnings system – is an engagement and comms workstream with the following vision:</p> <p>At the end of the Blue Heart project, the community of Eastbourne and southern Wealden will:</p> <ul style="list-style-type: none"> <li>• be more aware of water in their local environment</li> <li>• understand that many people live in a flood risk area</li> <li>• be ready to take steps to become more resilient.</li> </ul> <p>Technical elements are now reaching completion, and the engagement team is supporting the roll-out of live monitoring data and flood warning systems to ensure these are easy for non-specialists to use and understand.</p> <p>Engagement is devised and delivered (as far as possible) using Asset Based Community Development (ABCD) which concentrates on supporting local people to build on the strengths and assets of their community rather than focussing on what it lacks (a deficit model). An outline of our <a href="#">approach to engagement and communication</a>, including inclusivity and equity, can be found on our website.</p> <p>Our approach is collaborative – working with community organisations already embedded locally and contributing to pre-existing events. The Community Fund supports local initiatives and community-based organisations to develop and deliver projects which broadly align with Blue Heart’s aims, allowing us to invest in communities and show allyship.</p> <p>Some messaging is catchment-wide, using social media, press and website to raise awareness of the project, flood preparedness and resilience measures. We have identified particular groups which require a more targeted approach eg. businesses, people who have already experienced flooding, people experiencing poverty. In these instances, activities are built around the specific needs of the relevant group.</p>

	At the half-way point for engagement activity, the team recently reviewed the original <a href="#">Engagement and Comms Strategy</a> , leading to a new <a href="#">Engagement and Communications Plan, 2025-27</a> informed by learning to date, some refocussing of aims and prioritisation of audiences. Legacy is part of this new plan, ensuring that skills and knowledge are embedded within communities, outlasting Blue Heart; working with other ESCC teams to ensure that our learning and community relationships can be transferred and continued post-project.
<b>Engagement undertaken or planned</b>	Making it Happen and 3VA (Community Development) Eastbourne Chamber of Commerce Local groups with a relationship to water (for leisure, ecological/environmental interests, growing)
<b>Potential issues / barriers / impacts / opportunities</b>	<b>Notes and any mitigating actions</b>
<ul style="list-style-type: none"> <li>Content accessibility</li> </ul>	<ul style="list-style-type: none"> <li>Language tailored to target audiences (non-specialist) in terms of length, depth and complexity of language. Terminology explained; plain English used as much as possible; large blocks of text broken up under headings to aid concentration; illustrations used to visualise and humanise content; focus on audio as well as textual content.</li> <li>Speakers at events briefed about focus and level of detail required – and chosen for clarity and engaging style.</li> <li>Wherever possible, Blue Heart represented by or with engagement team at events for general public to ensure informal communication style and awareness of access issues.</li> </ul>
<ul style="list-style-type: none"> <li>Digital accessibility</li> </ul>	<ul style="list-style-type: none"> <li>Digital comms used where this is the most effective approach, supported by a monthly e-newsletter to reach those not on social media, plus print materials including a regular slot in BourneFree magazine.</li> <li>Digital content created with adaptive technologies in mind, including Alt Text for images.</li> <li>Widely used and free software/platforms – Zoom, Googlemeet, Padlet, YouTube</li> </ul>
<ul style="list-style-type: none"> <li>Physical accessibility</li> </ul>	<ul style="list-style-type: none"> <li>Events venues chosen for physical accessibility (usually Towner Eastbourne which also has a T-loop for audience members using hearing aids). If another venue is used, the event has been recorded and made available online shortly after the event for anyone unable to attend in person.</li> <li>Event venues near to public transport prioritised.</li> <li>Online or hybrid meetings/events where possible so that travel is not a barrier.</li> </ul>

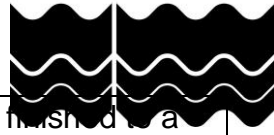
<ul style="list-style-type: none"><li>Time poor</li></ul>	<ul style="list-style-type: none"><li>Availability and other commitments of target audience factored into scheduling (school/work/caring responsibilities etc)</li><li>Meetings/events kept short and effective to reduce imposition on people’s time.</li></ul>	
<ul style="list-style-type: none"><li>Quiet voices / under-represented groups</li></ul>	<ul style="list-style-type: none"><li>Community Fund supporting 3<sup>rd</sup> sector organisations that work with under-represented groups</li><li>Find relevance – start from what matters to target groups.</li><li>Preference for going to where people already are, rather than expecting them to come to you, potentially at an unfamiliar venue.</li><li>Collaborations with community organisations to boost delivery rather than diverting their limited resources.</li><li>Honorarium of £25 p/h paid to individuals sharing their expertise or lived experience on a voluntary basis.</li><li>Offering skills development/training in areas such as social media, websites, press, funding etc to increase resilience and support advocacy for community organisations.</li><li>Project exploring how to engage people experiencing poverty with resilience and flood preparedness &gt; findings challenge ethics of pursuing this engagement as individuals concerned have other challenges and vulnerabilities.</li></ul>	
<b>Summary of impacts and actions planned, with timeframe</b>		
<b>Impact</b>	<b>Action</b>	<b>Timeframe</b>
We plan to implement our <a href="#">Engagement and Communications Plan, 2025-27</a> , informed by our <a href="#">Engagement and Comms Strategy</a> and values set out in our <a href="#">approach to engagement and communication</a> , and in line with the Vision outlined above.		

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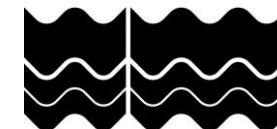
## Equality Impact Assessment

<b>Title of Project/Service/Policy</b>	<b>Eastbourne Town Centre Movement &amp; Access Package – Phase 2A</b>	<b>Directorate</b>	Communities, Economy & Transport
<b>Team/Department</b>	Major Projects and Growth Team		
<b>Provide a comprehensive description of your proposal</b>	<p>This project is specifically focused on a key Eastbourne town centre corridor between the junction of Cornfield Road and Terminus Road (known locally as ‘Bankers Corner’), extending along Terminus Road to Langney Road and Bolton Road.</p> <p>The scheme consists of a complementary package of improvements, building on the already completed Phase 1 improvements which covered the section of Terminus Road between Station roundabout and Bankers Corner, Cornfield Road and Gildredge Road. Phase 2a will create a pedestrianised area at the eastern end of the primary retail corridor in Eastbourne Town Centre (Bolton Road/Langney Road) and a high-quality urban environment on the middle section of Terminus Road. This includes new pedestrianisation and opening up to two-way traffic configuration at the lower end of Bolton and Langney Road. Vehicular traffic (apart from emergency vehicles) will not be permitted to access Terminus Road between proposed hours through the use of removable bollards at Bolton Road and Langney Road. The timings of these restrictions are proposed to be trialled via an Experimental Traffic Regulation Order (ETRO) once the works are complete.</p> <p>The objectives of the scheme are to:</p> <ul style="list-style-type: none"> <li>• Deliver improvements which support and complement changes made in Phase 1 Eastbourne Town Centre Improvement Scheme;</li> <li>• Improve pedestrian safety and accessibility by reallocating road space in the section of Terminus Road between Bolton Road and Langney Road to pedestrians;</li> <li>• The use of Terminus Road to create a ‘spine route’ through the primary retail area of Eastbourne Town Centre to the seafront;</li> <li>• Support local development and businesses along Terminus Road;</li> </ul>		



	<ul style="list-style-type: none"> <li>• Coordinate the design of street furniture, street lighting and signage which will be finished to a high standard in the town centre: and,</li> <li>• Improve the public realm within Eastbourne Town Centre.</li> </ul> <p>The development of the scheme aims to support and increase access to the town centre for all service users, by balancing the needs of local businesses, disabled users, cyclists and delivering a scheme within the funding available and to the highways design standards such transport and public realm schemes are required to meet.</p> <p>Consultation and engagement with groups representing disabled people's experiences have been used to inform a number of changes, some of which are outlined below.</p>
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## Update on previous EqlAs and outcomes of previous actions (if applicable)

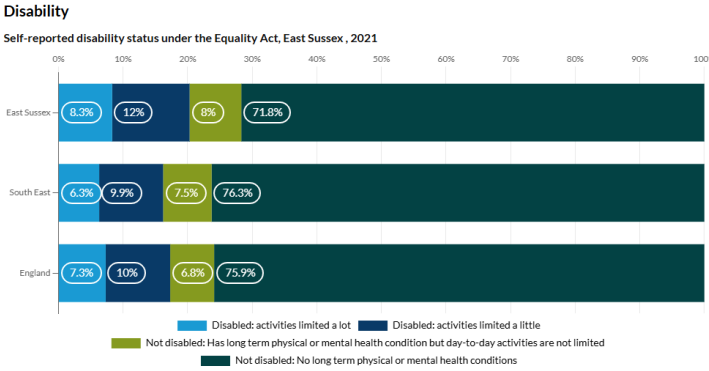
<b>What actions did you plan last time?</b> (List them from the previous EqlA)	<b>What improved as a result?</b> What outcomes have these actions achieved?	<b>What <u>further</u> actions do you need to take?</b> (add these to the Action Plan below)
<p>The previous EQIA was undertaken as part of the public consultation in 2019.</p> <p>The actions were:</p> <ul style="list-style-type: none"> <li>• Proceed to development of detailed design, but with continued consultation with key stakeholder groups, including Eastbourne disability groups.</li> </ul>	<p>The detailed design has been refined following feedback from stakeholder groups and lessons learnt from Phase 1.</p> <p>Continued engagement was carried out with representatives from local disability groups, business, transport and walking and cycling groups. Microsoft Teams stakeholder meetings were carried out in September and October 2020 and February 2021 and ESCC continued correspondence with key stakeholders and attended site visits. ESCC also commissioned an additional accessibility audit on the preferred design option before submitting for approval. This has ensured that where feasible mitigating actions have been incorporated into the detailed design whilst keeping in line with the key business case objectives of the scheme.</p> <p>ESCC and Eastbourne Borough Council officers have been actively working with key stakeholder focus groups including local disability groups in Eastbourne on the development of the scheme proposals from early stakeholder engagement and business case development in 2018, public consultation in 2019, and through the detailed design process to provide updates and seek comments on the Phase 2a proposals.</p>	<p>The final detailed design was approved at Lead Member on 19 July 2021. During detailed design a Road Safety Audit (RSA) was undertaken in April 2025. The Formal Traffic Regulation Order (TRO) advertisement took place between 4 April 2025-25 April 2025 with</p> <p>A report went to Planning Committee on 16 July 2025 with recommendations to consider the objections received in response to the formal consultation on the draft Traffic Regulation Order associated with Eastbourne Town Centre Movement and Access Package Phase 2a.</p>

## 1. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations																																																																																
Age	<p>The dataset shows the resident population by broad age groups in 2021.</p> <table><tr><th colspan="4">Population of Eastbourne and comparators by 5 year age groups (2024)</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Aged 0 to 4</td><td>4,509</td><td>24,243</td><td>3,072,243</td></tr><tr><td>Aged 5 to 9</td><td>5,372</td><td>28,740</td><td>3,401,724</td></tr><tr><td>Aged 10 to 14</td><td>6,002</td><td>31,815</td><td>3,581,732</td></tr><tr><td>Aged 15 to 19</td><td>6,167</td><td>30,673</td><td>3,509,155</td></tr><tr><td>Aged 20 to 24</td><td>5,018</td><td>22,861</td><td>3,526,018</td></tr><tr><td>Aged 25 to 29</td><td>5,593</td><td>26,833</td><td>3,885,571</td></tr><tr><td>Aged 30 to 34</td><td>6,214</td><td>30,144</td><td>4,101,144</td></tr><tr><td>Aged 35 to 39</td><td>6,489</td><td>32,448</td><td>4,073,458</td></tr><tr><td>Aged 40 to 44</td><td>6,403</td><td>32,267</td><td>3,855,280</td></tr><tr><td>Aged 45 to 49</td><td>5,914</td><td>30,855</td><td>3,479,767</td></tr><tr><td>Aged 50 to 54</td><td>6,558</td><td>37,270</td><td>3,728,798</td></tr><tr><td>Aged 55 to 59</td><td>7,123</td><td>42,020</td><td>3,861,340</td></tr><tr><td>Aged 60 to 64</td><td>6,972</td><td>41,298</td><td>3,562,779</td></tr><tr><td>Aged 65 to 69</td><td>6,091</td><td>36,118</td><td>2,951,642</td></tr><tr><td>Aged 70 to 74</td><td>5,756</td><td>34,034</td><td>2,568,308</td></tr><tr><td>Aged 75 to 79</td><td>6,015</td><td>34,985</td><td>2,433,995</td></tr><tr><td>Aged 80 to 84</td><td>3,805</td><td>22,084</td><td>1,543,135</td></tr><tr><td>Aged 85 and over</td><td>4,258</td><td>22,194</td><td>1,484,012</td></tr></table> <p>Source: ONS, Mid-year population estimates, 2024</p> <p>Eastbourne town centre is described in Eastbourne Borough Council's (EBC's) Local Plan as having a younger age profile than other neighbourhoods. However, the role of Terminus Road as a hub for transport into the town centre means that the area is visited by a wide range of people, including</p>	Population of Eastbourne and comparators by 5 year age groups (2024)					Eastbourne	East Sussex	England	Aged 0 to 4	4,509	24,243	3,072,243	Aged 5 to 9	5,372	28,740	3,401,724	Aged 10 to 14	6,002	31,815	3,581,732	Aged 15 to 19	6,167	30,673	3,509,155	Aged 20 to 24	5,018	22,861	3,526,018	Aged 25 to 29	5,593	26,833	3,885,571	Aged 30 to 34	6,214	30,144	4,101,144	Aged 35 to 39	6,489	32,448	4,073,458	Aged 40 to 44	6,403	32,267	3,855,280	Aged 45 to 49	5,914	30,855	3,479,767	Aged 50 to 54	6,558	37,270	3,728,798	Aged 55 to 59	7,123	42,020	3,861,340	Aged 60 to 64	6,972	41,298	3,562,779	Aged 65 to 69	6,091	36,118	2,951,642	Aged 70 to 74	5,756	34,034	2,568,308	Aged 75 to 79	6,015	34,985	2,433,995	Aged 80 to 84	3,805	22,084	1,543,135	Aged 85 and over	4,258	22,194	1,484,012	<p>ESCC has engaged at all formative stages of scheme development, from business case stage, to preliminary design, public consultation, and detailed design stage.</p> <ul style="list-style-type: none"><li>Public and stakeholder feedback arising from the public consultation carried out in 2019 indicates that 63% of respondents support or strongly support the scheme proposals. The majority of respondents felt that the plans would achieve the scheme objectives and were positive about how they would improve the town centre. The most common concerns related to the provision for cyclists, disabled access parking, potential construction times and legacy issues arising from the newly completed Phase 1 – Eastbourne Town Centre Improvement Scheme.</li><li>Feedback from key stakeholder focus groups indicates that pedestrianisation will improve the town centre for residents and visitors of all ages and encourage more people to patronise businesses due to an attractive town centre. This in turn will support the local economy. However, concerns have been raised by disability groups, about the impact of reducing the number of accessible parking bays and taxi drop-off points close to the town centre.</li><li>As part of the public consultation in 2019 a workshop event to discuss</li></ul>	<ul style="list-style-type: none"><li>Pedestrianisation will generally be beneficial to all age groups, enhance well-being and provide support for businesses in the local area.</li><li>Not permitting cycling through the extent of the Phase 2a scheme has the potential act as a barrier for those who prefer to cycle within the town centre.</li><li>Improving seating within Eastbourne town centre will have a positive impact for all people of all age groups particularly older people with limited mobility or health conditions.</li><li>Enhanced street lighting will potentially reduce safety concerns for people who wish to visit the town centre in the evening. In addition, better installation of power supplies will have the potential to encourage more young people to events in the town centre.</li></ul>	<p>As standard practice, the scheme design was audited by our Road Safety Team in April 2025 to ensure that all reasonable measures to maximise safety are taken.</p> <ul style="list-style-type: none"><li>The pedestrianised area will be enforced by removable bollards at the entrance points on Bolton Road and Langney Road during the day. The hours of operation as proposed to be explored via the use of an Experimental Traffic Regulation Order (ETRO) once construction is complete. This will ensure that no vehicles other than emergency vehicles requiring access are permitted.</li><li>The no cycling within the scheme extent will be enforced by a legal traffic regulation order with appropriate signage. However, cycle parking will be provided at the entrance points to the scheme so that cyclists of all ages do not feel excluded. The considered placement of cycle parking should provide a safe and secure location that will encourage cyclists to dismount and park their bicycles. However, compliance cannot be guaranteed so measures will be taken to make restrictions clear though the legal traffic regulation order.</li></ul> <p>Alternative cycle routes from Eastbourne station to the sea front have been developed and are being consulted upon as part of a separate scheme.</p>
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	<p>people commuting to work, shoppers, tourists and people visiting for entertainment purposes.</p> <p>Young (16-29) and older people (65+) are potentially more sensitive to the changes proposed for Terminus Road, Bolton Road and Langney Road because of the impact on taxi services, safety and footways.</p> <p>Younger (0-15) and working age group (16-64) who are likely to cycle are affected by the proposals due to the pedestrianisation of the area and preventing cycling through Terminus Road.</p> <p>Fear of crime can deter people from going out and detract from their enjoyment of the town centre. Older people (65+) in particular are potentially sensitive to changes that make the area more prone to anti-social behaviour, whether the effect on crime is real or perceived. Young people (16-29) and working age group (16-64) can also be discouraged to travel at night.</p>	<p>and explore young people's attitudes toward Eastbourne Town Centre was held. Workshop participants felt the area was lacking in public facilities such as good lighting, covered shelter areas or water fountains but they did agree that the proposals addressed these concerns.</p> <ul style="list-style-type: none"> <li>▪ The proposal to not permit cycling throughout the extent of the scheme has been raised as a key concern by local cycle groups. Disability groups have expressed concerns at the potential for cycling in pedestrianised areas, especially for people with sensory impairment and/or limited mobility, and the potential conflicts this generates.</li> <li>▪ Increase in number of seats and rationalised seat locations is required for people of all ages particularly older people. Following an access assessment on the preferred detailed design, it was noted that bench seats should incorporate various seat heights with back and arm supports provided.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Variation of seat height and provision of back and arm supports has been included in the design as a direct result of the feedback received. There is no guidance on the total of benches that needs to be provided, however, the scheme must adhere to the inclusive mobility guidance and not disadvantaging any protected groups. This guidance stipulates that there should be one bench every 50 meters, so people have somewhere to rest.</li> <li>▪ The provision of enhanced street lighting for safety and public realm will make the town centre more attractive and is expected to enhance visibility in darker periods.</li> <li>▪ Research and engagement with local stakeholders highlight the importance of ensuring that this Phase 2a scheme and future public realm improvement schemes are inclusive.</li> </ul>

