

Equality Impact Assessment

Title of Project/Service/Policy	Albert Road Pedestrian Crossings
Team/Department	Major Projects and Growth
Directorate	Communities, Economy and Transport
Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope	The project is a junction improvement scheme at Albert Road, Hastings. The scheme forms part of the LGF funding Hastings and Bexhill Movement and Access Package. The purpose of the scheme is to improve the safety of the crossings for pedestrians and create easy movement between the town centre and the seafront. The scheme includes the following elements: • Introduction of two new pedestrian crossings on the northern and western arms of the Albert Road/Denmark Place T-junction and an upgrade of the existing pedestrian crossing on the eastern arm. • The existing staggered refuge island (present on the eastern crossing) is to be removed and replaced with new islands offering a 'single-stage' pedestrian route to make the crossing safer and more convenient to use. • The existing refuge islands present on the northern crossing, are to be removed. Footway widening each side of the crossing shall be implemented to reduce the length of the proposed 'single-stage' pedestrian route. • The existing solid segregation island and anti-pedestrian paving on the western arm of the junction shall be removed and replaced with new refuge islands offering a 'single-stage' pedestrian route. • An all red 'pedestrian-only' phase shall be introduced to new traffic signal equipment. • Street lighting arrangements shall be upgraded to reflect current lighting standards, ensuring adequate illumination of the crossings.

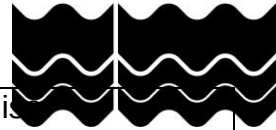
1. Update on previous EqlAs and outcomes of previous actions (if applicable)

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: new project		

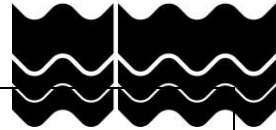
2. Review of information, equality analysis and potential actions

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

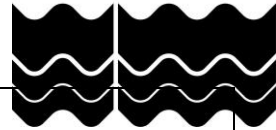
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	All figures are based on the 2021 census. 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%. (2) (3) 65 and over	The current crossing arrangement is unsafe, and forces pedestrians to cross the carriageway quickly while lights are changing. As there is no pedestrian only phase of the traffic lights, pedestrians often cross at other unsafe parts of the roads.	Older people (over 65 years) and children/young people can be higher risk of traffic accidents, including when crossing the road. The inclusion of a new crossing (western arm of Denmark Place) will enable safer pedestrian movements at this location. Currently, there is no crossing facility here and the island and pedestrian guardrails are solid, preventing pedestrian movements.	Provide improved crossing facilities. Provide a new crossing route across Denmark Place (west) providing pedestrians a new option to cross the road/shorter walking distance to reach their destination. Provide a dedicated crossing time for pedestrians only (new 'all red' traffic signal phase). Rationalise and remove superfluous street furniture/ signs to maximise footway widths



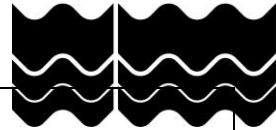
	Hastings (20.2%) has is the lowest percentage of people 65 and over in East Sussex (26.1%) although higher than the South East (19.4%) and national (18.4%) rates. 15 to 64 Hastings (63%) is the highest percentage of people aged between 15 and 64 in East Sussex (58.5%), although slightly below the South East (63.1%) and national (64.2%) rates. 0 to 14 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. (1) Projections across East Sussex estimate an ageing population due to		The adjustment of the existing crossing on the eastern arm of Denmark Place from a staggered island/barrier route to a 'single-stage' route shall match the desire line of pedestrian traffic and offer a safer alternative to straying outside of the crossing. The widening of the footway on both sides of Albert Road, reducing the overall carriageway width, will reduce the time that pedestrians are in the carriageway, lowering risk. The introduction of a new dedicated 'all red' pedestrian-only signal phase will enable pedestrians to cross whilst no traffic is using the junction. Timings of the phase shall be in line with current standards for	and minimis obstructions.
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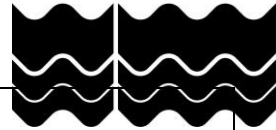
	internal migration of adults and older people into the area. (2) (3)		all age groups to make their crossing safely. The introduction of an 'all red' pedestrian-only phase on the traffic signals may increase journey times through the junction for motor vehicles. Drivers may redirect themselves onto local roads to avoid the junction. This could lead to increased traffic levels, noise and pollution on surrounding roads. This may impact residents living on these roads; including younger and older people, whose health is more susceptible to pollutant exposure. 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	
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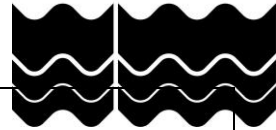
			pedestrian and vehicle-user habits.	
Disability	All figures are based on the 2021 census. In East Sussex, the number of residents who identify as disabled is 20.3% - Census 2021. In Hastings over 20% of residents identify as disabled (whether limited a lot or a little). The 2021 Census is the latest comprehensive data we have on the number of people with a 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. (2) (5)	The current crossing arrangement is unsafe, and forces pedestrians to cross the carriageway quickly while lights are changing. As there is no pedestrian only phase of the traffic lights, pedestrians often cross at other unsafe parts of the roads. Access to the seafront can be limited by Southern Water pumps during floods and sandbags outside business establishments. This can make the existing crossing impassable in a wheelchair. This would be mitigated by a new crossing on the west arm of the junction.	The scheme will see greater benefits for those with restricted mobility. A direct crossing route should be easier to traverse than a staggered route. The inclusion of a new pedestrian crossing (western arm) will enable pedestrians to cross at their desired location rather than potentially traverse two crossings to reach the same destination. 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	See above



