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SCH:109 - London Road Corridor, Bexhill - Traffic Management & Public Realm

File ref:	SCH:109-EIA-0001	Issue No:	P02
Date of Issue:	07/01/21	Review date:	27/01/21

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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 in 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.

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

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.

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.

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.
- ElAs 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).

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.

The project itself involved producing a feasibility design option for the London Road corridor and has focused upon the following key areas.

- London Road (A269) from the junction with A259 to Buckhurst Place (Town Hall Square).
- The Town Hall Square and
- Buckhurst Place between Town Hall Square and Sackville Road (railway arch)

The proposed design options have aimed to provide an improvement to movement and access for pedestrians, cyclists, public transport users, as well as overall traffic flow on the London Road corridor, which in turn links key residential areas of Bexhill with employment, retail and other trip attractors in Bexhill town centre.

A series of design options have been prepared and are included within **Appendix A** of this EIA.

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

East Sussex County Council (ESCC) and Rother District Council (RDC) previously undertook a traffic management and regenerative place-making study, which in turn identified a series of feasibility design options. These design options were then tested and developed using a series of modelling and engineering software.

As mentioned above, the scheme looks at improving a number of specific issues such as;

- Providing a clear and comprehensive vision to create a strengthened presence for London Road as a key gateway into Bexhill town centre in terms of its route way function and appearance;
- Improved traffic management / traffic flow, in particular at the northern end, around the A259 and Beeching Road junctions, and, at the southern end, at Town Hall Square and Sackville Road junctions;
- Better provision, accessibility and safety for non-motorised users, in particular in Buckhurst Place and
- Provide the Town Hall Square with a public realm that is functional, financially maintainable and aesthetically pleasing.

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

Andrew Mileham - Project Manager, Transport Planning, ESH

Alex Thompson - Project Manager, Strategic Economic Infrastructure ESCC

Jon Wheeler - Team Manager – Strategic Economic Infrastructure ESCC.

East Sussex Highways (ESH) are responsible for the implementation of local transport schemes, on behalf of ESCC, which meet the objectives of the Council's third Local Transport Plan, namely: improving road safety, reducing congestion, improving accessibility, reduce the need and demand to travel, enhance the environment and maintain/manage the transport network.

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

The scheme itself will benefit all users. All the schemes submitted look to provide safer routes to cross as well as look to improve the overall traffic management / traffic flow.

These design improvements will provide overall benefits for pedestrians through improved crossing facilities and widened footways, cyclists with cycle parking, bus users through upgraded stops.

The widened footways would provide further assistance to wheelchair users, thus allowing them to pass other pedestrians in areas where they previously couldn't. In addition, the proposed schemes will also provide raised kerbs at bus stops, allowing step free access onto local buses.

The designs illustrated within **Appendix A** of this EQIA look to strengthening London Road's role as a key gateway into the Bexhill town centre.

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

Rother District Council own, manage and maintain the Memorial Gardens area, with ESH leading the delivery of the proposals, with ESCC providing design support through ESH. ESH will be used to construct the submitted design options as presented within **Appendix A**.

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

Both ESCC and Rother Council are leading on the delivery of the proposal with ESCC providing design support through ESH. ESH will also be used to construct the proposals.

A copy of all the key stakeholders who were engaged with in preparing these documents can be found within **Appendix B** of this document.

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

The proposal is enhanced by the recently introduced Civil Parking Enforcement and Controlled Parking Zones. This can help to ensure better operation of time limited bays and reduce indiscriminate parking. Further changes to existing parking arrangements have also been proposed.

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

Bexhill town centre consists of public highway and, as such, there are no restrictions on who can access and use the roads. Memorial Gardens is also open to the public at all times, with the rest of the design options also located on the public highway.

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

Not Applicable.

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

Subject to ESCC Lead Member for Transport and Environment approval (currently programmed for 21st February 2022). ESH will progress with the detailed design of the scheme. Subject to consultation key stakeholder groups and the outcomes of the Stage 2 Road Safety Audit process, construction will look to commence from December 2022.

At this stage the construction programme has yet to be determined but it is anticipated that the overall scheme proposals will come into effect in April 2023.

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 X marked against them					
	Employee Monitoring Data		Staff Surveys			
X	Service User Data		Contract/Supplier Monitoring Data			
X	Recent Local Consultations	Data from other agencies, e.g., Police Health, Fire and Rescue Services, thir sector				
	Complaints		Risk Assessments			
	Service User Surveys	X	Research Findings			
X	Census Data	X	East Sussex Demographics			
	Previous Equality Impact Assessments		National Reports			
	Other organisations Equality Impact Assessments	X	Any other evidence? Consultation report & feedback conducted by ESCC & RDC in November 2020.			

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

No complaints on discrimination have been received regarding this scheme.

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

In developing the proposed schemes, reference has been made to the following documents/guidance;

- DfT LTN 2/95 'The Design of Pedestrian Crossings'
- DMRB CD 116 'Geometric Design of Roundabouts'
- DfT 'Mini Roundabout Good Practice Guide'
- TfL 'Accessible Bus Stop Design Guidance'
- DfT 'Inclusive Mobility 'A Guide to Best Practice on Access to Pedestrian & Transport Infrastructure' and
- DfT 'Manual for Streets' and 'Manual for Streets 2'.

In addition to the above, the Stakeholder Engagement process was undertaken during the months of July and August 2021. ESH sent requests for written representations to 44 organisations as well as a handful of Rother Councillors that operate within the Bexhill ward. The invitations were sent to organisations within the

Stakeholder Reference Group, a list that was provided by ESCC. It should be noted however that from the 44 organisations contacted only 20 sent submissions back to ESH, thus calculating a response rate of only 45%.