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<p><b>Disability</b></p>	<p>This dataset shows the percentage of people that have a limiting long-term illness or disability from 2021 Census:</p>  <p>Young (16-29) and older people (65+) are potentially more sensitive to the changes proposed for Terminus Road, Bolton Road and Langney Road because of the impact on taxi services, safety and footways.</p>	<p>ESCC officers have attended meetings with members of local disability groups, including attendance at site visits, as the detailed design has progressed. The following summarises points raised by local disability groups, as well as points raised by an independent access auditor commissioned by ESCC, as priorities to be addressed:</p> <ul style="list-style-type: none"> <li>▪ Need for materials to tonally contrast against the background they are seen against – e.g. experience of navigating the proposed feature banding along Terminus Road has the potential to create an illusion of steps/trenches for those with visual impairments and hidden disabilities and will not meet with Light Reflect Value standards</li> <li>▪ BS8300 Design of an accessible and inclusive built environment. Buildings - code of practice 2018 to be applied.</li> <li>▪ Consideration for making the carriageway the same colour as the footway. This reduces the number of colours used. It also has the benefit of encouraging pedestrians to wander freely slowing down any vehicles that are in the road.</li> <li>▪ Accessible parking bays should conform to the BS8300 width of 3.6m</li> <li>▪ Alternative accessible parking provision close to the town centre should be found to offset the loss of 9 disabled parking bays within the</li> </ul>	<p>Feedback from local disability groups and an independent access auditor has identified the following potential impacts resulting from the design proposals which have been assessed and considered by ESCC officers and the Phase 2a design team:</p> <ul style="list-style-type: none"> <li>▪ The contrasting bands that run horizontally across the pedestrian routes along Terminus Road could have an impact for blind and partially sighted people and those with cognitive impairments.</li> <li>▪ Not reducing visual clutter and/or ensuring there is consistency in where street furniture is placed at site approaches on Terminus/Cornfield Road and Bolton Road potentially impacts blind and partially sighted people and those with cognitive impairments.</li> <li>▪ Not providing a range of seating designs which include different seat heights, with and without back and arm rests would have an impact on the scheme's accessibility.</li> <li>▪ It is anticipated that with the projected increase in people in Eastbourne living with limited long-term illness and with disabilities by 2034, the demand for accessible parking spaces in the town centre may increase (factoring in too, the national expansion of blue badge parking</li> </ul>	<p>By addressing the features deemed to be of particular priority by local disability groups and recommendations made by the access auditor, where possible and reasonable to do so, improvements have been made to the final detailed design which should lead to greater accessibility without impacting on the character of the scheme.</p> <ul style="list-style-type: none"> <li>▪ The detailed design team have reviewed each comment and recommendation from the access auditor, assessed from a technical feasibility perspective, and have incorporated feedback and recommendations where practicable whilst also adhering to the required highway scheme design standards.</li> <li>▪ The design has been amended to ensure that the street furniture contrasts sufficiently with the paving materials.</li> <li>▪ The chosen material for the feature breaker band has been chosen to have a low contrast to the materials it passes through in accordance with the accessibility audit requirements. The feature banding breaks down the linearity of the street and promotes more driver caution to create a pedestrian orientated environment. The bands break up the otherwise straight aesthetic view often associated with a road. This is in line with general design approaches of changing the character of roads to “streets” in public realm schemes.</li> <li>▪ The use of concrete blocks in the vehicular central area of the scheme will address the potential for damage</li> </ul>

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		<p>Phase 2a scheme area, including when construction starts.</p> <ul style="list-style-type: none"> <li>▪ The need to consider impacts arising from the expansion of eligibility criteria for blue badge parking</li> <li>▪ Taxi drop off points near to the town centre need to be retained for those who do not have access to a vehicle or cannot use public transport</li> <li>▪ Need for a range of accessible seating designs</li> <li>▪ Dropped kerbs with tactile paving should be provided within on-street parking bays.</li> <li>▪ Temporary accessible parking bays need to be provided during construction</li> <li>▪ Distance from the disabled bays to the Beacon Shopping Centre has increased</li> <li>▪ Ensure location of street furniture is considered and variable seat heights are provided.</li> <li>▪ Cycling is prohibited throughout the scheme area and this is enforced through appropriate signing</li> <li>▪ Ensure that all methods of communicating the scheme proposals including when construction begins, reach the town centre and wider communities in accessible formats</li> </ul>	<p>eligibility criteria to include hidden disabilities), so reducing the number and availability of accessible parking spaces will impact those who rely on being able to park close to the town centre to access local amenities.</p>	<p>caused by heavy goods vehicle use. The two grey tones that were selected for the concrete blocks are very close to the colour tones used in Phase 1, and similar to the light grey in the selected footway area granite paving palette. The greys were selected considering oil spills and tyre tracks because lighter colours may stain more easily. Although it would be best to encourage 'wandering' into the middle area, it will be good to have a slight visual difference for vulnerable users as the area is intended to be utilised by vehicular traffic and the hours of operation are proposed to be decided through the use of an Experimental Traffic Regulation Order (ETRO) .</p> <ul style="list-style-type: none"> <li>▪ The use of tactile paving between the pedestrian (granite) and vehicular (concrete) areas has been discounted by the design team owing to an increased potential for sending conflicting messages to pedestrians that they are not allowed to enter the vehicular space. Delivery vehicles will only be allowed during designated hours (6pm – 10am) and their speed is expected to be low due to the confined space. Appropriate signing will be in place as per the traffic regulation order.</li> <li>▪ The current distance from the nearest parking bays on Terminus Road to the Beacon shopping centre is approximately 28m. From Bolton Road to the shopping centre is approximately 100m and from Langney Road to the shopping centre is approximately 103m. The increase</li> </ul>

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				<p>in distance has been necessitated due to the principal objective of the project to pedestrianise Terminus Road including converting Bolton Road and Langney Road to two way, blocking it off with bollards during the day with the provision of turning heads for drivers. The turning heads in both Bolton Road and Langney Road dictate where the nearest disabled bay should be positioned.</p> <ul style="list-style-type: none"> <li>▪ For the remaining parking on Bolton Road and Langney Road within the scheme extent, it is important to note the retention of accessible parking bays and taxi bays has been prioritised over other road users, by removing all pay and display parking and significantly reducing the number of loading bays to 1 on Bolton Road and 1 on Langney Road.</li> <li>▪ The length of the accessible parking bays on Bolton Road will be unchanged (26.4m), which is 4 x 6.6m bays. The accessible parking bays are moving from the east side (currently 46m = 7 x 6.6m bays) of Langney Road to the west side which reduces the number of bays to 33m (5x 6.6m bays) due to the need for 1 loading bay. In addition to the accessible parking and loading bays, the supply of taxi bays has been recognised as essential in continuing to provide access to the town centre for those with mobility impairments, who do not own a vehicle, or cannot use public transport.</li> <li>▪ To further compensate for the loss of accessible parking, 15.6m length (2 x</li> </ul>

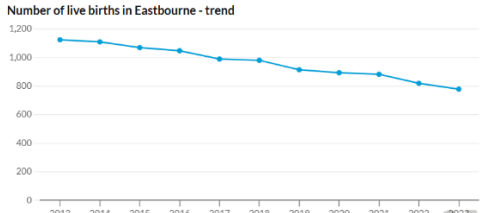
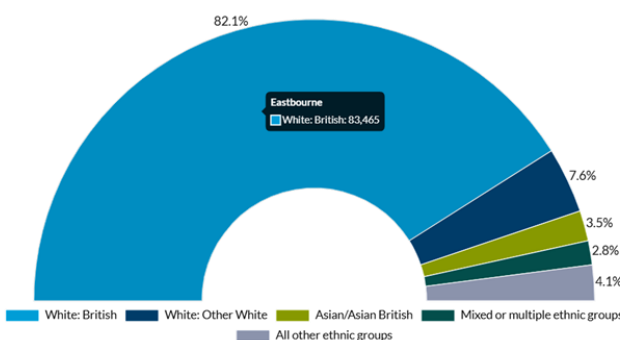


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				<p>6.6m) bays have been identified on Lismore Road (due to the doctor's surgery closing) and will be included in a Traffic Regulation Order (TRO) for the scheme. The project team has also carried out a site visit with members of local disability groups to identify additional areas for parking in the town centre close to the Phase 2a scheme area. Suitable alternative sites, both on road and surface access off road parking areas, have been found nearer to the shopping centre and will be incorporated under the necessary TRO process. There is a desire by the County Council to advance equality of opportunity and eliminate discrimination by ensuring that there will be no net loss of accessible parking bays because of the Phase 2a scheme.</p> <ul style="list-style-type: none"> <li>▪ 3.2m wide disabled bays on Bolton Road, 2.9m wide disabled bays and 3.1m wide disabled bays on Lismore Road are provided which is over and above the minimum 2.7m as per design standard: Traffic Signs Regulations and General Directions 2016. To make the scheme work, two-way access to Bolton and Langney Roads is required due to the removal of the through route which limits the available carriageway space for parking. While acknowledging this is below the recommendation in BS8300, that guidance is predominantly applied to new built environments that aren't constrained by existing buildings, utilities and footways, and that BS8300 standards should only be applied where practicable. In this</li> </ul>

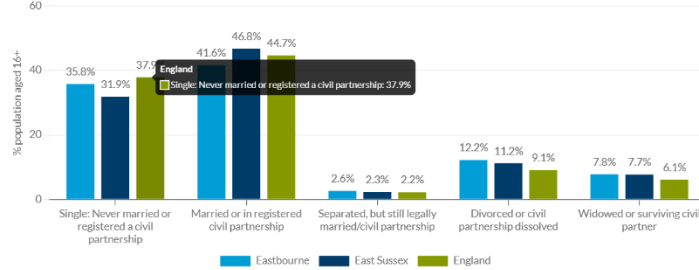
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				<p>instance, by providing 3.6m wide bays, the scheme would no longer be viable. The bays that are provided achieve the minimum requirement of 2.7m for accessible parking bays.</p> <ul style="list-style-type: none"> <li>▪ Introducing dropped kerbs to the existing accessible parking bays is deemed unfeasible in the design because it introduces a number of additional issues including changes to footway levels, footway gradients (making them steeper which may cause a hazard for visually impaired and older people), drainage, services and existing street furniture levels. This is due to the proposed parking bays being located within the existing constrained highway, where the intention is to leave the existing horizontal layout. The back of footway levels are also fixed due to shop frontages and the existing accessible parking bays have a kerb upstand. In addition, providing the layout recommended by BS8300 will significantly reduce the number of spaces available.</li> <li>▪ It should be noted that the reasoning behind not adopting the widening of parking bays and installation of dropped kerbs was explained to the access consultant, which was accepted, and these responses were presented to local disability groups during the February 2021 detailed design engagement workshop.</li> <li>▪ The location of street furniture has been optimised – such as cycle stands moved to near entry points into the scheme area, well distributed</li> </ul>

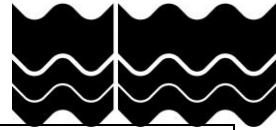


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				<p>seating that will be at suitable varying heights and closer to accessible parking bays. Planters will be 75cm above ground and easily detectable to avoid acting as an obstacle for people with visual impairments.</p> <ul style="list-style-type: none"> <li>▪ Brochures to explain the operation of the new town centre to be prepared and circulated once detailed design is complete and approved and ongoing engagement with stakeholder groups to continue once construction commences.</li> <li>▪ Research and engagement with local stakeholders highlight the importance of ensuring that public realm schemes such as Phase 2a are inclusive, i.e. considers the needs of those with both physical and hidden disabilities.</li> </ul>
<b>Gender reassignment</b>	<p>Data is not currently available on the number of people in the county or Eastbourne who identify with a different gender to that which they were born with, who might describe themselves as trans, transgender, transsexual or gender non-binary. Nationally it is estimated that 1% of the population is trans.</p> <p>Community safety is an important priority for everyone, and we are aware that users of the public space may feel particularly vulnerable to crime and anti-social behavior.</p>	No feedback received.	It is not considered that people sharing this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	<p>It is not considered that people with this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.</p>

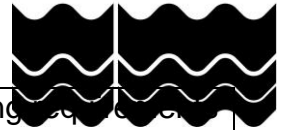
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Pregnancy and maternity	The data below shows the number of live births in Eastbourne. <div><div><div><div><div></div><div>779</div><div>Number of live births</div><div>Eastbourne (2023)</div><div></div></div></div><div><div>Number of live births in Eastbourne - trend</div></div></div></div>	No feedback received.	It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic.	It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic. The intention of the scheme is to make the town centre feel safer and more accessible for everyone.																																								
Race/ethnicity Including migrants, refugees and asylum seekers	The data below shows the percentage of the population by ethnic groups from the 2021 Census. <div><div><div><div>Eastbourne</div><div>White: British: 83,465</div></div><div><div>White: British</div><div>White: Other White</div><div>Asian/Asian British</div><div>Mixed or multiple ethnic groups</div><div>All other ethnic groups</div></div></div><div><a href="#">Population - district   Eastbourne   Report Builder for ArcGIS</a></div></div>	No feedback received.	Language may be a barrier to access and so the design will need to consider clear wayfinding for all users.	Wayfinding signage (fingerposts and totem signs) is included in the scheme and any information distributed by the project will be available in different languages and formats on request. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.																																								
Religion or belief	The data below shows the percentage of the population by religion from the 2021 Census. There is no information available on Eastbourne visitors. <div><div><div>Percentage of people by religion in 2021</div><table><thead><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Christian</td><td>45.9%</td><td>45.9%</td><td>46.3%</td></tr><tr><td>No religion</td><td>43.2%</td><td>44.7%</td><td>36.7%</td></tr><tr><td>Buddhist</td><td>0.6%</td><td>0.5%</td><td>0.5%</td></tr><tr><td>Hindu</td><td>0.5%</td><td>0.3%</td><td>1.8%</td></tr><tr><td>Jewish</td><td>0.2%</td><td>0.2%</td><td>0.5%</td></tr><tr><td>Muslim</td><td>2.2%</td><td>1.1%</td><td>6.7%</td></tr><tr><td>Sikh</td><td>0.0%</td><td>0.0%</td><td>0.9%</td></tr><tr><td>Other religion</td><td>0.7%</td><td>0.8%</td><td>0.6%</td></tr><tr><td>Not answered</td><td>6.7%</td><td>6.5%</td><td>6.0%</td></tr></tbody></table><div>Source: ONS, Census 2021</div></div></div>		Eastbourne	East Sussex	England	Christian	45.9%	45.9%	46.3%	No religion	43.2%	44.7%	36.7%	Buddhist	0.6%	0.5%	0.5%	Hindu	0.5%	0.3%	1.8%	Jewish	0.2%	0.2%	0.5%	Muslim	2.2%	1.1%	6.7%	Sikh	0.0%	0.0%	0.9%	Other religion	0.7%	0.8%	0.6%	Not answered	6.7%	6.5%	6.0%	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.
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Sex	<p>The data below shows the resident population by gender in 2021. There is no information available on Eastbourne visitors.</p> <table><caption>Percentage of people aged 16 and over by gender identity (2021)</caption><thead><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Gender identity the same as sex registered at birth</td><td>93.3%</td><td>94.0%</td><td>93.5%</td></tr><tr><td>Not answered</td><td>6.2%</td><td>5.6%</td><td>6.0%</td></tr><tr><td>Gender identity different from sex registered at birth but no specific identity given</td><td>0.2%</td><td>0.1%</td><td>0.2%</td></tr><tr><td>Trans woman</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Trans man</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Non-binary</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>All other gender identities</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></tr></tbody></table> <p>Source: ONS, Census 2021</p> <p>Community safety is an important priority for everyone, but we are aware that some may feel particularly vulnerable to crime and anti-social behavior.</p>		Eastbourne	East Sussex	England	Gender identity the same as sex registered at birth	93.3%	94.0%	93.5%	Not answered	6.2%	5.6%	6.0%	Gender identity different from sex registered at birth but no specific identity given	0.2%	0.1%	0.2%	Trans woman	0.1%	0.1%	0.1%	Trans man	0.1%	0.1%	0.1%	Non-binary	0.1%	0.1%	0.1%	All other gender identities	0.0%	0.0%	0.0%	No feedback received.	The project will benefit people of all genders equally.	<p>The project will benefit all people sharing this characteristic equally. Street lighting throughout the scheme will be upgraded. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.</p>				
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Sexual orientation	<p>The data below shows the estimate of the percentage of the population by sexual orientation in 2021. There is no information available on Eastbourne visitors.</p> <table><caption>Percentage of usual residents aged 16+ in Eastbourne by detailed sexual orientation (2021 )</caption><thead><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Straight or Heterosexual</td><td>88.1%</td><td>89.2%</td><td>89.4%</td></tr><tr><td>Gay or Lesbian</td><td>2.1%</td><td>1.8%</td><td>1.5%</td></tr><tr><td>Bisexual</td><td>1.5%</td><td>1.2%</td><td>1.3%</td></tr><tr><td>Pansexual</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Asexual</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Queer</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></tr><tr><td>All other sexual orientations</td><td>0.1%</td><td>0.1%</td><td>0.2%</td></tr><tr><td>Not answered</td><td>8.0%</td><td>7.5%</td><td>7.5%</td></tr></tbody></table> <p>Source: ONS, Census 2021</p>		Eastbourne	East Sussex	England	Straight or Heterosexual	88.1%	89.2%	89.4%	Gay or Lesbian	2.1%	1.8%	1.5%	Bisexual	1.5%	1.2%	1.3%	Pansexual	0.1%	0.1%	0.1%	Asexual	0.1%	0.1%	0.1%	Queer	0.0%	0.0%	0.0%	All other sexual orientations	0.1%	0.1%	0.2%	Not answered	8.0%	7.5%	7.5%	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	<p>It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.</p>
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	There are 2 relevant groups in the area: LGBT Youth Group, Eastbourne Bourne Out LGBT			
<b>Marriage and civil partnership</b>	<p>This dataset shows the number of people aged 16 and over and the percentage by marital status from 2021 Census.</p>  <p><a href="https://www.eastsussexinfofigures.org.uk/webview/index.jsp?mode=area&amp;submode=result&amp;areaname=Eastbourne&amp;areatype=LA">https://www.eastsussexinfofigures.org.uk/webview/index.jsp?mode=area&amp;submode=result&amp;areaname=Eastbourne&amp;areatype=LA</a></p>	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.
<b>Impacts on community cohesion</b>	No data available.	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.