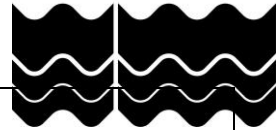
	National data shows that disabled people are more likely to be injured as a pedestrian than no-disabled people (4)		locations to highlight footway boundaries. The scheme may see greater benefits for those with hearing impairments. Each of the Puffin crossing arrangements shall possess a tactile cone and a red/green signal unit positioned at approximately 1.2m above ground level. The proposed change to traffic signal timings and the provision of an 'all red' 'pedestrian-only' phase may lengthen journey times for those with impairments who rely upon private cars or taxis. Increased journey times may lead to further discomfort and anxiety for some disabled people and have a detrimental impact on their mental and/or physical health.	
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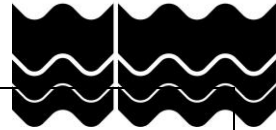
Gender reassignment	0.5% of people from Hastings responding in the Census 2021 indicated that their gender identity was different from their sex registered at birth. Nevertheless, a significant percentage of people across the county provided no response, therefore the percentage of people with a different gender identity to their sex registered at birth could be either higher or lower than shown (3). ONS MSOA's data shows that in Hastings 383 people stated to have a gender identity different from sex registered at birth (1). 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	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
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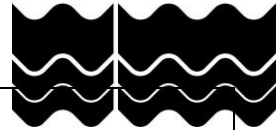
	national average (7.7), it also confirmed that transgender people are a target for abuse, harassment and anti-social behaviour which can raise concerns regarding their safety in public spaces. “59% of trans women and 56% of trans men who responded to the survey said they had avoided expressing their gender identity for fear of a negative reaction from others.” (6) “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)			
Pregnancy and maternity	According to ONS data, Hastings had 909 live births in 2021 and a rate of 15 births per 1,000 females in 2020 (3).	No feedback received currently.	The proposals will benefit pregnant pedestrians as the existing crossing routes are streamlined/shortened	See above



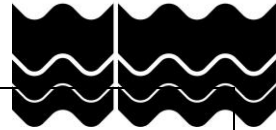
	The trend is a clear decline since the Census in 2011 when there were 1,202 live births in Hastings (1).		and the provision of the new crossing facility (west) will provide an easier option to cross the road at that location. Pedestrians pushing prams/buggies will likewise benefit from shorter, more direct routes. The removal of pedestrian guardrail may leave pedestrians with young children vulnerable whilst waiting to cross/are crossing the road. Adults will have to be vigilant and aware of the actions of children, so they keep safe and follow the crossing routes (which will be clearly defined). The new crossing layout reduces the need for the guardrail.	
Race (ethnicity) Including migrants, refugees and asylum seekers	89.3% in 2011 Censuses and 85.1% in 2021 Census identified as "white British and Northern Irish", which meant an increase of	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative	



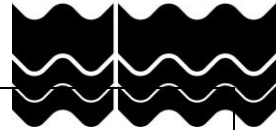
	ethnic minority groups in Hastings (1). The ESCC Schools Census from January 2023 shows that Hastings had 20% of ethnic minority students in primary schools and 16% in secondary schools. Sussex police recorded 1512 racially or religiously aggravated offences in the 2022 and 2023 year across the South East Region and 467 for the current year (7). The Home Office and the Department for Levelling Up, Housing & 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		or positive impacts by the scheme.	
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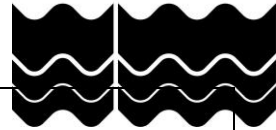
	Supported Asylum programme ,0.29% of Hastings total population (8). National data analysis by specific ethnic groups has revealed that there is large variation in collision risk between different ethnic minority communities, potentially linked to car ownership (9)			
Religion or belief	In the 2021 Census 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 (2).	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
Sex	In 2021 Census 51.5% of Hastings population was female, an increase from 48.8% in 2011 Census (1). With Hastings Borough Council office in an	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	