Following on from contacting local stakeholders, a consultation period also ran from 17th November to 10th December 2021 in which a series of leaflets were distributed to over 1,500 addresses within approximately 400 meters of each of the proposed design options asking the general public to comment and make suggestions.

ESH received a total of around 179 direct responses, which calculates at a 12% response rate. As is standard practise, a typical survey response rates can lie anywhere in the region between the 5% to 30% range. Therefore, this response could be classed as 'average' with regard to returns of feedback

It should also be noted that both stakeholder and general public consultations were undertaken virtually (due to Covid-19 restrictions).

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

Overall, responses across the four design options were mixed, with the majority of respondents having overall concerns with both Town Hall Square designs. According to comments received, respondents felt that the scheme would contribute to more traffic congestion and that the loss of parking was also deemed unacceptable given the current demand for spaces.

A breakdown of responses received is provided below for each of the proposed four schemes.

Town Hall Square - Design Option A

- Supportive 40%
- Issues and concerns 53%
- Neutral/Unknown 7%

Town Hall Square – Design Option B

- Supportive 41%
- Issues and concerns 47%
- Neutral/Unknown 12%

Beeching Road/London Road Junction

- Supportive 54%
- Issues and concerns 31%
- Neutral/Unknown 15%

Buckhurst Place/Sackville Road Junction

- Supportive 65%
- Issues and concerns 23%
- Neutral/Unknown 12%

As identified from the survey results above, both the two-mini roundabout design options received the highest level of support, with 54% and 65% of respondents in favour of the two.

Below is a summary of some of the more prominent issues raised during the consultation. A detailed analysis of responses is included within ESH Public Consultation Response Report (Dated January 2022) – TN02.

- Concerns around the reduction in parking spaces for both Town Hall Square
 Options and the potential impact on the local economy due to lack of parking
 spaces for people to use when visiting.
- Town Hall Square Option A had responses concerning raised congestion levels and queueing as well as aesthetic impacts on the local area and impacts on local bus service stops.
- Town Hall Square Option B concerned responses included road safety issues, a lack of cyclist consideration and potential traffic queuing into Town Hall square as a result of the crossing.
- For Buckhurst Place j/w Sackville Road there were responses concerned about the potential for the scheme to encourage higher vehicle speeds, public realm and capacity constraints, as well as whether the scheme is actually needed.
- Beeching j/w London Road negative responses included concerns about potential traffic impacts elsewhere, accessibility issues for the fire brigade and whether a signalled traffic management system would be more beneficial than a roundabout.

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?

The following details have been provided by ESCC, East Sussex in Figures. These represent a projected population profile, by age, for the County and Bexhill 2020.

Population by age profile							
Age Group	Count	ty	Bexhill				
	Numbers	%	Numbers	%			
0-10	63,256	11.3%	4,426	9.6%			
11-17	43,319	7.8%	2,831	6.1%			
18-24	35,847	6.4%	2,608	5.6%			
25-34	54,729	9.8%	4,385	9.5%			
35-44	59,399	10.6%	3,902	8.5%			
45-54	76,173	13.6%	5,333	11.6%			
55-64	80,041	14.3%	6,610	14.3%			
65-74	75,476	13.5%	7,734	16.8%			
75-84	48,368	8.7%	5,571	12.1%			
85+	22,244	4.0%	2,764	6.0%			
All	558,852	100.0%	46,164	100.0%			

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

As the table in section (a) shows, the population by age profile for Bexhill is roughly the same as the population as the county. Potentially all age groups within the Bexhill borough could be affected by the scheme, as they may use the proposed public realm improvements, crossing facilities and extended footways. The population with the protected characteristic who drive, are also expected to be impacted by the proposal given the nature of the two miniroundabout design options will look to improve the traffic management arrangements within Buckhurst Place/Sackville Road junction as well as the Beeching Road j/w London Road respectively.

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. All age groups will benefit from the scheme.

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

Positive Impacts: Both older and young people (including children) will feel safer as result of the proposed public realm improvements, crossing facilities and widened footways and therefore are more likely to visit the town centre. During the feedback/consultation period raised concern about the safety of pedestrians, particularly those who are less mobile. There were also concerns

for the safety of young children who will be less aware of approaching vehicles.

Negative Impacts: By providing public realm improvements, such as crossing facilities and widened footways there will be fewer opportunities to travel to the area by private car (given the reduction in parking spaces).

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

Unfortunately given the age/history of Bexhill Town centre, there is neither the road space or opportunity to cater for all age groups of pedestrians, cyclists and other road users. Therefore, it is not deemed possible to altogether avoid negative impacts to some age groups without significantly reducing the benefit being provided to others.

f) Provide details of the mitigation.

Where possible, we have identified areas to help mitigate the risks to those with the protected characteristics affected negatively by this scheme. Specific consideration has been given to criteria such as improving the public realm, thus providing safe spaces for people to meet, as well as proposing a new zebra crossing and kerb works in order to slow down traffic and reduced crossing distances to allow pedestrians to cross more safely. Thus, making it attractive for all potential users.

g) How will any mitigation measures be monitored?

Some baseline figures, such as traffic speed and volume have all been used in the design of all four proposed scheme designs. Additional data, including collision data will be collected and monitored following implementation to determine if traffic conditions remain suitable or if further mitigation is required. This will also help determine the level of safety as a result of the proposed schemes.

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

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

The following details have been provided by ESCC, East Sussex in Figures. These represent a projected population profile, by disability, for the County and Bexhill for 2018.