<b>Additional categories</b> (identified locally as potentially causing / worsening inequality)				
<b>Characteristic</b>	<b>What do you know?</b>	<b>What do people tell you?</b>	<b>What does this mean?</b>	<b>What can you do?</b>
<b>Rurality</b>	No data available.	No feedback received.	Issues relating to carers are addressed in the section above on disability. Parking, access and safety issues and actions for disabled people and carers are identified above.	Not relevant to this proposal.
<b>Carers</b>	No data available.	No feedback received.	See section on disability above for actions.	See section on disability above for actions.
<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers)	There are no other groups which have been identified which are likely to experience disproportionate, negative, neutral or positive impact.	N/A	N/A	N/A
<b>Homeless people</b>	There is a volume of homeless people within this area of Eastbourne.	We understand that homeless individuals will utilise spaces differently to sleep or rest. Concerns have been	Concerns for an increase in Anti-Social Behaviour post the completion of the scheme. Concerns for the recently	Provide benches that have arm rests in the middle and minimise the total number of benches within the scheme whilst



		raised for an increase of rough sleeping with the provision of benches and the anti-social behaviour this may create.	implemented benches to be utilised by those rough sleeping.	still meeting requirements for other protected characteristics.
<b>Assessment of overall impacts and any further recommendations</b> - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)				
<p>On balance, the benefits of the scheme far outweigh any negative impacts. The ongoing engagement with the stakeholder groups representing the experiences of disabled people and the significant dialogue and changes to the detailed design demonstrate the positive action measures that ESCC has undertaken for those with protected characteristics who suffer detrimental or substantial disadvantage.</p>				



### 3. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Preliminary Design – initial optioneering and design development	January, February & May 2018. November 2018, March and October 2019	Detailed Design	Continued consultations with disability groups.
Public consultation	November / December 2019	Detailed design	Continued consultation with disability groups
Detailed Design Lessons Learnt Virtual Meeting with ESCC	July 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
1st Detailed Design Virtual Stakeholder Meeting	September 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
2 <sup>nd</sup> Detailed Design Virtual Stakeholder Meeting	October 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
Accessibility Audit	December 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.



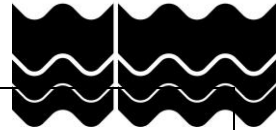
3 <sup>rd</sup> Detailed Design Virtual Stakeholder Meeting	February 2021	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
Site Meeting	June 2021	Comments relating to locations for relocated accessible blue badge parking incorporated within the emerging design	Continued engagement with disability groups ahead of advertisement of Traffic Regulation Order





#### 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
To ensure that the scheme is safe. All users.	Road Safety Audit	Stage 2 Road Safety Audit Report	Production of designers' responses and incorporating agreed recommendations into the final detailed design.	July 2021
To obtain approval of the scheme. All users.	Lead Member Meeting	Lead Member Approval.	The scheme approved to go ahead and progress to construction	July 2021
To advertise and agree TRO's which will enforce the pedestrianised area. All users.	TRO Process	Agreement of TRO's.	TRO's agreed with no objections/objections resolved.	July to November 2021
All users.	Approval for Construction	Construction of scheme.	Construction of the scheme in accordance with agreed (safety and access audited) design.	March 2022 – March 2023
All users.	EQIA reviewed	Updated to ensure compliant	All potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations have been addressed.	February - March 2022 (prior to construction)



Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
All users.	Post Construction Review including dialogue with local people and businesses.	Comments received.	No significant issues.	April 2023
All users	Stakeholder identification and mapping	To identify and update stakeholder list	Stakeholders will be kept up to date with relevant information	June 2025
All users	Prepare and distribute briefing packs to key stakeholders	Good communication and relationship building	Key stakeholders are aware of programme and what to expect.	July 2025
	Planning Committee for TRO objections	For Planning Committee to approve the TRO and works to commence	TRO objections are not upheld and the scheme can progress	14 July 2025
All users	Stakeholder update email	Key stakeholders to receive regular updates on the construction process to ensure that all key stakeholders and the public are aware of the construction phases.	No significant issues	Throughout the lifecycle of the project
All users	Drop-in session at 25a Langney Road, Eastbourne	Comments about the start of works, phasing plans.	Continued communications with the BID team and stakeholders.	20 August 2025
All users	Public Liaison Officer to be brought onto the scheme and be based at the site office in Eastbourne	Members of the public/stakeholders have a familiar face they can go to for discussion on the scheme, PLO being	No significant issues	September 2025- end of the scheme



		on site means they will also drop into local businesses to gather feedback and provide updates.		
Key stakeholders	Weekly newsletters / Information uploaded to Scheme webpages	Building relationships with stakeholders, communicating further and answering any queries.	No significant issues	September 2025- until end of the scheme

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## Equality Considerations

<b>Title</b>	Station Approach, Hastings, Hastings and Bexhill Movement and Access Package	
<b>Team/Department</b>	Major Projects and Growth	
<b>Directorate</b>	CET	
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p>The project is a junction improvement and pedestrian access scheme at Station Approach, Hastings. The scheme forms part of the LGF funding Hastings and Bexhill Movement and Access Package.</p> <p>The purpose of the scheme is to make the crossings more desirable for pedestrians to increase usage and improve the safety of the junction for pedestrians and vehicles and to create easy movement between the train station and town centre.</p> <p>The scheme includes the following elements:</p> <ul style="list-style-type: none"> <li>• The existing staggered refuge islands at the Devonshire Road/Middle Street and Devonshire Road/Station Road junctions to be replaced with new islands offering a 'single-stage' pedestrian route to make the crossing safer and easier to use.</li> <li>• The crossing at the Devonshire Road/Station Road junction to be moved nearer towards the desire line of Station Road. Southern carriageway resurfacing to reduce crossing gradient.</li> <li>• Removal of the dedicated left-turn lane into Havelock Road to accommodate footway widening at the south side of the crossing.</li> <li>• Street lighting arrangements shall be upgraded to reflect current lighting standards, ensuring adequate illumination of the crossings.</li> </ul>	
<b>Engagement undertaken or planned</b>	Public consultation and engagement with ESCC and HBC members.	
<b>Potential issues / barriers / impacts / opportunities</b>		<b>Notes and any mitigating actions</b>

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| <ul style="list-style-type: none"> <li>• <b>Age</b></li> <li>• <u>Potential positive impacts:</u> All age groups will benefit from easier, more direct crossing points, particularly older people (over 65 years) and children/young people who can be at higher risk of traffic accidents, including when crossing the road. The adjustment of the existing crossing on the Devonshire Road/Station Road junction from a staggered island/barrier route to a 'single-stage' route and moved to be closer to the desire line of pedestrian traffic and offer a safer alternative to straying outside of the crossing.</li> <li>• <u>Potential negative impacts:</u> Some adjustment to user behaviour will be needed to familiarise with the new junction layout. These changes will take some time to embed themselves into pedestrian and vehicle-user habits.</li> <li>• <b>Disability</b></li> <li>• Potential positive impacts: The scheme will see greater benefits for those with restricted mobility as a direct crossing route should be easier to traverse than a staggered route. Moving the crossing nearer to the desire line at Station Road will reduce walking distance between the train station and shopping centre.</li> <li>• The scheme will see greater benefits for those with visual impairments. Each of the Puffin crossing arrangements shall possess a tactile cone and be fitted with audible units. Tactile paving shall be used in accordance with the latest guidance. Bollards with reflective properties shall be used in key locations to highlight footway boundaries.</li> <li>• The scheme may see greater benefits for those with hearing impairments. Each of the Puffin crossing arrangements shall possess a tactile cone and a red/green signal unit positioned at approximately 1.2m above ground level.</li> <li>• <u>Potential negative impacts:</u> The gradient of the carriageway at the new crossing location is steeper than the existing crossing and design standards. Making it more difficult for people with restricted mobility and wheelchair users. Alternative crossing points have been considered, but ruled out as they don't align with the desire lines used currently by</li> </ul> | <ul style="list-style-type: none"> <li>• Declutter superfluous street furniture/ signs to maximise footway widths and minimise obstructions.</li> <li>• With the train station situated at the top of a hill, there is minimal action which can be taken to mitigate against the crossing gradient. The southbound carriageway on the new crossing will be resurfaced and reprofiled to align the crossing point with the existing crossing gradient meaning the new crossing will be no steeper than the current approach.</li> </ul> |
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<p>pedestrians and the steepness of the hill means reprofiling and resurfacing to within design standards is not a feasible option. The new crossing will be no steeper than the current approach, will be straighter and closer to the pathway most people already take, increasing the safety and use of the crossing for all pedestrians.</p> <ul style="list-style-type: none"><li>• <b>Pregnancy and Maternity</b></li><li>• <u>Potential positive impacts:</u> The proposals will benefit pregnant pedestrians as the existing crossing routes are streamlined/shortened.</li><li>• Pedestrians pushing prams/buggies will likewise benefit from shorter, more direct routes and wider pavements.</li><li>• <u>Potential negative impacts:</u> The gradient of the carriageway at the new crossing location is steeper than the existing crossing and design standards. Making it more difficult for people with restricted mobility and pushing prams/buggies. Alternative crossing points have been considered, but ruled out as they don't align with the desire lines used currently by pedestrians and the steepness of the hill means reprofiling and resurfacing to within design standards is not a feasible option. The new crossing will be no steeper than the current approach, will be straighter and closer to the pathway most people already take, increasing the safety and use of the crossing for all pedestrians.</li></ul>		
<b>Summary of impacts and actions planned, with timeframe</b>		
<p>This scheme looks to improve conditions for all users, particularly those older age, disability and pregnant groups by simplifying the crossing arrangements. The removal of the existing staggered refuge will benefit all pedestrian user groups. By resurfacing the carriageway to reduce the gradient at the crossing, moving the crossing nearer to the desire line of Station Road will benefit all pedestrian user groups.</p>		
<b>Impact</b>	<b>Action</b>	<b>Timeframe</b>
Footways cluttered with street furniture can be difficult for those with mobility restrictions or visual impairments.	Declutter superfluous street furniture/ signs to maximise footway widths and minimise obstructions.	During construction 2025/2026

Moving the crossing to the desire line will increase the crossing gradient, making it more difficult for people with restricted mobility and wheelchair users.	The southbound carriageway on the new crossing will be resurfaced to align the crossing point with the existing crossing gradient so it is no steeper than the current crossing.	During construction 2025/2026





## Equality Impact Assessment

<b>Title of Project/Service/Policy</b>	Bexhill Cycle Route A. Walking and cycling route from Collington to Worsham.
<b>Team/Department</b>	Major Projects and Growth
<b>Directorate</b>	Communities, Economy and Transport
<b>Provide a comprehensive description of your proposal</b>	<p>The project is a cycling and walking improvement scheme from the seafront by Collington Train Station to the North Bexhill development area (Worsham). The scheme forms part of the LGF funding Hastings and Bexhill Movement and Access Package.</p> <p>The purpose of the scheme is to improve the active travel provision in Bexhill, improve safety for pedestrians and cyclists and encourage active travel by connecting the existing NCN2 and existing facilities at the Bexhill Enterprise Park with key locations throughout the town.</p> <p>The scheme includes the following elements:</p> <ul style="list-style-type: none"> <li>• a mix of on carriageway and shared provision</li> <li>• new parking restrictions</li> <li>• conversion of footpaths to cycle tracks,</li> <li>• Upgrading an existing crossing on the A259 Little Common to a Toucan Crossing</li> <li>• Widening of existing footpaths to facilitate shared use</li> <li>• Introduction of a new pedestrian refuge in Holliers Hill</li> <li>• A new Toucan Crossing at Wrestwood Road</li> </ul>



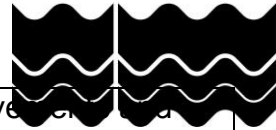
## 1. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

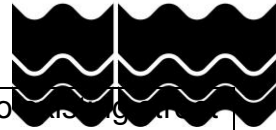
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	<p>All figures are based on the 2021 census.</p> <p>Rother is ageing with its' population median age increased from 50 to 53 years between the 2011 and 2021 census. It has the highest median age in the South East and higher median than England (40 years). It saw an increase of 23.8% on residents aged between 65 and 74 years while the age group between 35 and 49 years decreased 19.3%. (2) (3)</p> <p>65 and over</p>	<p>The current crossing at Westwood Road is not pedestrian friendly. Enhancing to a Toucan or Puffin crossing would give time for pedestrians to cross safely.</p> <p>Cyclists travel fast on the pavement and it is not safe for those walking. (10) (11)</p> <p>Footpaths near the school are too narrow and too busy at peak times for cyclists and children to coincide (10) (11)</p>	<p>Older people (over 65 years) and children/young people can be higher risk of traffic accidents, including when crossing the road.</p>	<p>Provide improved crossing facilities</p> <p>Widen pavements and footpaths to accommodate shared use safely.</p> <p>In line with current guidance, corduroy (conveys the message 'hazard, proceed with caution') tactile paving will be provided to raise awareness of the change in footway status. Shared route upright signing will also be included at change points and repeated along the route.</p>



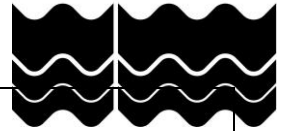
	<p>32.4% of Rother's population is over 65, compared to the South East (19.4%) and national (18.4%) rates.</p> <p>15 to 64 52.8% of Rother's population is between 15 and 64, below the South East (63.1%) and national (64.2%) rates.</p> <p>0 to 14 14.6% of Rother's population is aged between 0 and 14 in East Sussex (15.4%), below the South East (17.4%) and national (17.4%) rates. (1)</p> <p>Projections across East Sussex estimate an ageing population due to internal migration of adults and older people into the area. (2) (3)</p>			
<b>Disability</b>	All figures are based on the 2021 census.	The current crossing at Wrestwood Road is not pedestrian friendly. Enhancing to a Toucan	People with disabilities can be higher risk of traffic accidents,	Provide improved formal crossing facilities.