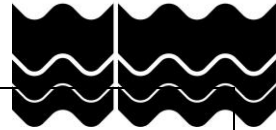
	adjacent area to the schemes' proposals, it's relevant to include Hastings council workforce gender constitution since 55% are female but only 35% work full time as per data release for 2023 (10). The percentage of women (51.8% is slightly higher in East Sussex than the national average and consequently the number of men (48.1%) is slightly lower. Data from 2011 Census (1).			
Sexual orientation	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% (3). The National LGBT survey (2018) highlighted both perceived and real risks of hate crime	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	



	targeting the LGB+ communities (6).			
Marriage and civil partnership	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 (1).	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
Armed Forces	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 (1).	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	
Impacts on community cohesion	Hastings Community Cohesion Framework 2011 – 2013 states that “A significant barrier to community cohesion is poor knowledge and understanding of one	No feedback received currently.	It is not considered that this protective characteristic group will experience disproportionate negative or positive impacts by the scheme.	



	another and of different ways of life, which can lead to prejudice and discrimination” (11). 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” (11). 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			
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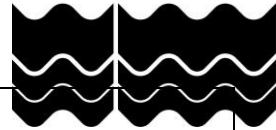


	2021, a percentage higher than East Sussex as a whole (53.1%) and higher than both South East (48%) and the national (51.6%) levels (12) (1).			
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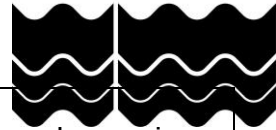
Additional categories

(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	The proposed project is located in Hastings; therefore this characteristic is not relevant (13).	No feedback received currently.	It is not considered that this group will experience disproportionate negative or positive impacts by the scheme.	
Carers	"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,	No feedback received currently.	It is not considered that this group will experience disproportionate negative or positive impacts by the scheme.	



	compared with 4.1% (3,730) in 2011.” (14) “At LSOA-level, Hastings 003C once again ranked top, with 15.4% of residents providing some form of unpaid care” (14). 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 (14).			
Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers)				

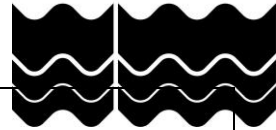


Assessment of overall impacts and any further recommendations - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

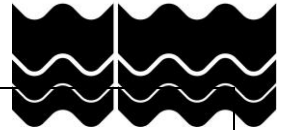
This scheme looks to improve conditions for all users, particularly those older age, disability and pregnant groups by simplifying the crossing arrangements. The removal of the existing staggered refuge, the reduction in carriageway width across Albert Road and the provision of a brand new crossing west of the T-junction will benefit all pedestrian user groups. The inclusion of an additional traffic signal phase dedicated purely for pedestrians will also benefit all pedestrian groups but may potentially increase vehicle congestion at the junction.

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)
(1) ESiF (eastsussexinfigures.org.uk)	03/01/24		
(2) How life has changed in Hastings: Census 2021 (ons.gov.uk)	03/01/24		
(3) State of the County 2022: Focus on East Sussex	03/01/24		
(4) Supplementing official statistics: self-reported road injuries in the National Travel Survey — UK Data Service	03/01/24		
(5) State of the County 2021 Focus on East Sussex: Appendix 1 Item 5 - Appendix 1 - Focus on East Sussex.pdf	03/01/24	No data on sexuality	Have sourced data elsewhere
(6) National LGBT Survey: Summary report (publishing.service.gov.uk)	03/01/24		



(7) Police recorded crime and outcomes open data tables - GOV.UK (www.gov.uk)	03/01/24		
(8) Regional and Local authority data - Immigration groups	03/01/24		
(9) Ethnicity & Road Safety – Agilysis	03/01/24		
(10) The Councils Current Employment Profile (hastings.gov.uk)	03/01/24		
(11) Hastings Community Cohesion Framework 2011 – 2013 Community Cohesion Appdx 2 (31 10 11).doc.pdf (moderngov.co.uk)	03/01/24		
(12) East Sussex – Indices of Deprivation 2019, 2015 and 2010 (Map & Stats) InstantAtlas™ Report (eastsussexinfigures.org.uk)	03/01/24		



(13) Publication title: Rural Urban Classification - Output area	03/01/24		
(14) East Sussex 2021 Census Briefing: Health (eastsussexjsna.org.uk)	03/01/24		

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 crossing facilities including dedicated crossing time for pedestrians only.	Safer crossing for pedestrians, fewer pedestrians crossing A259 at unsafe locations.	Reduction in collisions and anecdotal near-misses.	2025
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.	Easier crossings for pedestrians.	Pavements accessible by wheelchair and pushchair.	2025