Category	County		Bexhill	
	Numbers	%	Numbers	%
Higher severity disability	29,405	12	5,257	12
Lower severity disability	66,858	27	11,897	27
Locomotor disability	71,850	29	12,893	29
Personal care disability	37,438	15	6,718	15
Hearing disability	26,639	11	4,791	11
Sight disability	13,142	5	2,241	5
All	245,332	100	43,794	100

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

As the table in section (a) shows, the population by disability profile for Bexhill is the same as the population in the county. Potentially people with disabilities from all categories within the Rother district could be affected by the scheme, as they may use the proposed public realm improvements, crossing facilities and extended footways or drive a vehicle.

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?

N/A.

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

Positive Impacts: By implementing these proposed public realm improvements, crossing facilities, and widened footways will benefit people with disabilities. This will also be the case with regard to the bus infrastructure improvements that will also form part of the scheme.

Negative Impacts: However, by implementing these improved crossing facilities and the widening of the footways there will be fewer opportunities to travel to the area by private car (given the reduction in parking spaces).

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

An independent Road Safety Audit (RSA) has been commissioned, which considered all possible interactions between all user groups for all four proposed scheme locations. As mentioned previously, there is neither the road space nor opportunity to provide to cater for all age groups of pedestrians, cyclists and other road users. Therefore, it is not deemed possible to altogether avoid negative impacts to some age groups without significantly reducing the benefit being provided to others

f) Provide details of any mitigation.

Based on the findings of the RSA, the proposed crossing facilities and widened footways will reduce conflict between people with disabilities and other road users.

g) How will any mitigation measures be monitored?

A "How Did We Do" survey will be conducted 6 months after the proposed schemes have been constructed and, in addition to the feedback provided from this, any complaints received from the public will be taken into account.

4.3 Ethnicity: Testing of disproportionate, negative, neutral or positive impact.

The following details have been provided by ESCC. These represent a population profile, by Ethnicity, for the county and Bexhill (Rother District).

Category	Coul	County		nill
	Numbers	%	Numbers	%
All White	505,422	96	40,795	96
All Mixed	7,473	1	565	1
All Asian or Asian British	9,143	2	694	2
All Black or Black British	2,912	0.6	187	0
Other Ethnic Group	1,721	0.3	75	0
All	526,671	100	42,316	100

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

As the table in section (a) shows, the population by ethnic group profile for Bexhill is nearly identical to the population in the county and the "All White" group represents the vast majority of the general population.

Potentially, all ethnicities within Bexhill could be affected by the scheme, as they may use the public realm improvements, crossing facilities and the widened footways.

b) 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?

N/A

c) What is the proposal, project or service's impact on people who are from a different ethnic background?

Positive Impacts: By implementing these proposed public realm improvements, crossing facilities and widened footways will benefit all ethnic groups. The scheme will also provide improvements in health benefits and commuting within Bexhill town centre.

Negative Impacts: However, by implementing these improved crossing facilities and the widening of the footways there will be fewer opportunities to travel to the area by private car (given the reduction in parking spaces).

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

There is no form of mitigation that can be considered for this scheme that would realistically impact the ethnicity profile in Bexhill.

e) Provide details of any mitigation.

N/A

f) How will any mitigation measures be monitored?

N/A

4.4 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact Consider men, women, transgender individuals.

The following details have been provided by ESCC. These represent a population profile, by gender, for the county and Bexhill (Rother District). No data is available for other gender groups such as Transgender.

Category	County		Bexhill	
	Numbers %		Numbers	%
Male	268,707	48	21,571	47.5
Females	285,883	52	23,880	52.5
All	554,590	100	45,451	100

a. How is this protected characteristic reflected in the reflected in the population of those impacted by the proposal, project or service?

As the table above shows, the population by gender profile for Bexhill is nearly identical to the population in the county and the number of females is slightly higher than the number of males. Potentially all genders within Bexhill could be affected by the scheme, as they may use the public realm improvements, crossing facilities and the widened footways. As well as drivers using the proposed traffic management improvements i.e., the mini roundabouts.

b. 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?

N/A

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?

Positive Impacts: By implementing these proposed public realm improvements, crossing facilities, and widened footways this will encourage more opportunities for both male and females to walk and feel safer when traveling within Bexhill town centre.

Negative Impacts: However, by implementing these improved crossing facilities and the widening of the footways there will be fewer opportunities to travel to the area by private car (given the reduction in parking spaces).

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

There is no form of mitigation that can be considered for this scheme that would realistically impact the gender profile associated with Bexhill.

e. Provide details of any mitigation.

N/A

f. How will any mitigation measures be monitored?

N/A

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

It is deemed that this protective characteristic will not experience disproportionate, negative, neutral or positive impacts by the proposed schemes.

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

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

The following details have been provided by ESCC. These represent a projected population profile, by age, for the County and Bexhill for 2018.

It is considered the likely age range of those who potentially will fall within this protected characteristic is between 16 and 54.

Age Group	County	County		ill
	Numbers	Numbers %		%
0-10	64,373	12	12,160	13
11-17	41,157	8	7,022	8
18-24	35,464	6	7,183	8
25-34	52,653	10	11,204	12
35-44	57,278	10	10,564	11
45-54	78,101	14	13,496	15
55-64	75,257	14	11,985	13
65-74	74,843	14	10,334	11
75-84	45,623	8	5,478	6
85+	22,916	4	2,619	3
All	547,665	100	92,045	10

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

As the table in section (a) shows, the births by age of mother profile for Bexhill is the same as the population in the county. Potentially a significant majority within Bexhill could be affected by the scheme, as they may use the public realm improvements, crossing facilities and the widened footways. As well as

drivers using the proposed traffic management improvements, i.e., the mini roundabouts.

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?

Yes - Pregnancy and maternity characteristics are relevant to the proposal because of reduced mobility (e.g., heavily pregnant people) or reliance on buggies/prams (maternity).