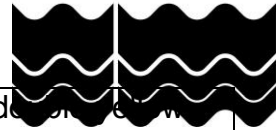
	<p>In East Sussex, the number of residents who identify as disabled is 20.3% - Census 2021.</p> <p>In Rother, 7.5% of residents identify as disabled (whether limited a lot or a little).</p> <p>The 2021 Census is the latest comprehensive data we have on the number of people with a disability in the county.</p> <p>Our local projections suggest that by 2032 there will be over 130,000 people with a disability in East Sussex of which 24,721 are projected to Rother. (2) (5)</p> <p>National data shows that disabled people are more likely to be injured as a pedestrian than no-disabled people (4)</p>	<p>or Puffin crossing would give time for pedestrians to cross safely.</p> <p>Cyclists travel fast on the pavement and it is not safe for those walking, particularly those with mobility impairments. (10) (11)</p> <p>The double yellow lines required will make it harder for those with restricted mobility to access their homes as they may have to park further away. (10)</p>	<p>including when crossing the road.</p> <p>Shared use facilities can be more difficult to navigate for those with visual impairments.</p> <p>Designated crossing points can be easier to navigate for people with mental impairments.</p>	<p>Widen pavement and footpaths to accommodate shared use safely.</p> <p>In line with current guidance, corduroy (conveys the message 'hazard, proceed with caution') tactile paving will be provided to raise awareness of the change in footway status. Shared route upright signing will also be included at change points and repeated along the route.</p> <p>Reduced double yellow lines as much as possible while maintaining safe visibility for cyclists and pedestrians.</p>
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<p><b>Gender reassignment</b></p>	<p>0.3% of people from Hastings responding in the Census 2021 indicated that their gender identity was different from their sex registered at birth. Lower than the figures for East Sussex (0.4%) and England (0.5%).</p> <p>Nevertheless, a significant percentage of people across the county provided no response, therefore the percentage of people with a different gender identity to their sex registered at birth could be either higher or lower than shown (3).</p> <p>ONS MSOA's data shows that in Rother 224 people stated to have a gender identity different from sex registered at birth (1).</p> <p>The National LGBT survey (2018) highlighted that Transgender people</p>	<p>No feedback received currently.</p>	<p>Poor lighting can contribute to perceived risks of hate crime.</p>	<p>Upgrade to new lighting and provision of new lighting along the footpath.</p>
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	<p>have the lowest average life satisfaction in UK (5.5 to 5.1) compared to the national average (7.7), it also confirmed that transgender people are a target for abuse, harassment and anti-social behaviour which can raise concerns regarding their safety in public spaces. “59% of trans women and 56% of trans men who responded to the survey said they had avoided expressing their gender identity for fear of a negative reaction from others.” (6)</p> <p>“Transgender people are more likely to experience threats of physical or sexual harassment or violence compared with the LGBT community as a whole (National LGBT Survey, Government Equalities Office).” (7)</p>			
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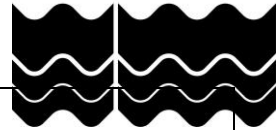


<b>Pregnancy and maternity</b>	According to ONS data, Hastings had 634 live births in 2021 and a rate of 13.2 births per 1,000 females in 2020 (3).	The double yellow lines required will make it harder for those with young children to access their homes as they may have to park further away. (10)		Reduced double yellow lines as much as possible while maintaining safe visibility for cyclists and pedestrians.
<b>Race (ethnicity)</b> Including migrants, refugees and asylum seekers	<p>95.6% of Rother's population identified as "white British and Northern Irish", compared to 93.9% in East Sussex and 81% in England (1).</p> <p>Sussex police recorded 1512 racially or religiously aggravated offences in the 2022 and 2023 year across the South East Region and 467 for the current year (7).</p> <p>The Home Office and the Department for Levelling Up, Housing &amp; Communities Immigration System Statistics data published in May 2023 shows that Rother has 316 refugees from the Homes for Ukraine,</p>	No feedback received currently.	Poor lighting can contribute to perceived risks of hate crime.	Upgrade to existing street lighting and provision of new lighting along the footpath.



	Afghan Resettlement Programme and other Supported Asylum programme ,0.34% of Rother total population (8).			
<b>Religion or belief</b>	In the 2021 Census 40.7% of Rother residents stated that they had no religion, up from 25.2% in 2011. Of those with a religion, 50.9% were Christians, 0.6% Muslim, 0.6% Other, 0.4% Buddhist, 0.2% Hindu and 0.2% Jewish (2).	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
<b>Sex</b>	In 2021 Census 52.5% of Rother's population was female (1).	No feedback received currently.	Poor lighting can contribute to reduced women's safety/perceived safety from crime and harassment.	Upgrade to existing street lighting and provision of new lighting along the footpath.
<b>Sexual orientation</b>	The 2021 Census indicates that 3.3% of people 16 years and older from East Sussex identify as Lesbian, Gay, Bisexual or Other (LGB+) and in Rother 2.5% (3).	No feedback received currently.	Poor lighting can contribute to perceived risks of hate crime.	Upgrade to existing street lighting and provision of new lighting along the footpath.





	The National LGBT survey (2018) highlighted both perceived and real risks of hate crime targeting the LGB+ communities (6).			
<b>Marriage and civil partnership</b>	Rother's latest data for marital status is from the 2021 Census. 28.1% of respondents were single, 49.4% were married or in a civil partnership. 11.1% of respondents were divorced, 2.1% separated and 9.2% were widowed (1).	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
<b>Armed Forces</b>	Based on the 2021 Census, 3,257 (4.1%) people in Rother reported that they served as regular or reserve in UK armed forces. Higher than the UK average of 2.9% (1).	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
<b>Impacts on community cohesion</b>		No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	



### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	The proposed project is located in Bexhill therefore this characteristic is not relevant.	No feedback received currently.	It is not considered that this group will experience disproportionate negative or positive impacts by the scheme.	
<b>Carers</b>	<p>Rother has the South East's joint second highest proportion of people (aged five years and over) providing up to 19 hours of weekly unpaid care. 2% of the population provide 20-49 hours of unpaid care each week, and 2.9% provide over 50 hours.</p> <p>About one in five households with an unpaid carer have no access to a private vehicle (9)</p>	The double yellow lines required will make it harder for those with caring responsibilities to access their homes as they may have to park further away. (10)	One in five households with an unpaid carer do not have access to a private vehicle so are more likely to rely on walking and cycling for short journeys. By improving the provision for active travel, all households without a private vehicle will benefit.	<p>Provide improved infrastructure to support active travel.</p> <p>Reduced double yellow lines as much as possible while maintaining safe visibility for cyclists and pedestrians.</p>

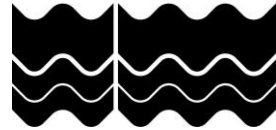


<b>Other groups that may be differently affected</b> (including but not only: homeless people, substance users, care leavers)	No other impacts identified,			
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**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

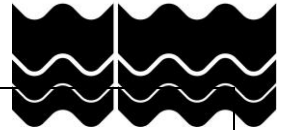
While encouraging shared use spaces for cycling and walking may negatively impact people with disabilities and older people, this project plans to widen the footways and ensure there is enough space to “share with care”. Roads in Bexhill were analysed at length, and the majority do not have sufficient width to accommodate segregated cycling facilities. In line with current guidance, corduroy (conveys the message ‘hazard, proceed with caution’) tactile paving will be provided to raise awareness of the change in footway status. Shared route upright signing will also be included at change points and repeated along the route.

Improved pedestrian and cycling facilities, easier designated crossing points and improved lighting will benefit all users.



## 2. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
(1) <a href="https://eastsussexinfofigures.org.uk">ESiF (eastsussexinfofigures.org.uk)</a>	03/12/24		
(2) <a href="#">How life has changed in Rother: Census 2021</a>	03/12/24		
(3) <a href="#">State of the County 2022: Focus on East Sussex</a>	03/12/24		
(4) <a href="#">Supplementing official statistics: self-reported road injuries in the National Travel Survey — UK Data Service</a>	03/12/24		
(5) State of the County 2021 Focus on East Sussex: Appendix 1 <a href="#">Item 5 - Appendix 1 - Focus on East Sussex.pdf</a>	03/12/24	No data on sexual orientation	Have sourced data elsewhere
(6) <a href="https://publishing.service.gov.uk">National LGBT Survey: Summary report (publishing.service.gov.uk)</a>	03/01/24		
(7) <a href="https://www.gov.uk">Police recorded crime and outcomes open data tables - GOV.UK (www.gov.uk)</a>	03/01/24		
(8) <a href="#">Regional and Local authority data - Immigration groups</a>	03/01/24		



(9) <a href="#">One in five unpaid carers in England and Wales 'do not have access to a vehicle'   Carers   The Guardian</a>	03/12/24		
(10) <a href="#">Representations for TROs</a>	11/06/2025		
(11) Representations for CTOS	17/10/2025		



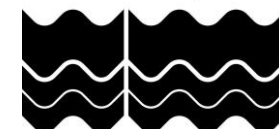
## 4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
Age, particularly older people and children. Disability, including affecting mobility and sight. Pregnancy and maternity, with young children.	Provide improved and new crossing facilities	Safer, easier crossing for pedestrians and cyclists.	Qualitative feedback from users.	2026/27
Age, particularly older people and children. Disability, including affecting mobility and sight. Pregnancy and maternity, with young children.	Rationalise and remove superfluous street furniture/ signs to maximise footway widths and minimise obstructions and improve safety of shared use areas.	Easier, safer travel for pedestrians and cyclists.	Pavements accessible by wheelchair and pushchair.	2026/27
Sex, Sexual Orientation, Race, Gender Reassignment	Upgrade street lighting and provide new	Reduction in fear of crime/increased confidence in walking and cycling outside of daylight hours for those more likely to be victims of hate crime or subject to harassment.	Qualitative feedback from users.	2026/27

## Equality Impact Assessment

<b>Title of Project / Service / Policy</b>	Proposed co-location of the Registration Service and the Library and Information Service in Hastings
<b>Teams</b>	Registration Service and Library and Information Service
<b>Department</b>	Communities, Economy and Transport
<b>Provide a comprehensive description of your project (or service/policy, etc.) including its purpose and scope</b>	<p>Alternative office locations are being considered for the Hastings registration office. The end of term lease on the building is upcoming, and with all leases and contracts held by East Sussex County Council under review, looking to make best use of resources and reduce ongoing costs, the option to co-locate the Hastings registration office into the Hastings library, is being explored.</p> <p>The “It All Adds Up” campaign is running across East Sussex County Council. It encourages everyone in the organisation to help save money and work more efficiently. It is our collective effort to tackle the unprecedented financial challenges we face at East Sussex County Council and to identify areas where we might be able to make a reduction in costs.</p> <p>Nationally there is a move towards multi-use buildings that house not just libraries but other local services as well. There are examples in neighbouring authorities where co-location of the registration and libraries have already taken place, including West Sussex County Council where Registration Services co-locate in Haywards Heath, Worthing and Littlehampton libraries, and Surrey County Council in Leatherhead and Reigate libraries. Co-location of services has benefits including reduced costs, increased building usage, and potential for attracting new users.</p> <p>The Registration Service and the Library and Information Service already work in partnership. Newborns recorded with East Sussex Registration are also automatically enrolled with a Library membership. It would be beneficial for these customers to be familiar with the space and offer available to them. East Sussex Parking Teams also work in partnership with the Library and Information Service by leasing spaces, including in Hastings library. Providing parking offices and facilities within libraries has proved convenient for customers as well as making a good use of space available in the buildings.</p>



	<p>Space within Hastings library is being scoped to provide high quality spaces for customers of both the Registration Service and the Library and Information Service. The proposed co-location in Hastings library would include part of the 2<sup>nd</sup> floor being converted into registration staff offices, consultation rooms, waiting area, and a small ceremony room.</p> <p>The relocation in Hastings would be a difference of 0.2 miles in distance for customers and staff, from the current registration office location to the potential library location. A continuation of all services currently offered by the Registration Service is essential. To enable this co-location to take place, changes to the current library internal layout would need to occur in advance of the move. It is expected work in the library would take place in early 2026/27 with a change in office location taking place in mid to late 2026/27. Minimal reduction to library floor space would be enabled by utilising the space previously occupied by the Learning Service team, this service ceased in 2024/25.</p>
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### 1. Update on previous EqlAs and outcomes of previous actions (if applicable)

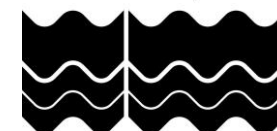
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
<i>Not applicable: no previous EqlA</i>		



## 2. Review of information, equality assessment and potential actions

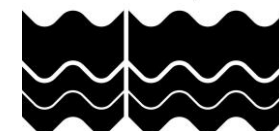
Consider the actual or potential impact of your project (service or policy) against each of the equality characteristics.

<p><b>Age</b> - people of all ages are protected under the Equality Act. Consider: older adults, under 5s, transition-aged young people (16-24), working age adults etc.</p>	
<p><b>(Age)</b> <b>What do you know?</b> Summary of recent data, census information, research and insight about people who access your services and/or staff</p>	<p>Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states: 1% are under 25 years 14% are 25 - 34 years 16% are 35 - 44 years 14% are 45 - 54 years 25% are 55 - 64 years 30% are 65+ years</p> <p>This compares to the latest Census 2021 results for the East Sussex: 25% are under 25 years 10% are 25 - 34 years 11% are 35 - 44 years 13% are 45 - 54 years 14% are 55 - 64 years 26% are 65+ years</p> <p>We also have the results of the October 2024 Public Library User Survey (PLUS), undertaken every 3 years. Of customers that took part in during the surveying period: 3% are under 25 years 8% are 25 - 34 years 15% are 35 - 44 years 11% are 45 - 54 years 16% are 55 - 64 years 48% are 65+ years</p> <p>Focusing on the results from Hastings library:</p>



	<p>3% are under 25 years  9% are 25 - 34 years  16% are 35 - 44 years  15% are 45 - 54 years  19% are 55 - 64 years  39% are 65+ years</p>
<p><b>(Age)</b>  <b>What do people tell you?</b>  Summary of feedback from people who access your service and/or staff feedback</p>	<p>The proposed location is central in the town with good public transport links. The location means that even with a large proportion of library customers being 65 years and over, the majority of library customers visit the library on foot as their primary method of travel, with 55% visiting Hastings library and providing this feedback as part of the PLUS 2024.</p> <p>Hastings library is 0.3 miles from the train station, 0.06 miles from the nearest bus stop, and 0.1 miles from a multi-storey car park.</p>
<p><b>(Age)</b>  <b>What does this mean?</b>  Impacts identified from data and feedback (actual and potential)</p>	<p>Given that almost a third of registration and almost a half of library customers are aged 65 and over, those in this age category have the potential to be disproportionately affected by the changes to the building as a result of co-location. Changes to the internal layout, and access into the library buildings must take this into account when planning and designing the space.</p> <p>Those aged 75+ are also known to be less likely to use the internet, and therefore the eLibrary, due to a lack of skills. Age is a key factor in people's level of digital skills and therefore use of the internet. The buildings must therefore continue to provide access to public computers as well as facilitate space for training (e.g. IT for You) to enable older residents to access resources provided within the building.</p>
<p><b>(Age)</b>  <b>What can you do?</b>  All potential actions to remove or reduce barriers and increase equality.</p>	<p>Access audit will be undertaken as part of assessing the proposed works. This will include a review of physical accessibility to the registration and library spaces. Corporate Property teams will review in conjunction with the Library and Information Service to ascertain what works can be brought into scope.</p> <p>A lift audit will be undertaken as part of assessing the proposed works. Due to where the proposed co-location of the registration offices would be within the building it is imperative that the lift condition is evaluated, and recommendations implemented. Contingency plans will</p>

	<p>include emergency alternative provision on the ground floor for if the occasion occurred where the lift was broken and the customer was unable to climb the flights of stairs.</p> <p>Short term and long term contingency plans will be considered to ensure customers of both East Sussex Registration and the Library and Information Service are still able to access the services they require. Options for a ramp for the six steps just inside the main entrance of Hastings library will be evaluated to ensure the building is accessible to all customers.</p>
<p><b>Disability</b> - A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Consider: sensory and mobility impairments; fluctuating, recurring or developmental conditions; learning difficulties; mental health; and people with cancer, multiple sclerosis or HIV. Neurodivergence and effects of menopause can also apply.</p>	
<p><b>(Disability)</b> <b>What do you know?</b> Summary of data</p>	<p>Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states: 81% don't have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more 11% have any physical or mental health conditions or illnesses but that it does not reduce their ability to carry out day-to-day activities 8% have conditions or illnesses which reduce their ability to carry out day-to-day activities</p> <p>This compares to the latest Census 2021 results for the East Sussex area: 81% Not disabled under the Equality Act 11% Disabled under the Equality Act: Day-to-day activities limited a little 8% Disabled under the Equality Act: Day-to-day activities limited a lot</p> <p>We also have the results of the October 2024 Public Library User Survey (PLUS), undertaken every 3 years. Of customers that took part in during the surveying period: 72% of customers do not consider themselves to have a disability or condition.</p>
<p><b>(Disability)</b> <b>What do people tell you?</b> Summary of feedback</p>	<p>2.97% of registration customers county wide reported that they felt there was a barrier accessing the registration service due to a recognised characteristic. Feedback from registration customers who also left a comment:</p> <ul style="list-style-type: none"> <li>• A lift / stairlift if there isn't one. If there is and we missed it, a clear sign in the entrance! (regarding Hastings)</li> <li>•</li> </ul>

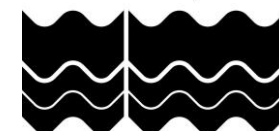


<p><b>(Disability)</b> <b>What does this mean?</b> Impacts identified</p>	<p>Changes to the internal layout, and access into the library building, must take accessibility for disabled customers into account when planning and designing the space.</p> <p>Hastings library has disabled access with accessible public toilets. We will continue to design spaces and support customers with disabilities and with long-term health conditions.</p> <p>Clear signage is available throughout the library building, along with a virtual tour available to view on the website ahead of visiting in person, to help reduce potential anxiety of unknown spaces.</p>
<p><b>(Disability)</b> <b>What can you do?</b> All potential actions</p>	<p>We will continue to work with Property Services to consider and/or address any building amendments required to provide or ease access to our buildings to ensure that the proposed co-location is compliant, where possible, and making reasonable adjustments to support customers accessing the service, where possible.</p> <p>Hastings library has ground level access on the ground floor; however, consideration and planning will be given for circumstances for if the lift is out of service. Contingency plans will include emergency alternative provision on the ground floor for if the occasion occurred where the lift was broken and the customer was unable to climb the flights of stairs.</p> <p>Refurbishments took place at Hastings library in 2017/18 which included considerations to the carpet and lighting, creating sensory-friendly environments to reduce sensory overload. Spaces will continue to be designed with flooring that includes colour and patterns which are suitable for customers with visual impairments.</p> <p>In Hastings library there is a lift for customers and staff to access all floors of the building. There is an accessible toilet located on the ground floor, and as part of scoping works toilets will be reviewed to understand if works could be included to change a cubicle to a Changing Places toilet to improve access.</p> <p>The registration office area will be designed to reduce barriers for customers that may use a wheelchair or be using walking aids. We will support disabled children and adults with disabilities and with long-term health conditions.</p>

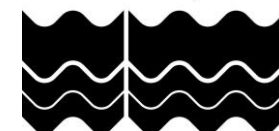
	In 2022 all libraries were fitted with hearing loops at the counter to support those with hearing impairments as part of on-going work to improve accessibility.
<b>Gender reassignment</b> - In the Act a transgender person is someone who proposes to, starts or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected	
<b>(Gender reassignment)</b> <b>What do you know?</b> Summary of data	<p>Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states:</p> <p>99.6% identify as the same sex as registered at birth            0.4% identify as a different sex as registered at birth</p> <p>This mirrors to the latest Census 2021 results for the East Sussex area:</p> <p>99.6% identify as the same sex as registered at birth            0.4% identify as a different sex as registered at birth</p> <p>We also have the results of the October 2024 Public Library User Survey (PLUS), undertaken every 3 years. Customers were asked to describe their gender identity:</p> <p>70.46% Female            29.23% Male            0.18% Non-binary            0.07% Transgender            0.04% Gender fluid            0.04% Genderqueer</p>
<b>(Gender reassignment)</b> <b>What do people tell you?</b> Summary of feedback	The Registration Service and the Library Information Service are open to all individuals, but we recognise that accessing services can be challenging. Our teams support inclusive practice and with a commitment to equality. Virtual tours of our library locations are available online to view ahead of visiting to help reduce the risk of anxiety and get a feel for the space and layout.
<b>(Gender reassignment)</b> <b>What does this mean?</b> Impacts identified	The Registration Service and the Library Information Service are committed to making trans-inclusive spaces.
<b>(Gender reassignment)</b> <b>What can you do?</b> • All potential actions	We will continue to work with local and national partners to ensure we provide a welcoming environment for transgender and non-binary people. East Sussex Registration and the Library Information Service will continue to explore this characteristic further and take this into account with any proposed works going forward.

	All toilets in Hastings library are unisex for customers, with fully enclosed units with a toilet, washbasin, and hand-drying facilities. Privacy and dignity for all customers is essential. There is clear signage to inform customers the toilets are for universal use. There is limited space in Hastings however consideration during planning will be given to the current provision to whether it can be extended, with a unisex toilet for staff in the building.
<b>Pregnancy and maternity</b> - Protection is during pregnancy and any statutory maternity leave.	
<b>(Pregnancy &amp; maternity)</b> <b>What do you know?</b> Summary of data	The latest Office for National Statistics 2022 edition of conception rates for the East Sussex area per 1,000 women: Hastings 74.0 Eastbourne 67.2 Rother 72.5 Wealden 70.3 Lewes 67.6
<b>(Pregnancy &amp; maternity)</b> <b>What do people tell you?</b> Summary of feedback	For individuals in this category, the access and use of lifts within library buildings is critical. We will retain an open plan floor to support easy access with buggies/ pushchairs. Hastings library has baby changing facilities.
<b>(Pregnancy &amp; maternity)</b> <b>What does this mean?</b> Impacts identified	Lifts, easy access to seating to rest/ feed babies is important to provide throughout library buildings. Additionally, any mother/ parent or carer can feed their baby in a library at any time.
<b>(Pregnancy &amp; maternity)</b> <b>What can you do?</b> All potential actions	We will continue to design our spaces so that pregnant/ new mothers have adequate spaces to sit/ stay/ feed within the library.  We will continue to work with colleagues in Property to ensure that the lift is serviced in accordance with the term maintenance program and endeavour to fix issues promptly as and when they arise.  We will retain an open plan floor to support easy access with buggies/ pushchairs.
<b>Race (ethnicity)</b> - This includes ethnic or national origins, colour or nationality, and includes refugees and migrants, and Gypsies and Travellers.	
<b>(Race / ethnicity)</b> <b>What do you know?</b>	Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states:

Summary of data	<p>92.8% White 2.9% Asian 2.1% Mixed 1.9% Black 0.4% Other ethnic group</p> <p>With the top 5 main languages being: 96.3% English (English or Welsh in Wales) 0.4% Polish 0.4% Romanian 0.3% Portuguese 0.2% Spanish</p> <p>This compares to the latest Census 2021 results for the East Sussex area: 93.9% White with 0.2% White: Gypsy or Irish Traveller (There is likely to be under-recording as people may be reluctant to self-identify for fear of discrimination and mistrust of organisations and authorities) 2.1% Asian 2.3% Mixed 0.8% Black 0.9% Other ethnic group</p> <p>With the top 5 main languages in Hastings being: 94.8% English (English or Welsh in Wales) 0.8% Romanian 0.5% Polish 0.3% Russian 0.3% Kurdish</p> <p>We also have the results of the October 2024 Public Library User Survey (PLUS): 95.5% White with 0.1% White: Gypsy or Irish Traveller 1.5% Asian 2.1% Mixed 0.7% Black</p>
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	0.2% Other ethnic group
<b>(Race / ethnicity)</b> <b>What do people tell you?</b> Summary of feedback	Hastings has higher pockets of residents with English as an Additional Language (EAL). We will continually endeavour to facilitate sessions in our building for this cohort.  Feedback from schemes the Library and Information Service have initiated, including refugee support and the work based at Hastings library, has been overwhelmingly positive.
<b>(Race / ethnicity)</b> <b>What does this mean?</b> Impacts identified	The potential co-location is not considered to have an impact for registration or library users from different ethnic backgrounds as the building will continue to offer flexibility of space for any planned library initiatives.
<b>(Race / ethnicity)</b> <b>What can you do?</b> All potential actions	Consider future possible activities in the delivery of the Libraries Strategic Commissioning Strategy and ensure that buildings are fit for purpose.  Ensure any marketing campaigns and promotions are representative of diversity across the county.  Co-locating services in this way may provide an opportunity to for ESCC to foster good relationships between people with different characteristics. All residents in East Sussex will at some point use the Registration Service for a birth, marriage or death registration. This gives the Libraries and Information Service an opportunity to foster relations between different types and groups of people, as service users who may not previously have been customers of the Library and Information service come into the library building for perhaps the first time. The Library and Information Service could consider curating displays/holding events that are relevant to Registration customers, such as information about different marriage/death customs within different ethnicities and races.
<b>Religion or belief</b> - Religion includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.	
<b>(Religion /&amp; Belief)</b> <b>What do you know?</b> Summary of data	Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states: 49.8% No religion





45.4% Christian  
 1.1% Muslim  
 0.6% Buddhist  
 0.4% Hindu  
 2.7% Other religion or philosophical belief

This compares to the latest Census 2021 results for the East Sussex area:

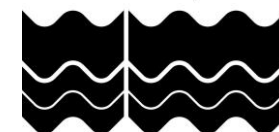
47.8% No religion  
 49% Christian  
 1.2% Muslim  
 0.5% Buddhist  
 0.4% Hindu  
 0.2% Jewish  
 0.04% Sikh  
 0.8% Other religion or philosophical belief

For the Hastings area:

55% No religion  
 40.5% Christian  
 2.1% Muslim  
 0.7% Buddhist  
 0.6% Hindu  
 0.2% Jewish  
 0.04% Sikh  
 1% Other religion or philosophical belief

We also have the results of the October 2024 Public Library User Survey (PLUS):

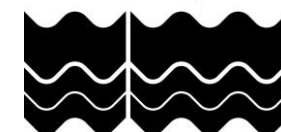
47.7% No religion  
 48.5% Christian  
 0.5% Muslim  
 1.1% Buddhist  
 0.2% Hindu  
 0.6% Jewish



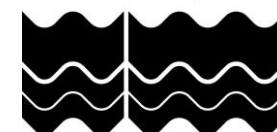
	1.5% Other religion or philosophical belief
<b>(Religion /&amp; Belief)</b> <b>What do people tell you?</b> Summary of feedback	Some feedback was received from one customer in response to the April eNewsletter: April is also the month of Easter and Easter Eggs, however disappointingly NO mention of this in your email.
<b>(Religion /&amp; Belief)</b> <b>What does this mean?</b> Impacts identified	The potential co-location is not considered to have an impact for registration or library users with different religions as the building will continue to be an inclusive space.
<b>(Religion /&amp; Belief)</b> <b>What can you do?</b> All potential actions	Staff will continue to promote an inclusive environment for people of all faiths and beliefs.  Co-locating services in this way may provide an opportunity to for ESCC to foster good relationships between people with different characteristics. All residents in East Sussex will at some point use the Registration Service for a birth, marriage or death registration. This gives the Libraries and Information Service an opportunity to foster relations between different types and groups of people, as service users who may not previously have been customers of the Library service come into the library building for perhaps the first time. The Library and Information Service could consider curating displays/holding events that are relevant to Registration customers, such as information about different marriage/death customs within different religions/beliefs.
<b>Sex - Women and men are protected under the Act.</b>	
<b>(Sex)</b> <b>What do you know?</b> Summary of data	Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states: 63% Female 37% Male  This compares to the latest Census 2021 results for the East Sussex area: 52% Female 48% Male
<b>(Sex)</b> <b>What do people tell you?</b> Summary of feedback	Library customers that completed equalities monitoring questions as part of feedback surveys in 2024/25: 76% Female 24% Male

<b>(Sex)</b> <b>What does this mean?</b> Impacts identified	Women have the potential to be disproportionately affected by changes as they represent a higher number of our customers; however, the potential changes are not considered to have an impact for registration or library users of different sex.
<b>(Sex)</b> <b>What can you do?</b> All potential actions	We will continue to support an inclusive environment for people of all sex.
<b>Sexual orientation</b> - The Act protects bisexual, gay, heterosexual and lesbian people.	
<b>(Sexual orientation)</b> <b>What do you know?</b> Summary of data	<p>Data from the latest East Sussex Registration Survey 2024 providing the demographic of customers in 2024/25 states:</p> <ul style="list-style-type: none"> <li>91% Straight or heterosexual</li> <li>5% Gay or lesbian</li> <li>3% Bisexual</li> <li>1% Other sexual orientation</li> </ul> <p>This compares to the latest Census 2021 results for the East Sussex area:</p> <ul style="list-style-type: none"> <li>96.4% Straight or heterosexual</li> <li>2% Gay or lesbian</li> <li>1.3% Bisexual</li> <li>0.3% Other sexual orientation</li> </ul> <p>For the Hastings area:</p> <ul style="list-style-type: none"> <li>94.9% Straight or heterosexual</li> <li>2.5% Gay or lesbian</li> <li>2% Bisexual</li> <li>0.5% Other sexual orientation</li> </ul>
<b>(Sexual orientation)</b> <b>What do people tell you?</b> Summary of feedback	No feedback received from service users or staff.

<b>(Sexual orientation)</b> <b>What does this mean?</b> Impacts identified	The potential co-location is not considered to have an impact for registration or library users of different sexual orientations.
<b>(Sexual orientation)</b> <b>What can you do?</b> All potential actions	<p>East Sussex Registration and the Library and Information Service strive for inclusivity of the LGBTQ+ community. The building will be maintained to an acceptable standard and will continue to operate as a safe space which can host events and activities. We will continue to work with corporate, local and national partners to ensure safe and accessible environments to the LGBTQ+ community.</p> <p>Co-locating services in this way may provide an opportunity to for ESCC to foster good relationships between people with different characteristics. All residents in East Sussex will at some point use the Registration Service for a birth, marriage or death registration. This gives the Libraries and Information Service an opportunity to foster relations between different types and groups of people, as service users who may not previously have been customers of the Library an Information Service come into the library building for perhaps the first time. The Library and Information Service could consider curating displays/holding events that are relevant to Registration customers, such as books that are relevant or speak to the experiences of those with different sexual orientations.</p>
<b>Marriage and civil partnership - Only in relation to due regard to the need to eliminate discrimination.</b>	
<b>(Marriage &amp; civil partnership)</b> <b>What do you know?</b> Summary of data	<p>This latest Census 2021 results for the East Sussex area:</p> <ul style="list-style-type: none"> <li>46% Married</li> <li>11% Divorced</li> <li>8% Widowed</li> <li>2% Separated, but still married</li> <li>0.4% In registered civil partnership</li> <li>0.05% Formally in a civil partnership now legally dissolved</li> <li>0.02% Surviving partner from civil partnership</li> <li>0.03% Separated, but still in a registered civil partnership</li> <li>32% Never married and never registered a civil partnership</li> </ul> <p>For the Hastings area:</p> <ul style="list-style-type: none"> <li>38% Married</li> </ul>



	13% Divorced 6% Widowed 3% Separated, but still married 0.4% In registered civil partnership 0.05% Formally in a civil partnership now legally dissolved 0.03% Surviving partner from civil partnership 0.04% Separated, but still in a registered civil partnership 40% Never married and never registered a civil partnership
<b>(Marriage &amp; civil partnership)</b> <b>What do people tell you?</b> Summary of feedback	No feedback received from service users or staff.
<b>(Marriage &amp; civil partnership)</b> <b>What does this mean?</b> Impacts identified	The potential co-location is not considered to have an impact for registration or library users of different relationship statuses including those married or in a civil partnership.
<b>(Marriage &amp; civil partnership)</b> <b>What can you do?</b> All potential actions	No actions have been identified as necessary at this stage.
<b>Armed Forces</b> - protected by the Armed Forces Act 2021 which aims to help prevent service personnel, veterans and their families being disadvantaged when accessing public services. The duty applies to specifically housing, education or healthcare functions, but check whether any impacts may apply in your case.	
<b>(Armed forces)</b> <b>What do you know?</b> Summary of data	There are no disproportionate impacts upon people sharing this characteristic.
<b>(Armed forces)</b> <b>What do people tell you?</b> Summary of feedback	No feedback received from service users or staff.
<b>(Armed forces)</b> <b>What does this mean?</b>	The proposed co-location is not considered to have an impact for registration or library users of Armed Forces.

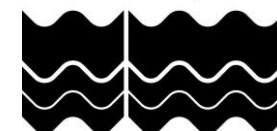


Impacts identified	
<b>(Armed forces)</b> <b>What can you do?</b> All potential actions	No actions have been identified as necessary at this stage.
<b>Impacts on community cohesion</b> - Consider impacts on how groups see one another or how the council's resources are seen to be allocated. Include opportunities to positively impact on good relations between groups.	
<b>(Community cohesion)</b> <b>What do you know?</b> Summary of data	The Library and Information Service has been recognised with a library of sanctuary award in 2023. This is in recognition to commitment to creating a culture of welcome for people seeking sanctuary, providing safe spaces for refugees, working alongside key partners and community groups.
<b>(Community cohesion)</b> <b>What do people tell you?</b> Summary of feedback	Customers were also asked what they visited the library for, this included 7% attending for an event or activity 5% attending to socialise / relax 3% to study / do homework 2% to read, including newspapers 1% use print and photocopying facilities 1% for IT for You support sessions 1% jigsaw / games 1% parking permits / bus passes / NHS / community flyer / general information
<b>(Community cohesion)</b> <b>What does this mean?</b> Impacts identified	The maintenance and upkeep of library buildings provides the physical safe environment for the activities for local community groups to access.
<b>(Community cohesion)</b> <b>What can you do?</b> All potential actions	Undertake annual maintenance of Hasting library, and ensure the co-location is delivered in a timely manner with minimal disruption.  The Libraries and Information Service will continue to promote community cohesion by using the building to bring together groups of people and individuals with different characteristics. The service can also foster good community relations by providing a safe space where people can explore books and information about different communities, and where they can meet those with different characteristics in a neutral space.

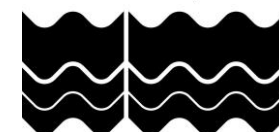
## Additional categories

(identified locally as potentially causing or worsening people's experience of inequality)

<b>Rurality</b> - issues can include isolation, access to services (e.g.: GPs, pharmacies, libraries, schools), low income / part-time work, infrequent public transport, higher transport and fuel costs and lack of affordable housing. Deprivation can be more dispersed and less visible.	
<b>(Rurality)</b> <b>What do you know?</b> Summary of data	There are no disproportionate impacts upon people sharing this characteristic.
<b>(Rurality)</b> <b>What do people tell you?</b> Summary of feedback	No feedback received from service users or staff.
<b>(Rurality)</b> <b>What does this mean?</b> Impacts identified	The proposed co-location is not considered to have an impact for registration customers and library users from rural areas.
<b>(Rurality)</b> <b>What can you do?</b> All potential actions	No actions have been identified as necessary at this stage.
<b>Carers</b> - A carer is anyone, of any age, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support. The care they give is unpaid.	
<b>(Carers)</b> <b>What do you know?</b> Summary of data	There are no disproportionate impacts upon people sharing this characteristic.
<b>(Carers)</b> <b>What do people tell you?</b> Summary of feedback	No feedback received from service users or staff.
<b>(Carers)</b> <b>What does this mean?</b> Impacts identified	The proposed co-location is not considered to have an impact for registration customers and library users who are also carers.
<b>(Carers)</b> <b>What can you do?</b> All potential actions	No actions have been identified as necessary at this stage.