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

Positive Impacts: By implementing these proposed public realm improvements, crossing facilities, and widened footways this will encourage more opportunities for women with reduced mobility (e.g., heavily pregnant people) or reliance on buggies/prams (maternity) to navigate around the Bexhill town centre more easily.

Negative Impacts: However, by implementing these improved crossing facilities and the widening of the footways there will be fewer opportunities to travel to the area by private car (given the reduction in parking spaces), which could conflict with pregnant women or women with buggies/prams/young children.

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

There is neither the road space nor opportunity to provide facilities to cater for all types of pedestrians, cyclists and other road users. Therefore, it is not deemed possible to altogether avoid negative impacts to some age groups without significantly reducing the benefit being provided to others.

f) Provide details of any mitigation.

N/A

g) How will any mitigation measures be monitored?

N/A

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

It is not considered that this protective characteristic will experience disproportionate, negative, neutral or positive impact.

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

It is not considered that this protective characteristic will experience disproportionate, negative, neutral or positive impact.

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

There are no other groups which have been identified which are likely to experience disproportionate, negative, neutral or positive impact.

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.

The scheme will not have human rights implications.

Articles	
A2	Right to life (e.g., pain relief, suicide prevention)
А3	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)

It is deemed that there will not be any interference with the human rights listed in the table above as a result of the proposed schemes.

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;

It is deemed that the proposed design options/schemes will have no unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

- Advance equality of opportunity between people from different groups
 It is deemed that this scheme will have a minimal impact on people from
- Foster good relations between people from different groups

different groups within the protected characteristics.

It is deemed that this scheme will help all pedestrians and road users, and so will improve the relations between these user groups within Bexhill, which has been identified as an issue as part of the consultation process.

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.
	A No major change – 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.	Certain discriminations against protected characteristics have been identified from the Equality Impact Assessment. However, given the limitations in road space, it is not considered
	B Adjust the policy/strategy – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.	possible to mitigate these discriminations without a disproportionate offset to the remaining population.
	C Continue the policy/strategy - 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	
	D Stop and remove the policy/strategy – 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?

During the detailed design process, consultation with walking, cycling and disability user groups will take place to ensure that where possible, mitigating actions will be incorporated into the proposed design options.

A further Road Safety Audits will be undertaken post implementation (RSA 3) to identify and correct any issues. Data such as traffic speeds and volume as well as pedestrian and cyclist data will be collected and monitored to gauge success. Following construction, monitoring will also be undertaken using accident statistics.

A "How Did We Do" survey will also be conducted 6 months after the proposed design options have been constructed and, in addition to the feedback provided from this, any complaints received from the public will be taken into account.

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

There will be an initial post implementation review within 1 month of all the schemes being completed, which will then have review points at 12 months and a 36 months.

Date completed: 7 th January 2022		Signed by (person completing)	A J Míleham	
		Role of person completing	Scheme Project Manager for East Sussex Highways	
Date:	27 th January 2022	Signed by (Manager)	A J Míleham	

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)