<p><b>People with care experience:</b> the term ‘care experienced’ refers to anyone who has been, or is currently, in care or from a looked after background at any stage in their life, no matter how short.</p> <p>Consider financial impacts for things like travel or access to projects; maintaining continuity of care and support (including mental and physical health and wellbeing, community and social connections), and access to opportunities.</p>	
<p><b>(Care experience)</b>  <b>What do you know?</b>            Summary of data</p>	There are no disproportionate impacts upon people sharing this characteristic.
<p><b>(Care experience)</b>  <b>What do people tell you?</b>            Summary of feedback</p>	No feedback received from service users or staff.
<p><b>(Care experience)</b>  <b>What does this mean?</b>            Impacts identified</p>	The proposed co-location is not considered to have an impact for registration customers and library users who have care experience.
<p><b>(Care experience)</b>  <b>What can you do?</b>            All potential actions</p>	No actions have been identified as necessary at this stage.
<p><b>Other people that may be differently affected and/or whose views are seldom heard</b> - this will vary by service, but includes people who:</p> <ul style="list-style-type: none"> <li>• are homeless or in insecure housing,</li> <li>• in prison,</li> <li>• with low levels of literacy,</li> <li>• are digitally excluded,</li> <li>• experiencing severe loneliness (a feeling of lack or loss of companionship)</li> <li>• experiencing or in recovery from drug and alcohol addiction (and their families),</li> <li>• have or are experiencing domestic or sexual abuse</li> </ul>	
<p><b>(Other impacts)</b>  <b>What do you know?</b>            Summary of data</p>	<p>Questions about loneliness and isolation were added to the Public Library User Survey following the Covid 19 and numerous lockdowns. Results of the October 2024 Public Library User Survey (PLUS), undertaken every 3 years:</p> <p>42% of customer feel isolated often, some of the time, or occasionally</p> <p>40% of customers feel lonely often, some of the time, or occasionally</p>
<p><b>(Other impacts)</b>  <b>What do people tell you?</b>            Summary of feedback</p>	Partners in health care and social services have identified the library buildings as important spaces for the wellbeing of clients. Support, access to resources, and training is available for library users if needed in a warm, safe and welcoming space.





<b>(Other impacts)</b> <b>What does this mean?</b> Impacts identified	The Hastings Library building is a centrally located, warm, safe and welcoming space. Individuals to have as much or as little interaction as they choose.
<b>(Other impacts)</b> <b>What can you do?</b> All potential actions	<p>As above, the maintenance of library buildings is key to delivering a high-quality registration and library service. We will continue to work with in supporting these groups within the wider community, working with both internal and external stakeholder to promote the service offer which is available for all to access.</p> <p>The facilities offered within a library help combat loneliness by providing a meeting point, events, and activities to take part and meet people. The Library and Information Service also offers a safe space to connect with others via the public computers with friends/ relatives or a meeting opportunity within the library itself. We are keen to promote resources and to combat isolation and loneliness within the community.</p>
<b>Staff impacts:</b> if your proposal affects staff, have you consulted with the Staff Networks? (contact details are on the equality pages of the intranet: search for 'staff networks')	
<p>The proposed co-location is in the planning and scoping stage and therefore has not been shared with staff networks for consultation, however, the proposal is not considered to have a disproportionate impact on staff.</p> <p>Staff in the Libraries and Information Service are used to dealing with different types of customers and already provide a service to parking customers. It is likely that they will need to provide some signposting to ensure Registration customers are directed to the correct place within the library building. A small number of Registration customers will be using the service at a very distressing time in their lives. Ensuring that the library staff are well trained to handle these situations will help to support them in this work.</p>	
<b>Assessment of overall impacts, summary of actions and any further recommendations</b>	

Comments received as part of the PLUS 2024 survey have been reviewed as part of this EqlA and the potential co-location for the Hastings registration office into Hastings library. This survey takes place every three years and allows the Library and Information Service to review operational activity and make changes where possible. This data has been analysed and is available for review here: [PLUS 2024 Report](#) and [PLUS Review 2021 - 2024](#)

There are some negative potential impacts that have been identified for those with a protected characteristic of: age; disability; and maternity/pregnancy.

These relate to:

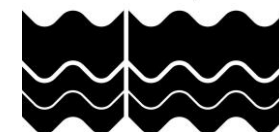
The siting of the Registration service on the upper floor of the library, which necessitates the need for constant lift access for some groups. The Libraries and Information service will run an Access Survey to ensure accessibility requirements are properly understood and designed into the new floor plan, as well as ensuring regular maintenance of the lift and building is undertaken.

There are some positive potential impacts that have been identified for those with a protected characteristic of: race/ethnicity; religion/belief; sexual orientation; and for community cohesion.

The potential for Registration services to attract new users to the library who share characteristics, or have different characteristics, provides an opportunity for the Libraries and Information Service to foster good relations between different groups by promoting relevant reading material on different cultures, beliefs, faiths and sexual orientations. It also promotes the mixing of different people in a neutral and safe space, where there is the potential to explore different ideas and meet others with different characteristics.

### 3. List detailed data and/or community feedback that informed your EqlA

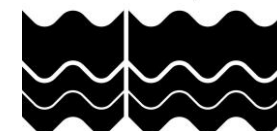
Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data (were there any people you didn't hear from? Does research include information on all characteristics?)	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
ONS Census	2021	Individuals may be unwilling or unable to participate in the census, or limitations in data collection methods	Used along with ESR survey, and LIS PLUS survey to help inform decisions



East Sussex Registration Survey	2024/25	This survey did not ask questions about all protected characteristics	This has been a helpful comparison to the 2021 Census. Review and comparison when the results of the next Census are available
Public Libraries User Survey (PLUS)	2024	This survey did not ask questions about all protected characteristics	The questions will be reviewed ahead of next survey run, due in 2027

#### 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
<b>Age and Disability</b> Older people and certain disabilities may find changes to the library layout difficult to navigate	Ensure that access audit considers age of customer and disability.	Building is compliant with required standards where possible.	Completed access audit.	As part of the co-location project.
<b>Age and Disability</b> Older people and certain disabilities may find changes to the library layout difficult to navigate	Ensure lift audit and contingency plans to include emergency alternative provision on the ground floor.	Building is compliant with required standards where possible.	Completed lift audit and contingency option available.	As part of the co-location project.
<b>Age, Disability and Pregnancy &amp; maternity</b> Older people are more likely to have medical conditions, such as incontinence, that necessitate easy access to toilets.	Ensure sufficient toilet provision is available to registration and library users. Changing Places toilet, where possible, to improve access.	Accessible toilets in Hastings library with baby changing facilities for use of both registration and library users.	Completion of review and CAD drawings for proposed layouts.	As part of the co-location project.



<p>People with certain disabilities may have mobility issues which could limit their access to toilets. They may need to use the toilet more often.</p> <p>Parents, especially those with babies and young children, may require public toilets with baby-changing facilities.</p>	Explore the option to expand current toilet provision.			
<p><b>Pregnancy and maternity:</b> Access and breastfeeding.</p>	Design spaces so that pregnant/ new mothers / families have adequate spaces to sit/ stay/ feed.	Better support and spaces for feeding and seating.	Spaces reviewed/ improved and installed.	As part of the co-location project.
<p><b>All:</b> Users of East Sussex Registration and the Library and Information Service have full access and continued service to facilities and offer.</p>	Keep users of the ESR and LIS updated on any changes in layout and location.	Better use of spaces for staff and customers.	Continued use of East Sussex Registration and the Library and Information Service by customers.	As part of the co-location project.

## Equality Impact Assessment

<b>Title of Project / Service / Policy</b>	Proposal to revise the university support offer for East Sussex Care Leavers.
<b>Team</b>	Care Leavers Service - Looked After Children Services
<b>Department</b>	Early Help & Social Care - Children's Services
<b>Provide a comprehensive description of your project (or service/policy, etc.) including its purpose and scope</b>	<p><b>Background and current published university offer for care leavers</b></p> <p>All local authorities are required to publish a Local Offer to their care leavers, as outlined in the Children and Social Work Act 2017 and subsequent government guidance (<a href="#">Children and Social Work Act 2017</a>). The Local Offer outlines how care leavers will be supported and includes their entitlements. Supporting care leavers to remain in education is a key requirement of the offer.</p> <p>There is a government mandated minimum offer to care leavers attending university which ensures that they are provided with a £2,000 grant over the length of the course and an expectation that accommodation is funded during holiday periods. East Sussex places high value on encouraging care leavers to be aspirational and achieve good standards of education. The Virtual School has been a frontrunner in championing young people aged 16+ and the current offer has resulted in increasing numbers of care leavers accessing higher education. This number includes young people for whom this option may not have seemed attainable due to the complexity of their journey in care; for example, young people who have experienced multiple placements or unstable mental health, resulting in disruptions to their education.</p> <p>East Sussex currently has an enhanced university offer to encourage and support care leavers to attend university. This offer predates the nationally mandated 'Local Offer' and has been in place for at least the last twelve years.</p> <p>The current published offer of local authority support to care leavers is:</p>



- Funding for UCAS or CUCAS applications for university if needed and support with interview costs
- Help with attending open days
- Funding and support for the cost of travel to attend university pre-course
- **Accommodation costs will be paid, including during the holidays if needed**
- A £2,000 bursary and support to apply for extra finance and maintenance grants via student finance
- Link up with the university contact to find out about bursaries - and we will ask you to stay in touch with your support network at university
- A PA will support with the move, including moving costs
- Specialist worker available to contact universities, tutors, and support services.
- If an internship is part of their course, accommodation is paid for and some help with travel expenses
- Graduation ceremony supported

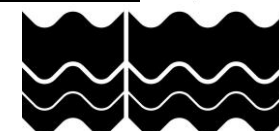
#### **Proposed revised offer**

Given the significant financial challenges across the local authority, the Care Leavers Service has considered various options for a reduction in spend in the context of benchmarking against other local authorities and the impact on East Sussex care leavers.

The Care Leavers Service proposes to reduce the offer available to care leavers while still providing sufficient support for them to be able to access university. The revised offer would still provide more support than the statutory requirement of local authorities.

The details of the revised offer are:

- Continuing to meet the statutory duty to provide:
  - A £2000 bursary to be used over the duration of a three-year degree course.
  - Funding for accommodation during university breaks, i.e. Christmas, Easter and the summer holidays.
- In addition to the statutory duty, providing the following:
  - 50% of universal credit rate per week during term time (9 months).



	<ul style="list-style-type: none"> <li>○ £15 per month during term time towards Wi-Fi / travel.</li> <li>○ £150 towards graduation costs at the end of the course.</li> </ul> <p>The groups affected would be potentially all East Sussex children in care and current care leavers who will not have started university by September 2026. However, it is likely to be in the region of 7% of care leavers as this is currently the proportion attending university from the wider East Sussex care leavers cohort.</p> <p>A consultation has been undertaken to gather the views of people with care experience, as well as their foster carers/guardians and other key stakeholders such as teachers.</p>
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### 1. Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Not applicable.		

## 2. Review of information, equality assessment and potential actions

Consider the actual or potential impact of your project (service or policy) against each of the equality characteristics.

<b>Age</b> - people of all ages are protected under the Equality Act. Consider: older adults, under 5s, transition-aged young people (16-24), working age adults etc.	
<b>(Age)</b> <b>What do you know?</b> Summary of recent data, census information, research and insight about people who access your services and/or staff	Certain care leavers are legally entitled to support from the local authority where we have been their 'corporate parents'. For a local authority to hold legal obligations towards a care leaver, that young person must have been looked after by the local authority for at least 13 weeks since the age of 14 and left care after their 16 <sup>th</sup> birthday. Corporate parenting responsibilities extend to young people up until at least their 21 <sup>st</sup> birthday and can extend up to the age of 25.  All care experienced young people under the age of 18 would be affected by the proposed revised offer. Care leavers over the age of 18 and under the age of 25 who have not yet attended university would also be affected by this proposal.
<b>(Age)</b> <b>What do people tell you?</b> Summary of feedback from people who access your service and/or staff feedback	A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers) to gather their views on this proposal.
<b>(Age)</b> <b>What does this mean?</b> Impacts identified from data and feedback (actual and potential)	Within the group of care experienced young people who have yet to start university, people of any particular age will not be impacted any more or less than those of any other age.
<b>(Age)</b> <b>What can you do?</b>	Care leavers up to the age of 25 would be able to access the same revised package of financial, practical and emotional support, irrespective of their particular age. Please see section on care experience for mitigation actions.



All potential actions to remove or reduce barriers and increase equality.	Care leavers who have already started at university and are eligible for support from the Care Leavers Service will continue to receive the current published offer, irrespective of their age.
<p><b>Disability</b> - A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Consider: sensory and mobility impairments; fluctuating, recurring or developmental conditions; learning difficulties; mental health; and people with cancer, multiple sclerosis or HIV. Neurodivergence and effects of menopause can also apply.</p>	
<p><b>(Disability)</b> <b>What do you know?</b> Summary of data</p>	<p>The Department for Education published data in 2024 highlighting that care experienced young people are disproportionately likely to have special educational needs.<sup>1</sup> The Department for Health and Social Care published a discussion paper in 2023 in which it was highlighted that care experienced young people are disproportionately likely to experience mental health problems.<sup>2</sup></p> <p>As of February 2025, 6 out of the 31 care leavers attending university were recorded as having disability. This represents approximately 19%. Within the wider East Sussex care leaver population, 82 out of 439 care leavers had a disability. This also represents approximately 19%. The Census 2021 recorded 20.3% of East Sussex residents as having a disability.<sup>3</sup></p> <p>The Office for National Statistics published data in 2022 highlighting that people with a disability were less likely to obtain a degree than non-disabled people: one-quarter (24.9%) of disabled people aged 21 to 64 years in the UK had a degree as their highest qualification compared with 42.7% of non-disabled people.<sup>4</sup></p>
<p><b>(Disability)</b> <b>What do people tell you?</b> Summary of feedback</p>	<p>A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers) to gather their views on this proposal.</p>

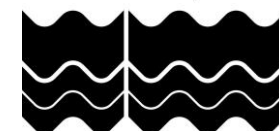
<sup>1</sup> [Outcomes for children in need, including children looked after by local authorities in England, Reporting year 2023 - Explore education statistics - GOV.UK](#)

<sup>2</sup> [Mental health and wellbeing plan: discussion paper - GOV.UK](#)

<sup>3</sup> [East Sussex 2021 Census Briefing: Disability](#)

<sup>4</sup> [Outcomes for disabled people in the UK 2021.pdf](#)

	<p>Care leavers with a disability expressed concern about needing to work alongside their studies as accessibility issues can reduce the options available for work. Many respondents also expressed concern about the emotional impact of reduced financial support on care leavers who are already disproportionately likely to experience mental health conditions in the context of the general population.</p> <p>In 2023, the local authority commissioned Coram Voice to use their Bright Spots research and service improvement tool with East Sussex care leavers to understand care leavers' experiences. This included exploring care leavers' mental health and the impact of any disabilities. Key findings of this research are as follows:</p> <ul style="list-style-type: none"> <li>• Care leavers were asked about their thoughts and feelings over the past month as part of a 'perceived stress scale'. Care leavers in East Sussex received a higher stress score than their peers in the general population.</li> <li>• 17% of care leavers were 'very positive' about their future, which is a significantly lower proportion than care leavers nationally (27%). 31% did not feel positive about their future.</li> <li>• Care leavers told us that where they live has a significant impact on their mental health and emotional wellbeing. Those who reported feeling pessimistic about their future were statistically more likely to report not feeling safe or settled where they lived.</li> <li>• Care leavers who were pessimistic about their future were also more to not be in employment, education or training; to have a long-term health condition or disability; and were experiencing financial difficulties.</li> <li>• Care leavers in East Sussex (38%) were significantly more likely to report that they did not feel happy yesterday compared with care leavers nationally (26%).</li> <li>• 42% of care leavers recorded low life satisfaction compared to 3% of young people in the general population and 26% of care leavers nationally.</li> <li>• A significantly larger proportion of care leavers in East Sussex (34%) felt the things they did in life were not worthwhile compared to care leavers nationally (23%) and their peers in the general population (4%).</li> <li>• Care leavers who reported that they had a long-term health condition or disability were statistically more likely to have low well-being than other care leavers in East Sussex.</li> </ul>
<p><b>(Disability)</b>  <b>What does this mean?</b>  Impacts identified</p>	<p>Care leavers are disproportionately likely to experience poor mental health in the context of their peers in the general population and, in some cases, when compared to care leavers nationally. Consultation responses indicate that reduced financial support risks contributing to</p>



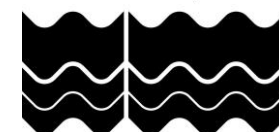
	<p>mental health difficulties; for example, because of needing to work alongside studies, and due to the concern about a lack of a 'safety net'. Consultation responses also indicate that there may be a negative impact on children in care and care leavers' mental health stemming from a perception that their future prospects are not being prioritised or valued.</p> <p>The data highlights that a proportionate amount of East Sussex care leavers with a disability attend university when considering the wider population of East Sussex care leavers. The proportion of care leavers with a disability is also roughly proportionate to the wider East Sussex population.</p> <p>In the UK, people with a disability are statistically less likely than non-disabled people to attend university.</p>
<p><b>(Disability)</b> <b>What can you do?</b> All potential actions</p>	<p>Care leavers will be advised of any decision to reduce financial support for university with sufficient notice for them to make the necessary arrangements. This may help to alleviate concerns about how feasible it is for them to attend university. Those care leavers who report having a disability will be supported to find out about support at university and/or in the area local to their university in relation to their disability. This could include a referral to pastoral support or to mental health services or being supported to arrange equipment to support with accessibility.</p> <p>All care leavers attending university will be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.</p>
<p><b>Gender reassignment</b> - In the Act a transgender person is someone who proposes to, starts or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected</p>	
<p><b>(Gender reassignment)</b> <b>What do you know?</b> Summary of data</p>	<p>The Census 2021 does not ask questions about gender identity of those under the age of 18 and therefore Children's Services do not routinely ask this question of young people as part of equality data monitoring. The Census 2021 highlighted that 1% of all 16-24-year-olds in East Sussex identified as transgender or non-binary.</p> <p>The Public Health LGBTQ+ Joint Strategic Needs Assessment (2021) highlighted that LGB+ people are disproportionately likely to experience mental health difficulties.<sup>5</sup> Care experienced people</p>

<sup>5</sup> [east-sussex-lesbian-gay-bisexual-trans-queer-plus-needs-assessment-final \(10\).pdf](#)

	are also more likely to have mental health difficulties - please see sections on disability and care experience for more details.
<b>(Gender reassignment)</b> <b>What do people tell you?</b> Summary of feedback	Restrictions in the Council recording systems make it challenging to record gender identity in a consistent way.  A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers). Young people's gender identity was not mentioned in any responses and so it has not been possible to discern any distinction in the types of concerns being expressed based on the gender identity of the person providing a response.
<b>(Gender reassignment)</b> <b>What does this mean?</b> Impacts identified	There is no clear evidence that young people with the protected characteristic of gender reassignment are disproportionately likely to be impacted by this decision. However, the available research suggests that this cohort of young people may be more likely to experience mental health difficulties and may therefore find it more difficult to cope emotionally at university if they experience financial strain.
<b>(Gender reassignment)</b> <b>What can you do?</b> All potential actions	All care leavers who wish to attend university would be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.  Transgender or non-binary young people wishing to attend university would be supported to find out about support at universities or in the local area for trans/non-binary/LGBTQ+ people.
<b>Pregnancy and maternity</b> - Protection is during pregnancy and any statutory maternity leave.	
<b>(Pregnancy &amp; maternity)</b> <b>What do you know?</b> Summary of data	Research from Barnardo's indicates that young people with care experience are around 2.5 times more likely to become pregnant when compared with other teenagers. <sup>6</sup> They are likely to face a range of challenges, including financial difficulties.
<b>(Pregnancy &amp; maternity)</b> <b>What do people tell you?</b> Summary of feedback	A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers). Pregnancy and maternity were not mentioned in any consultation responses.
<b>(Pregnancy &amp; maternity)</b> <b>What does this mean?</b> Impacts identified	Pregnant East Sussex care leavers, or care leavers with children under the age of 6 months, may face additional health complications and/or financial pressures when compared to care leavers who are not pregnant or do not have young children. East Sussex care leavers who are

<sup>6</sup> [Care-experienced Parents Unite for Change | Barnardo's](#)

	pregnant/have a young child and wish to attend university may find it more challenging to work alongside their studies when compared to the wider East Sussex care leaver population and may face more financial hardship.
<b>(Pregnancy &amp; maternity)</b> <b>What can you do?</b> All potential actions	<p>The Care Leavers Service would support any young person who is pregnant or has a young child to access any pregnancy and maternity support that may be available at universities or in the area local to a university.</p> <p>All care leavers who wish to attend university would be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.</p>
<b>Race (ethnicity)</b> - This includes ethnic or national origins, colour or nationality, and includes refugees and migrants, and Gypsies and Travellers.	
<b>(Race / ethnicity)</b> <b>What do you know?</b> Summary of data	<p>The breakdown by ethnicity of the East Sussex care leaver population is as follows:</p> <p>235 White British: 53.5%  75 Any other ethnic group: 17.1%  51 African: 11.6%  19 Any other White background: 4.3%  16 Any other Asian background: 3.6%  14 Any other Mixed background: 3.2%  9 Gypsy/Roma: 2.1%  7 White/Black African: 1.6%  4 White/Black Caribbean: 0.9%  2 Any other Black background: 0.5%  2 White/Asian: 0.5%  1 British/Caribbean: 0.2%  1 Chinese: 0.2%  1 White/Irish: 0.2%  1 White/Traveller of Irish heritage: 0.2%</p> <p>The breakdown by ethnicity of care leavers attending university as of April 2025 is as follows:</p> <p>23 White British (74%)  2 Mixed White / Asian (6.5%)  1 Mixed Chinese British (3.2%)</p>



	<p>1 'Other White' background (3.2%)  2 Mixed White / Caribbean (6.5%)  1 African (3.2%)  1 'Other ethnic group': Arab (3.2%)</p> <p>The Runnymede Trust published research in 2020 highlighting that people from ethnic minority backgrounds are disproportionately likely to earn less than their White British peers and to face discrimination when seeking employment.<sup>7</sup></p>
<p><b>(Race / ethnicity)</b>  <b>What do people tell you?</b>  Summary of feedback</p>	<p>It has not been possible to discern a difference in the types of concerns being raised by young people from ethnic minority backgrounds when compared to young people from White British backgrounds. None of the consultation responses highlighted concerns about racism.</p> <p>The Coram Voice Bright Spots survey of East Sussex care leavers, published in 2023, did not conduct an analysis of responses by ethnicity. The survey was also completed by a disproportionately high number of White young people (83%), making it challenging to identify whether people from ethnic minority backgrounds have particular concerns about going to university that differ from their peers from White British backgrounds.</p>
<p><b>(Race / ethnicity)</b>  <b>What does this mean?</b>  Impacts identified</p>	<p>The ethnicity data for the wider East Sussex care leaver population and the East Sussex care leaver population attending university highlights that proportionately fewer young people from ethnic minority backgrounds attend university compared to care leavers from White British backgrounds (46.5% young people are from ethnic minority backgrounds in the wider East Sussex care leaver population compared with 26% for the cohort attending university). Reducing financial support may impose further barriers to young people from ethnic minority backgrounds attending university as they may face more barriers to employment compared to their White peers.</p>
<p><b>(Race / ethnicity)</b>  <b>What can you do?</b>  All potential actions</p>	<p>Care leavers will be advised of any decision to reduce financial support for university well in advance.</p>

<sup>7</sup> [The Colour of Money](#)

	<p>Care leavers from ethnic minority backgrounds will be supported to apply for any bursaries, grants or scholarships available to young people from ethnic minority backgrounds attending university.</p> <p>Care leavers from ethnic minority backgrounds will be supported to explore informal sources of support at university, for example, university societies for people of a particular ethnic heritage.</p> <p>All care leavers who wish to attend university will be provided with a package of support which is above the statutory minimum requirement - please see section on care experience.</p>
<b>Religion or belief</b> - Religion includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.	
<b>(Religion /&amp; Belief)</b> <b>What do you know?</b> Summary of data	<p><a href="#">Please see guidance above, in 'Age' section - click here to jump back.</a></p> <p>The local authority holds incomplete data about care leavers' religion or beliefs.</p>
<b>(Religion /&amp; Belief)</b> <b>What do people tell you?</b> Summary of feedback	<p>A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers). One young person currently attending university highlighted their faith in their consultation response: they felt that the financial support provided to them allowed them the time and space to explore their faith, which contributed to a sense of belonging.</p> <p>It is not possible to discern any clear distinction in the types of concerns being expressed based on the religion or belief of the person providing a response.</p>
<b>(Religion /&amp; Belief)</b> <b>What does this mean?</b> Impacts identified	<p>There is no evidence that the proposed revised offer will have a disproportionate impact on care leavers who hold certain beliefs over others, or who follow/practise any particular religion.</p>
<b>(Religion /&amp; Belief)</b> <b>What can you do?</b> All potential actions	<p>Care leavers who practise or follow a religion, or hold a particular belief, will be supported to find out about places of worship and/or interest groups/organisations.</p> <p>All care leavers who wish to attend university will be provided with a package of support which is above the statutory minimum requirement - please see section on care experience.</p>
<b>Sex</b> - Women and men are protected under the Act.	
<b>(Sex)</b> <b>What do you know?</b>	<p>The data on the sex of the wider East Sussex care leaver population is as follows:</p>

Summary of data	<p>Female: 151 (34.5%) Male: 287 (65.5%)</p> <p>The data on the sex of the East Sussex care leavers attending university currently is as follows: Female: 16 (approximately 52%) Male: 15 (approximately 48%)</p> <p>In the UK, a higher proportion of women attend university than men. Data from the Higher Education Statistics Agency (HESA) shows that 57% of all UK-domiciled undergraduate students were female in 2023/2024 and this rate has been consistent for several years.<sup>8</sup></p> <p>The Coram Voice Bright Spots survey of East Sussex care leavers highlighted girls in care felt the stigma of their situation more keenly than boys, and girls aged 11-17 were less likely to say that life was worthwhile compared with boys in care. This is likely to be proportionate to the experiences of the wider population of girls: the ONS (2020) found that young women in the general population were significantly more likely to report symptoms of anxiety and depression than young men.</p> <p>On wellbeing scores, there was no statistically significant association between low well-being and sex.</p>
<b>(Sex)</b> <b>What do people tell you?</b> Summary of feedback	<p>A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers). There are no significant differences in the nature of the feedback that the local authority has received about the proposal between male and female care leavers. None of the feedback received suggests that a young person of either sex views this proposal as disadvantaging them based on their sex.</p>
<b>(Sex)</b> <b>What does this mean?</b> Impacts identified	<p>The numbers of female and male care leavers attending university are roughly equal and are also roughly proportionate to the ratio seen in the university student population more widely. A much higher proportion of female care leavers in East Sussex attend university when considered in the context of the wider East Sussex care leaver population.</p>

<sup>8</sup> [Who's studying in HE? | HESA](#)



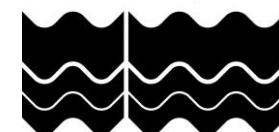
	There is evidence that girls and women are more likely to experience poor mental health: this is true for the general population as well as the care leaver population. Consultation responses highlight concerns that the reduced financial support will contribute to mental health difficulties and, as female care leavers may be more likely to experience poor mental health, the impact of less financial support may be felt more acutely by women than men.
<b>(Sex)</b> <b>What can you do?</b> All potential actions	Care leavers will be advised of any decision to reduce financial support for university well in advance. This may help to alleviate concerns about how feasible it is to attend university. All care leavers wishing to attending university will be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.
<b>Sexual orientation</b> - The Act protects bisexual, gay, heterosexual and lesbian people.	
<b>(Sexual orientation)</b> <b>What do you know?</b> Summary of data	<p>The Census 2021 did not ask questions about the sexual orientation of those under the age of 16 and for those over 16, those questions were not mandatory. Because of this, the local authority does not ask questions about young people's sexual orientation as part of standard equality data monitoring. This means it is difficult to get an accurate percentage of care leavers who are LGB+.</p> <p>The 2021 Census indicates that 3.3% of the East Sussex population identify as Lesbian, Gay, Bisexual or Other (LGB+). This is similar to the national average of 3.2%.<sup>9</sup></p> <p>The Public Health LGBTQ+ Joint Strategic Needs Assessment (2021) highlighted that LGB+ people are disproportionately likely to experience mental health difficulties.<sup>10</sup> Care experienced people are also more likely to have mental health difficulties - please see sections on disability and care experience for more details.</p>
<b>(Sexual orientation)</b> <b>What do people tell you?</b> Summary of feedback	<p>A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers).</p> <p>It has not been possible to discern a difference in the types of concerns being raised by LGB+ young people compared with heterosexual young people, in part because it is not standard practice to record this type of information about young people as part of routine equality data</p>

<sup>9</sup> [State of the County 2022: Focus on East Sussex](#)

<sup>10</sup> [east-sussex-lesbian-gay-bisexual-trans-queer-plus-needs-assessment-final \(10\).pdf](#)

	monitoring. None of the consultation responses highlighted concerns about the impact of the proposal on the basis of sexual orientation.
<b>(Sexual orientation)</b> <b>What does this mean?</b> Impacts identified	There is no evidence of a direct, disproportionate impact on LGB+ care leavers. However, as LGB+ young people are disproportionately likely to experience mental health difficulties at the population level, it is possible that the reduced financial support available for university will have a greater negative impact on the wellbeing of LGB+ care leavers attending, or hoping to attend, university in the future.
<b>(Sexual orientation)</b> <b>What can you do?</b> All potential actions	All care leavers wishing to attending university will be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.  LGB+ young people wishing to attend university would be supported to find out about support at universities or in the local area for LGB+ people.
<b>Marriage and civil partnership</b> - Only in relation to due regard to the need to eliminate discrimination.	
<b>(Marriage &amp; civil partnership)</b> <b>What do you know?</b> Summary of data	
<b>(Marriage &amp; civil partnership)</b> <b>What do people tell you?</b> Summary of feedback	
<b>(Marriage &amp; civil partnership)</b> <b>What does this mean?</b> Impacts identified	There is no evidence of any disproportionate impact of this proposal on the basis of marriage and civil partnership.
<b>(Marriage &amp; civil partnership)</b> <b>What can you do?</b> All potential actions	All care leavers wishing to attending university will be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.

<b>Armed Forces</b> - protected by the Armed Forces Act 2021 which aims to help prevent service personnel, veterans and their families being disadvantaged when accessing public services. The duty applies to specifically housing, education or healthcare functions, but check whether any impacts may apply in your case.	
<b>(Armed forces)</b> <b>What do you know?</b> Summary of data	Questions about whether young people are from an Armed Forces background are not currently part of the standard local authority equality data monitoring questions for young people. Teams have discretion to ask this if there were a business need. This means that it is difficult to get a complete picture of the proportion of children in care and care leavers who are from an Armed Forces background.
<b>(Armed forces)</b> <b>What do people tell you?</b> Summary of feedback	A consultation and engagement exercise was undertaken by the Care Leavers Service with children in care, care leavers, foster carers/guardians and other key stakeholders (such as teachers). None of the consultation responses highlighted concerns about the impact of the proposal on the basis of having an Armed Forces background.
<b>(Armed forces)</b> <b>What does this mean?</b> Impacts identified	There is no evidence of any disproportionate impact of this proposal on the basis of care leavers having an Armed Forces background.
<b>(Armed forces)</b> <b>What can you do?</b> All potential actions	All care leavers wishing to attending university will be provided with a package of support which is above the statutory minimum requirements - please see section on care experience.
<b>Impacts on community cohesion</b> - Consider impacts on how groups see one another or how the council's resources are seen to be allocated. Include opportunities to positively impact on good relations between groups.	
<b>(Community cohesion)</b> <b>What do you know?</b> Summary of data	
<b>(Community cohesion)</b> <b>What do people tell you?</b> Summary of feedback	
<b>(Community cohesion)</b> <b>What does this mean?</b> Impacts identified	
<b>(Community cohesion)</b> <b>What can you do?</b>	



All potential actions	
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### Additional categories

(identified locally as potentially causing or worsening people's experience of inequality)

<b>Rurality</b> - issues can include isolation, access to services (eg: GPs, pharmacies, libraries, schools), low income / part-time work, infrequent public transport, higher transport and fuel costs and lack of affordable housing. Deprivation can be more dispersed and less visible.	
<b>(Rurality)</b> <b>What do you know?</b> Summary of data	No relevant impacts identified.
<b>(Rurality)</b> <b>What do people tell you?</b> Summary of feedback	
<b>(Rurality)</b> <b>What does this mean?</b> Impacts identified	
<b>(Rurality)</b> <b>What can you do?</b> All potential actions	
<b>Carers</b> - A carer is anyone, of any age, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support. The care they give is unpaid.	
<b>(Carers)</b> <b>What do you know?</b> Summary of data	No relevant impacts identified.
<b>(Carers)</b> <b>What do people tell you?</b> Summary of feedback	

<b>(Carers)</b> <b>What does this mean?</b> Impacts identified	
<b>(Carers)</b> <b>What can you do?</b> All potential actions	
<b>People with care experience:</b> the term ‘care experienced’ refers to anyone who has been, or is currently, in care or from a looked after background at any stage in their life, no matter how short. Consider financial impacts for things like travel or access to projects; maintaining continuity of care and support (including mental and physical health and wellbeing, community and social connections), and access to opportunities.	
<b>(Care experience)</b> <b>What do you know?</b> Summary of data	<p>There is strong evidence that care leavers are significantly disadvantaged by their experiences of being in care. Please also see the section on disability for information about the high prevalence and impact of disabilities in the East Sussex care leaver population.</p> <p>In addition to the higher likelihood of having a disability, care leavers experience the following:</p> <ul style="list-style-type: none"> <li>• Since 2018-19, there has been a 33% rise in the number of care leaver households aged 18-20 assessed as unhoused or threatened with homelessness. This is compared with the overall number of households facing homelessness, which rose by 10.7% over the same period.<sup>11</sup></li> <li>• More than half (52%) of people born in the academic year ending 1994 who had been in care and who attended school in England, had a criminal conviction by the age of 24 compared with 13% of children who had not been in care. 1 in 7 (15%) previously looked after children had received immediate custodial sentence by the age of 24; that is over 10 times the proportion of children who had not been in care. 92% of previously looked after children who received an immediate custodial sentence by 24 had been identified as having special educational needs.<sup>12</sup></li> </ul>

<sup>11</sup> <https://becomecharity.org.uk/press-release-33-increase-in-homelessness-among-care-leavers/>

<sup>12</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/educationandchildcare/articles/theeducationbackgroundoflookedafterchildrenwhointeractwiththecriminaljusticesystem/december2022>

- Only 22% of care experienced people aged 27 are in employment, and there is on average a £6,000 pay gap compared with those of the same age without care experience.<sup>13</sup>
- Care experienced people are 360% more likely to die prematurely, as well as more likely to die by unnatural causes such as violent deaths, accidents and taking their own lives.<sup>14</sup>
- According to a survey by Barnardo's in 2017, 45% of looked after children (and 72% in residential care) had a mental illness compared to 10% in the general population. For care experienced young adults with identified mental health needs, 65% were not currently receiving any statutory support for their mental health. Previously looked after children and care leavers are between four and five times more likely to attempt suicide in adulthood.<sup>15</sup>

At the end of February 2025, there were 463 care leavers over the age of 18 in East Sussex. This figure includes Separated Migrant Children; excluding this group of care leavers, the total was 328. At the same point in time, approximately 7% of all care leavers over the age of 18 were attending university, and 10% of care leavers who are not Separated Migrant Children. The percentage of over-18s in the UK population applying for university in 2024 was 36.4%.