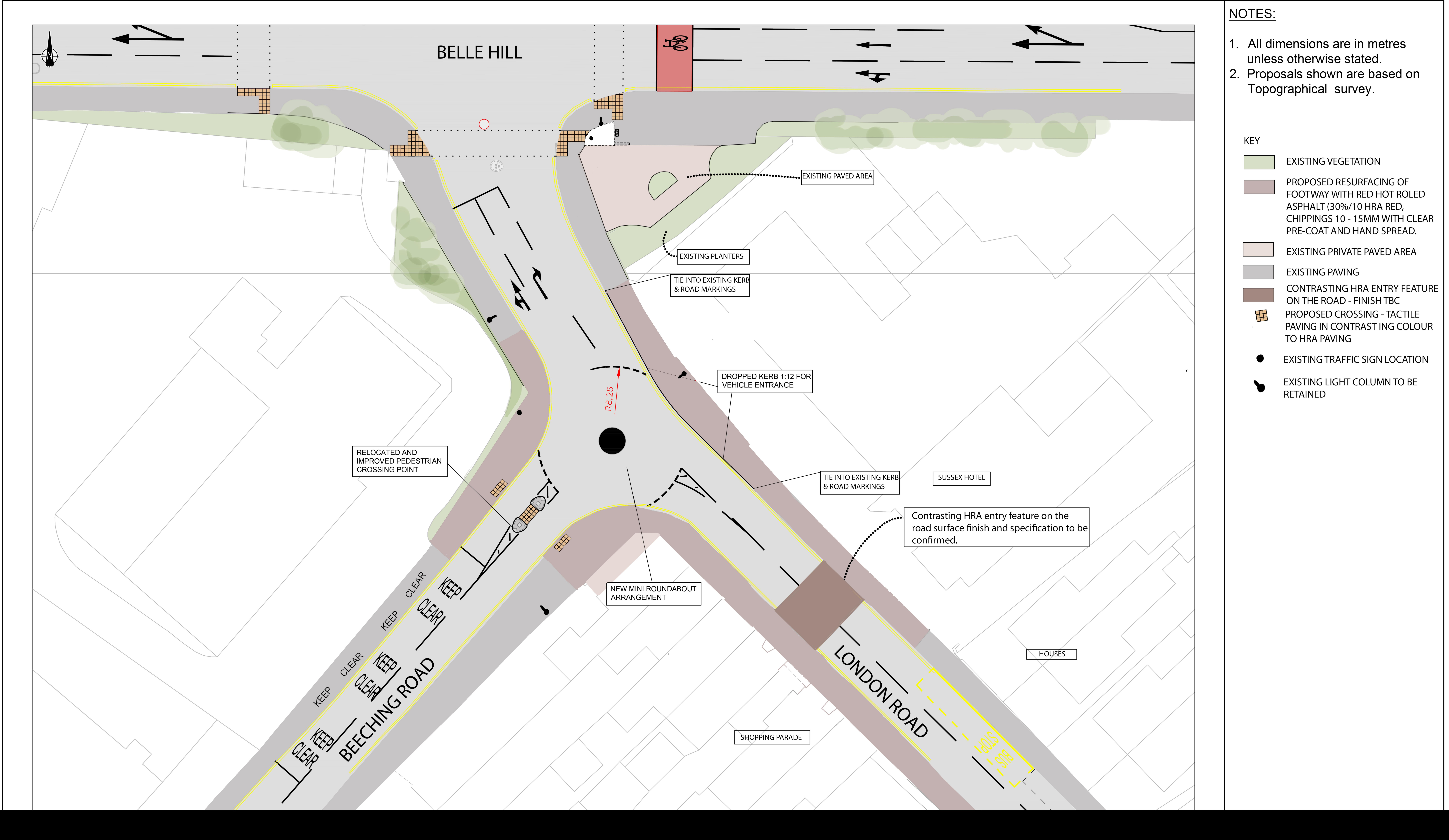
6.1 Accepted Risk

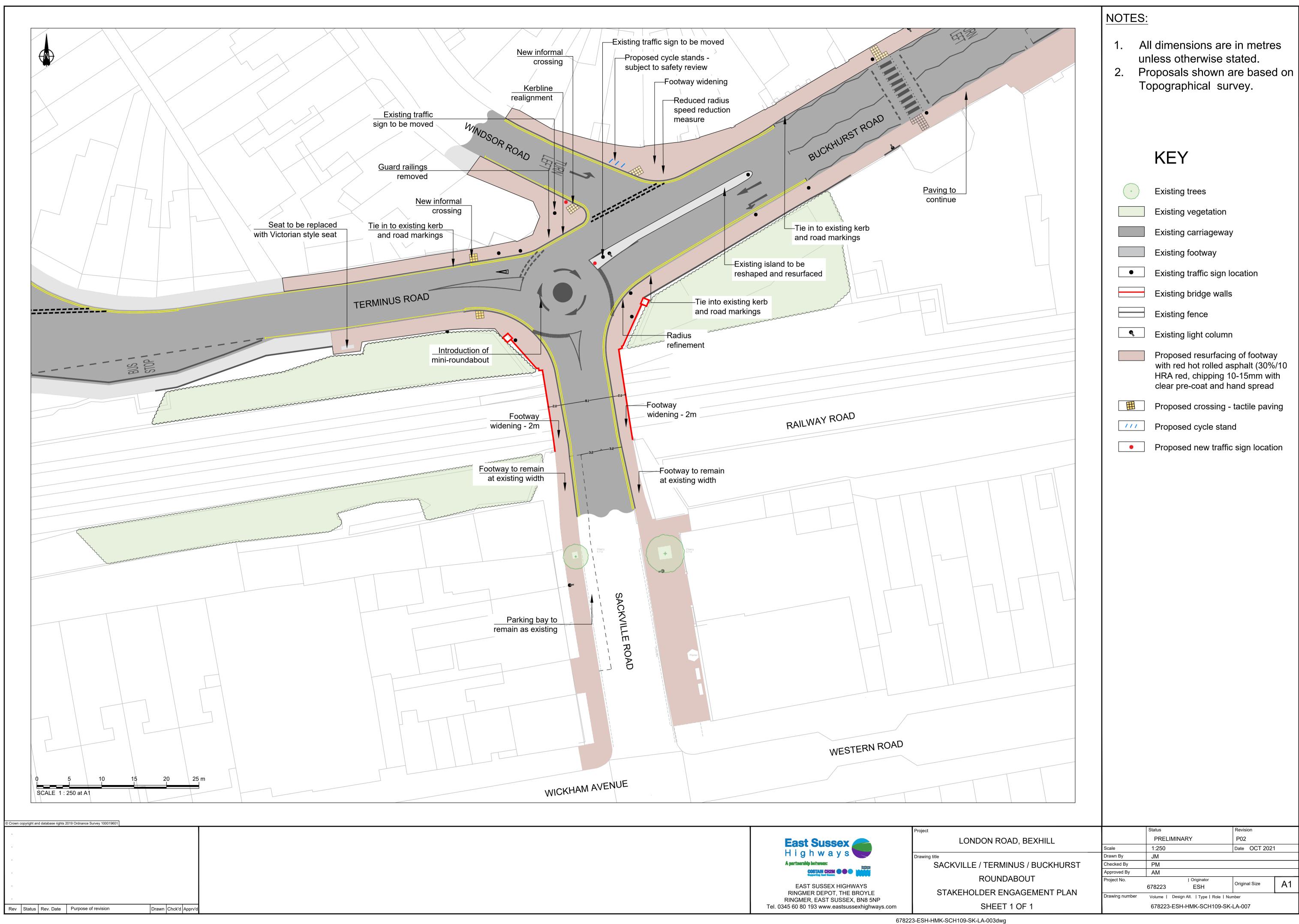
From your analysis, please identify any risks not addressed giving reasons and how this has been highlighted within your Directorate:

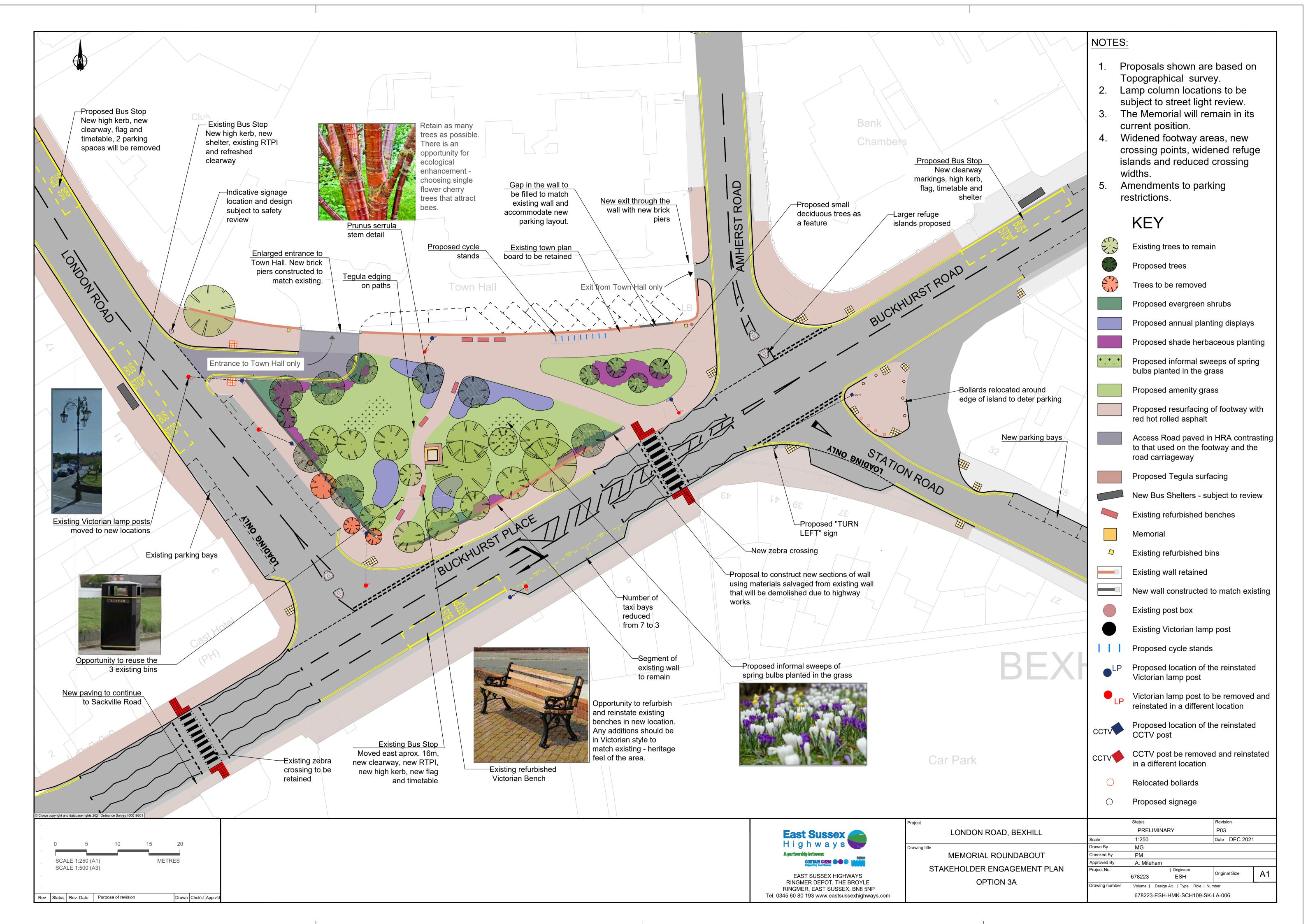
Area of Risk	Type of Risk? (Legal, Moral, Financial)	Can this be addressed at a later date? (e.g., next financial year/through a business case)	Where flagged? (e.g., business plan/strategic plan/steering group/DMT)	Lead Manager	Date resolved (if applicable)