The number of Care Leavers who have been supported to attend university since 2021 is outlined below:

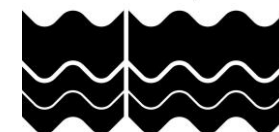
	2021-22	2022-23	2023-24	2024-25	2025-26
<b>Year 1</b>	9	12	7	12	
<b>Year 2</b>	7	5	12	7	
<b>Year 3</b>	6	6	4	12	
<b>Master's</b>	x	x	2	2	
<b>New Intake</b>					9
	<b>22</b>	<b>23</b>	<b>25</b>	<b>33</b>	

<sup>13</sup> <https://committees.parliament.uk/work/1111/childrens-homes/news/171939/host-of-indefensible-system-failings-damaging-educational-and-employment-outcomes-for-children-in-care/>

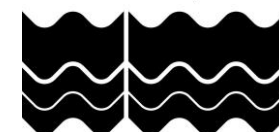
<sup>14</sup> <https://www.nuffieldfoundation.org/wp-content/uploads/2021/10/The-lifelong-health-and-well-being-of-care-leavers.-Nuffield-Foundation-and-UCL-policy-briefing.-Oct-2021.pdf>

<sup>15</sup> [neglected-minds.pdf \(barnardos.org.uk\)](https://neglected-minds.pdf(barnardos.org.uk))

<p><b>(Care experience)</b>  <b>What do people tell you?</b>  Summary of feedback</p>	<p>A consultation has been undertaken with children in care, care leavers, foster carers/guardians and other stakeholders e.g. school staff. Methods of engagement are as follows:</p> <ul style="list-style-type: none"> <li>• Emails to children in care, care leavers, foster carers/guardians and other key stakeholders.</li> <li>• Focused discussion sessions with the Children in Care Council</li> <li>• Focused discussion session with the Care Leavers Council</li> </ul> <p>A number of concerns were raised. A summary is as follows:</p> <ul style="list-style-type: none"> <li>• The proposed reduction of funding for university students will serve as a barrier to higher education for care leavers: all respondents highlighted this as one of the largest concerns.</li> <li>• The proposed reduction in funding has resulted in young people feeling let down and has created an element of distrust in corporate parenting.</li> <li>• The proposed reduction in funding would reduce equality of opportunity between those with care experience and those without care experience.</li> <li>• The proposed reduction in funding would incur additional negative impacts for disabled young people with care experience; for instance, due to more barriers to accessing work</li> </ul>

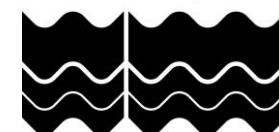


	<ul style="list-style-type: none"> <li>• The impact of the proposed reduction of funding could potentially impact and exacerbate mental ill health for both those who feel that university is no longer an option due to reduced funding and those who choose to go with less support.</li> <li>• Pressures of ‘surviving’ at university with decreased funding may impact completion and qualification outcomes - as students risk burnout or drop out due to the additional financial burden.</li> </ul> <p>In 2023-2024, the local authority commissioned Coram Voice to use their Bright Spots research and service improvement tool with care leavers, to understand their experiences. East Sussex care leavers highlighted a number of barriers to achieving and maintaining a positive sense of wellbeing, including lack of financial support and dissatisfaction with their living situation. Care leavers expressed that in order to improve the leaving care experience, there needed to be more funding for education and better housing options for young people.</p>
<p><b>(Care experience)</b>  <b>What does this mean?</b>  Impacts identified</p>	<p>The savings proposal allows some flexibility in where young people choose to study. However, as young people would receive no support from the local authority for their accommodations costs, it is recognised that it could limit places where accommodation is expensive e.g., London universities. There is a potential increase in young people choosing to ‘stay put’ and apply to local universities. For future cohorts of university applicants, this would likely incur higher costs for the local authority than with the current arrangements, whilst also limiting young people’s options. For example, they may have wished to study a course that is not available at a local university. It is also likely to put pressure on foster care placements locally.</p> <p>If young people have to undertake paid work alongside their studies, there may be a mental health impact as a result of the pressure, and care leavers are already disproportionately likely to have mental health difficulties (please see ‘disability’ section).</p> <p>It is recognised that accessing university is not straightforward for many care leavers, particularly those who, whilst at the same age, are playing ‘catch up’ with their peers in the general population as their stage of development is delayed due to the impact of the trauma that they have experienced, or disrupted education. Care leavers often have limited support networks outside of the professionals who work with them and little to no access to financial support from family members.</p>





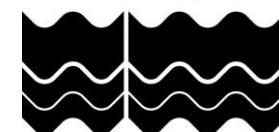
	<p>There is ultimately a risk that fewer care leavers will choose to attend university at all. East Sussex care leavers who have attended since the academic year 22-23 and have been able to access the current offer of financial support have not dropped out once they started their studies.</p>
<p><b>(Care experience)</b>  <b>What can you do?</b>  All potential actions</p>	<p>Whilst the Care Leavers Service proposes to stop funding term-time accommodation, the following financial support will be available:</p> <ul style="list-style-type: none"> <li>• Accommodation during term breaks i.e. Christmas, Easter and summer holidays.</li> <li>• A £2,000 bursary and support to apply for extra finance and maintenance grants via student finance.</li> <li>• 50% of the universal credit rate during term times (9 months).</li> <li>• £15 per month during term times towards Wi-Fi/travel.</li> <li>• £150 towards graduation costs at the end of the course.</li> <li>• Funding for UCAS or CUCAS applications for university if needed and support with interview costs.</li> <li>• Funding and support for the cost of travel to attend university pre-course.</li> <li>• Financial support with moving costs.</li> </ul> <p>In addition to this financial support, the Care Leavers Service will provide the following:</p> <ul style="list-style-type: none"> <li>• Help with attending open days.</li> <li>• Assist young people in the process of applying for university and student finance.</li> <li>• Support to ensure that young people have applied for all available grants, bursaries, scholarships and loans.</li> <li>• Support with applying for and securing accommodation.</li> <li>• Support to ensure that the young person is connected to the care leaver lead for the university.</li> <li>• Visiting young people at university regularly and a Personal Adviser will be available via phone/text/email.</li> <li>• A Personal Adviser to support with the move.</li> </ul> <p>The commitment to the current offer for those students now in years 1 and 2 will be maintained as it was the published offer at the time of applying. Those students who would be applying for September 2025 intake will also be eligible for the current published offer.</p>



	Care leavers who would be applying for university for a September 2026 intake and beyond will have over a year's notice of any reduction in the current offer, with a particular focus on communicating clearly with those care leavers who are considering applying for the 2026 intake as they will be the first to be affected.
<b>Other people that may be differently affected and/or whose views are seldom heard</b> - this will vary by service, but includes people who: <ul style="list-style-type: none"> <li>• are homeless or in insecure housing,</li> <li>• in prison,</li> <li>• with low levels of literacy,</li> <li>• are digitally excluded,</li> <li>• experiencing severe loneliness (a feeling of lack or loss of companionship)</li> <li>• experiencing or in recovery from drug and alcohol addiction (and their families),</li> <li>• have or are experiencing domestic or sexual abuse</li> </ul>	
<b>(Other impacts)</b> <b>What do you know?</b> Summary of data	No other relevant impacts identified.
<b>(Other impacts)</b> <b>What do people tell you?</b> Summary of feedback	
<b>(Other impacts)</b> <b>What does this mean?</b> Impacts identified	
<b>(Other impacts)</b> <b>What can you do?</b> All potential actions	
<b>Staff impacts:</b> if your proposal affects staff, have you consulted with the Staff Networks? (contact details are on the equality pages of the intranet: search for 'staff networks')	
Not applicable.	

## Assessment of overall impacts, summary of actions and any further recommendations

- Care leavers are disproportionately likely to experience poor mental health in the context of their peers in the general population and, in some cases, when compared to care leavers nationally. Consultation responses indicate that reduced financial support risks contributing to mental health difficulties; for example, because of needing to work alongside studies, and due to the concern about a lack of a 'safety net'. Consultation responses also indicate that there may be a negative impact on children in care and care leavers' mental health stemming from a perception that their future prospects are not being prioritised or valued.
- The available research suggests that of young people with the protected characteristic of gender reassignment may be more likely to experience mental health difficulties and may therefore find it more difficult to cope emotionally at university if they experience financial strain.
- Pregnant East Sussex care leavers, or care leavers with children under the age of 6 months, may face additional health complications and/or financial pressures when compared to care leavers who are not pregnant or do not have young children. East Sussex care leavers who are pregnant/have a young child and wish to attend university may find it more challenging to work alongside their studies when compared to the wider East Sussex care leaver population and may face more financial hardship.
- The ethnicity data for the wider East Sussex care leaver population and the East Sussex care leaver population attending university highlights that proportionately fewer young people from ethnic minority backgrounds attend university compared to care leavers from White British backgrounds. Reducing financial support may impose further barriers to young people from ethnic minority backgrounds attending university as they may face more barriers to employment compared to their White peers.
- There is evidence that girls and women are more likely to experience poor mental health: this is true for the general population as well as the care leaver population. Consultation responses highlight concerns that the reduced financial support will contribute to mental health difficulties and, as female care leavers may be more likely to experience poor mental health, the impact of less financial support may be felt more acutely by women than men.
- As LGB+ young people are disproportionately likely to experience mental health difficulties at the population level, it is possible that the reduced financial support available for university will have a greater negative impact on the wellbeing of LGB+ care leavers attending, or hoping to attend, university in the future.
- As young people would receive no support from the local authority for their accommodation costs, it is recognised that it could limit all care leavers in their application options due to accommodation being more expensive in certain areas e.g., London universities. There is a potential increase in young people choosing to 'stay put' and apply to local universities. For future



cohorts of university applicants, this would likely incur higher costs for the local authority than with the current arrangements, whilst also limiting young people's options. For example, they may have wished to study a course that is not available at a local university. It is also likely to put pressure on foster care placements locally.

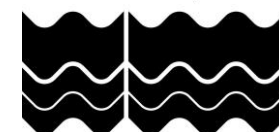
- It is recognised that accessing university is not straightforward for many care leavers, particularly those who, whilst at the same age, are playing 'catch up' with their peers in the general population as their stage of development is delayed due to the impact of the trauma that they have experienced, or disrupted education. Care leavers often have limited support networks outside of the professionals who work with them and little to no access to financial support from family members.
- There is ultimately a risk that fewer care leavers will choose to attend university at all. East Sussex care leavers who have attended since the academic year 22-23 and have been able to access the current offer of financial support have not dropped out once they started their studies.

Further consultation with young people would need to be undertaken to gauge how supported they feel by the Care Leavers Service and how successful they have been in finding alternative sources of financial support. It is recognised that the savings proposal is likely to have an impact on young people and that the proposed actions will not entirely mitigate the potential negative impact.

## List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data (were there any people you didn't hear from? Does research include information on all characteristics?)	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Department for Education report on children looked after in England including options: <a href="#">Children looked after in England including adoptions, Reporting year 2022 - Explore education statistics - GOV.UK (explore-education-statistics.service.gov.uk)</a>	Published 2023		
Become charity press release on homelessness in care leavers: <a href="https://becomecharity.org.uk/press-release-33-increase-in-homelessness-among-care-leavers/">https://becomecharity.org.uk/press-release-33-increase-in-homelessness-among-care-leavers/</a>	Published 2023		
East Sussex County Council 2021 Census Briefing: Gender Identity and Sexual Orientation <a href="#">East Sussex 2021 Census Briefing: Gender Identity and Sexual Orientation</a>	Published 2021		
East Sussex LGBTQ+ Comprehensive Needs Assessment: <a href="#">east-sussex-lesbian-gay-bisexual-trans-queer-plus-needs-assessment-final (10).pdf</a>	Published 2021		
<a href="#">East Sussex 2021 Census Briefing: Disability</a>	Published 2021		

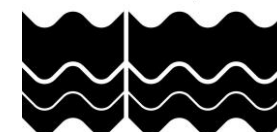
Who's Studying in Higher Education?: Personal Characteristics: <a href="#">Who's studying in HE?: Personal characteristics   HESA</a>	Published 2025		
Office for National Statistics: <a href="#">Outcomes for disabled people in the UK 2021.pdf</a>	Published 2022		
Runnymede Trust, The Colour of Money: How racial inequalities obstruct a fair and resilient economy: <a href="#">The Colour of Money</a>	Published 2020		
Coram Voice, Your Life Beyond Care: The views of care leavers in East Sussex on their well-being and what makes life good.	Published 2023		
Department for Education: <a href="#">Outcomes for children in need, including children looked after by local authorities in England, Reporting year 2023 - Explore education statistics - GOV.UK</a>	Published 2023		
Department for Health and Social Care: <a href="#">Mental health and wellbeing plan: discussion paper - GOV.UK</a>	Published 2023		
Barnardo's policy report: <a href="#">Care-experienced Parents Unite for Change   Barnardo's</a>	Published 2022		
State of the County Focus on East Sussex: <a href="#">State of the County 2022: Focus on East Sussex</a>	Published 2022		
The education background of looked-after children who interact with the criminal justice system: <a href="#">The education background of looked-after</a>	Published 2022		



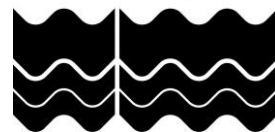
<a href="#">children who interact with the criminal justice system - Office for National Statistics</a>			
<a href="#">UK Parliament inquiry report: “Host of indefensible system failings” damaging educational and employment outcomes for children in care - Committees - UK Parliament</a>	Published 2022		
<a href="#">Nuffield Foundation and University College London policy briefing: <u>The-lifelong-health-and-well-being-of-care-leavers.-Nuffield-Foundation-and-UCL-policy-briefing.-Oct-2021.pdf</u></a>	Published 2021		
<a href="#">Barnardo’s, Neglected Minds: A report on mental health support for young people leaving care: <u>neglected-minds.pdf</u></a>	Published 2017		

#### 4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
<i>To jump back to potential actions identified above, click on the relevant hyperlink: <a href="#">Actions from previous EqIA</a>, <a href="#">Age</a>, <a href="#">Disability</a>, <a href="#">Gender Reassignment</a>, <a href="#">Marriage &amp; Civil Partnership</a>, <a href="#">Pregnancy &amp; Maternity</a>, <a href="#">Race</a>, <a href="#">Religion &amp; Belief</a>, <a href="#">Sex</a>, <a href="#">Sexual Orientation</a>, <a href="#">Armed Forces</a>, <a href="#">Community Cohesion</a>, <a href="#">Rurality</a>, <a href="#">Carers</a>, <a href="#">Care Experience</a>, <a href="#">Other Impacts</a>, <a href="#">Staff Impacts</a></i>				
Care experience Disability Race	Clear communication of changes early in process, remembering need for Easy Read and translated versions of any information.	Young people are aware of timeframe for changes and can plan accordingly.	Young people say they are well informed and report that they have felt well supported to find out about other	From April 2025.



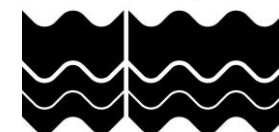
			sources of financial support.	
Care experience	<p>A package of financial support as follows:</p> <ul style="list-style-type: none"> <li>• Accommodation during term breaks i.e. Christmas, Easter and summer holidays.</li> <li>• A £2,000 bursary and support to apply for extra finance and maintenance grants via student finance.</li> <li>• 50% of the universal credit rate during term times (9 months).</li> <li>• £15 per month during term times towards Wi-Fi/travel.</li> <li>• £150 towards graduation costs at the end of the course.</li> <li>• Funding for UCAS or CUCAS applications for</li> </ul>	Young people are aware of timeframe for changes and can plan accordingly.	Young people say they are well informed and report that they have felt well supported to find out about other sources of financial support.	If proposal is approved, from September 2026.





	<p>university if needed and support with interview costs.</p> <ul style="list-style-type: none"> <li>• Funding and support for the cost of travel to attend university pre-course.</li> <li>• Financial support with moving costs.</li> </ul>			
Care experience Disability	<p>A package of pastoral support via the Care Leavers Service:</p> <ul style="list-style-type: none"> <li>• Help with attending open days.</li> <li>• Assist young people in the process of applying for university and student finance.</li> <li>• Support to ensure that young people have applied for all available grants, bursaries, scholarships and loans.</li> </ul>			<p>If proposal is approved, care leavers applying to university for the September 2026 intake will begin to be supported in their application from at least a year in advance of the start date and will have ongoing pastoral support for the duration of their course.</p>

	<ul style="list-style-type: none"> <li>• Support with applying for and securing accommodation.</li> <li>• Support to ensure that the young person is connected to the care leaver lead for the university.</li> <li>• Visiting young people at university regularly and a Personal Adviser will be available via phone/text/email.</li> <li>• A Personal Adviser to support with the move.</li> <li>• Support to find out about informal sources of support at university, such as student societies.</li> </ul>			
Disability	Young people will be supported to talk to the relevant contacts at university about accessibility support.	Young people with a disability feel that there is support available to reduce the impact of their disability on	Young people are not prevented from attending university due to disability and there is no significant reduction	If proposal is approved, care leavers applying to university for the September 2026 intake will begin to be



	Young people will be given clear information about local services for mental and physical health conditions.	applying to and attending university.	in the proportion of young people attending university with a disability.	supported in their application from at least a year in advance of the start date and will have ongoing pastoral support for the duration of their course.
(Add more rows as needed)				

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