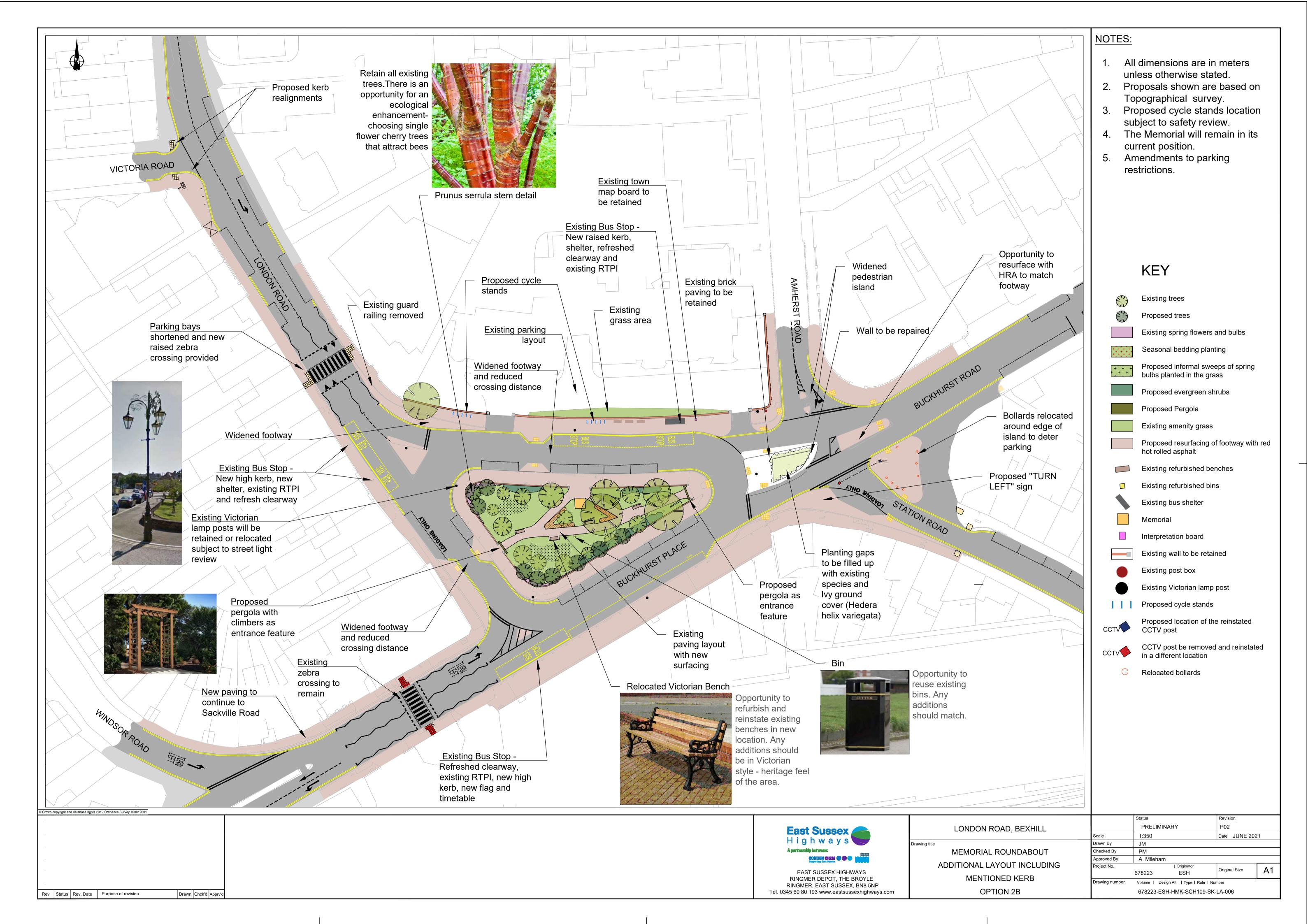
Appendices

Appendix AProposed Design Options









Appendix B Stakeholder List



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Stakeholder	Contact Details	To include as
		part of
		Statutory
		Consultation
		Process
ESCC Departments		110003
Road Safety Team	<u>Traffic.Safety@eastsussex.gov.uk</u>	Yes
Passenger transport group	publictransport.pts@eastsussex.gov.uk	Yes
Parking Team	Parking.escc@eastsussex.gov.uk	Yes
Transport Development Control	<u>DevelopmentControl.Transport@eastsussex.gov.uk</u>	Yes
Asset Management	Contracts.ManagementGroup@eastsussex.gov.uk	Yea
County Ecologist	kate.cole@eastsussex.gov.uk	Yes
County Archaeologist	County.Archaeology@eastsussex.gov.uk	Yes
County Arboroculturist	james.newmarch@eastsussex.gov.uk	Yes
Landscape Group	virginia.pullan@eastsussex.gov.uk	Yes
Planning Team	Development.Control@eastsussex.gov.uk	Yes
County Councilors	Used link: https://democracy.eastsussex.gov.uk/mgMemberIndex.aspx?bcr=1	Yes
District and Boroughs		
District and Borough Councilors		
Bexhill & Rother District Council	cllr.charles.clark@eastsussex.gov.uk	Yes, to all
	cllr.keith.glazier@eastsussex.gov.uk	
	cllr.eleanor.kirby-green@rother.gov.uk	
	irhollidge@icloud.com	
	paul4northernrother@gmail.com	
	cllr.Nuala.Geary@eastsussex.gov.uk	
	cllr.Abul.Azad@eastsussex.gov.uk	
Rother District Council Officers	CIII.Abdi.Azad@castsussex.gov.uk	
		.,
Conservation Officer	<u>Diane.Russell@rother.gov.uk</u>	Yes
Rother Transport Action Group	Marie.Kennedy@rother.gov.uk	Yes
Rother Parks Development Officer	Rebecca.Owen@rother.gov.uk	Yes
Head of Service – Acquisitions,	Ben.hook@rother.gov.uk	Yes
Transformation, and Regeneration		
Environmental Health - Licensing	catherine.beaumont@rother.gov.uk	Yes
Towns and Parish Counc	ils	
Town & Parish councils	Bexhill Town Council - Bexhillclerk@gmail.com	Yes
Other Authorities		
Other Authorities		
Other Authorities Highways England	Peter.phillips@highwaysengland.co.uk	Yes



	John.Farnaby@highwaysengland.co.uk	Yes
Network Rail	Mike.smith5@networkrail.co.uk Mike Smith - Head of Strategic Planning, South East Route	Yes
Train Operating Companies		
South East	Nina.Peak@southeasternrailway.co.uk	Yes
Southern	Yvonne.leslie@gtarailway.co.uk and/or paul.best@gtarailway.co.uk	Yes
Environment Agency	enquiries@environment-agency.gov.uk	
South Downs National Park	planning@southdowns.gov.uk	
	Allison Thorpe Allison.Thorpe@southdowns.gov.uk	
Historic England	Liz.Pollard@HistoricEngland.org.uk	Yes
The second second	Louise.Forsyth@HistoricEngland.org.uk	
Emergency Services		
East Sussex Fire and Rescue		
Borough Commander for Rother	Simon.neill@esfrs.org	Yes
Daraugh Commander for Woolden 9	Dun unton @ocfro org	
Borough Commander for Wealden & Eastbourne	Pup.upton@esfrs.org	
Borough Commander for Brighton & Hove and Lewes	Nigel.Cusack@esfrs.org	
Police	Christopher.Cannon@surrey.pnn.police.uk	Yes
South East Coast Ambulance Service		
Lewes and City of Brighton areas	tim.fellows@secamb.nhs.uk	
Eastbourne, Wealden (Inc. Newhaven), Hastings, Rother	Nicole.barrow@secamb.nhs.uk	Yes
Road User Groups		
Bus companies	Used link to ESCC website	Yes
	https://www.eastsussex.gov.uk/roadsandtransport/public/buses/routes/	
Stagecoach (for east Sussex)	Dimitri Bridgland, Business Development Officer	Yes
	dimitri.bridgland@stagecoachbus.com	
	Krystian Kaczala, Operations Manager	
		Yes



		T
	krystian.kaczala@stagecoachbus.com	
Stagecoach (for Eastbourne)	Sarah.Dyer@stagecoachbus.com Operations Manager	
,		
Renown Coaches	christian.harmer@btinternet.com	
Kellowii Coaches	CHISCIAL HATTIEF @DUTTETTEC.COM	
Compass Travel (Sussex) Ltd	office@compass-travel.co.uk	
Bexhill Community Bus	info@bexhillcommunitybus.co.uk	Yes
Bexhill Hackney Carriage Association	ddsmithy@freeuk.com	Yes
Jewini Haelaney earmage / less classes.	ddsmtnyemeedicem	. 55
Road Haulage Association	L.white@rha.uk.net	Yes
Freight Transport Association	traffic@fta.co.uk (Attn: Lucy Humphries)	Yes
Traight Trailsport / Boodaston		
10.10		
Access and Cycle Groups		
Disability Groups	Scheme specific – As agreed with ESCC Client team through Comms Plan	
Hastings and Rother	Hastings and Rother Disability Forum enquiries@hrdf.org.uk	Yes
<u> </u>	de cham@hotmail.com	Yes
Wealden	Scheme specific – As agreed with ESCC Client team through Comms Plan	
weatuen	Scheme specific As agreed with ESCC cheff team through commis han	
Eastbourne and Lewes	Eastbourne Access Group (Chair Ian Westgate)	
	devan.briggs@lewes-eastbourne.gov.uk	
	Age UK – <u>customerservices@ageukeastsussex.org.uk</u>	Yes, to all
	Bexhill Caring Community – <u>info@bexhillcaringcommunity.org</u>	
	Hastings and Rother Voluntary Action for the Blind (HRVAB) - hrvab@freeuk.com	
	Hastings & Daybill Manager holls @bastings boybill manager arg	
	Hastings & Bexhill Mencap – <u>hello@hastings-bexhill-mencap.org</u>	
	East Sussex Vision Support – <u>info@eastsussexvisionsupport.org</u>	
District Access Group		
Hastings Borough Council	Liaise with HBC	
astings borough countri	Edisc widt fibe	
Lewes District Council	Liaise with LDC	
Wealden District Council	Liaise with WDC	
Rother District Council	Debbie.Peters@rother.gov.uk	Yes
	<u> </u>	<u> </u>



Eastbourne Borough Council	Devan Briggs, Corporate Development Support Officer devan.briggs@leweseastbourne.gov.uk	
Cycling & Walking Groups	Scheme specific – As agreed with ESCC Client team through Comms Plan	
Hastings Area	Walking Groups	
	Hastings Ramblers: Mike Riley - mike.134@btinternet.com	
	Cycling Groups	
	Hastings Urban Bikes: Ian Sier iansier@yahoo.co.uk & Tim Godwin - tim@mkmd.co.uk	
	Hastings The Greenway Group: info@hastingsgreenway.org	
	Hastings Sustainable Transport Forum: Ian Sier iansier@yahoo.co.uk	
Bexhill Area	Walking Groups	
	As agreed with ESCC Client team through Comms Plan	
	Rother Ramblers: Bev Marks - <u>bevm@hollyblue.net</u>	Yes
	Cycling Groups	
	Bexhill Wheelers: johnking7twin@talktalk.net	Yes
	1066 Cycle club: Sue Burton - <u>sue@1066cycleclub.org.uk</u>	Yes
Rother Area	Walking Groups	
	Rother Ramblers: Bev Marks - <u>bevm@hollyblue.net</u>	-
	Cycling Groups 1066 Cycle club: Sue Burton - sue@1066cycleclub.org.uk	-
	Sussex Greenways Group - Nick Hanna nick@nickhanna.co.uk	Yes
Eastbourne Area	Cycling	
	Bespoke: Paul Humphrey's - <u>paul0humphreys@gmail.com</u>	
	<u>Walking</u>	
	Afoot: ESCC Client team to confirm details	
Southern Wealden Area	Active Hailsham: Steve Wennington - steve.wennington@pro-eco.co.uk	
Lewes Area	Walking Groups Living Streets Lewes: ESCC Client team to confirm details	
	Cycling Groups Cycle Lewes: Sheila O'Sullivan - saosullivan1@icloud.com	



Peacehaven/Newhaven/Seaford Area	Walking Groups As agreed with ESCC Client team through Comms Plan Cycling Groups Cycle Seahaven: Guy Reynolds - Guy@cycleseahaven.org.uk	
Statutory Undertakers		
Statutory undertakers	C2Stats@eastsussexhighways.com	
Other		
Schools	Scheme specific – As agreed with ESCC Client team through Comms Plan	
Local businesses/shops	Scheme specific – As agreed with ESCC Client team through Comms Plan	
Local Chamber of Commerce	info@bexhillchamber.co.uk	Yes
Federation of Small Businesses	alexandra.douglas@fsb.org.uk	Yes
Residents groups/associations	Scheme specific – As agreed with ESCC Client team through Comms Plan	
Residents	Scheme specific – As agreed with ESCC Client team through Comms Plan	
	Bexhill Heritage Group – <u>info@bexhillheritage.org.uk</u>	Yes to all
	Discover Bexhill – <u>bexhilltic@rother.gov.uk</u>	
	Bexhill Environment Group (BEG) – <u>bexhilleg@yahoo.com</u>	