

Equality Impact Analysis Template

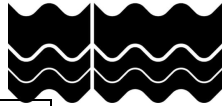
Equality Impact Analysis (EqIA) (or Equality Impact Assessment) aims to make services and public policy better for all service-users and staff and supports value for money by getting council services right first time.

We use EqIAs to enable us to consider all relevant information from an Equality requirements perspective when procuring or restructuring a service or introducing a new policy or strategy. This analysis of impacts is then reflected in the relevant action plan to get the best outcomes for the Council, its staff and service-users¹.

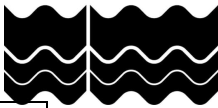
EqIAs are used to analyse and assess how the Council's work might impact differently on different groups of people². EqIAs help the Council to make good decisions for its service-users, staff and residents and provide evidence that those decisions conform with the Council's obligations under the Equality Act 2010³.

This template sets out the steps you need to take to complete an EqIA for your project. Guidance for sections is in the end-notes. If you have any questions about your EqIA and/or how to complete this form, please use the contact details at the end of this form.

Title of Project/Service/Policy⁴	BSIP Bus Priority Measures: Peacehaven A259 Corridor
Team/Department⁵	Major Projects & Growth
Directorate	Communities, Economy and Transport
Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope⁶	East Sussex County Council (ESCC) submitted its Bus Service Improvement Plan (BSIP) to Government in October 2021. 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.



	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. Following engagement with key stakeholders and the outcomes of the consultation, senior ESCC officers met in early November 2023 to determine and agreed which of the seven schemes should be recommended to progress to further design and construction. In doing so, consideration was given to those schemes that bring about the biggest benefits but also the deliverability (construction timescales and statutory processes such as Traffic Regulation Orders (TROs) as well and need for land acquisition). In response to consultation feedback and the indicative cost estimates, it was decided to take the Peacehaven BSIP proposals forward, but it would be descoped to remove the upgrades to the A259 / Sutton Avenue junction as well as the shared use path through The Dell Park. Descriptions of the remaining elements are provided below. • New dedicated eastbound bus lane along the A259 South Coast Road, commencing from the west of Highview Road junction and terminating before the A259 / Telscombe Cliffs Way / Sussex Way junction. • To accommodate this, the grass verges on both sides of the road would require reprofiling between the carriageway and footway. In some locations, the footways would also require reprofiling. • An uncontrolled crossing with pedestrian refuge island, dropped kerbs and tactile paving across Highview Road junction. • Removal of existing bus laybys in both directions and replaced with widened footways and upgraded bus stop assets. • Removal of layby outside the parade of shops by Broomfield Avenue junction to accommodate the bus lane and allow for footway widening. • An uncontrolled crossing with dropped kerbs and tactile paving across Broomfield Avenue junction. • An uncontrolled crossing with dropped kerbs and tactile paving across The Tavern Telscombe Cliffs public house entrance. • An uncontrolled crossing with dropped kerbs and tactile paving across Fairlight Avenue. • Realignment of road markings to suit new lane arrangement at the A259 / Telscombe Cliffs Way / Sussex Way junction.
--	--



	• Removal of bus gate and separate islands to accommodate two additional traffic lanes on the eastern A259 arm of the A259 / Telscombe Cliffs Way / Sussex Way junction. • Relocation of existing pedestrian crossing on the eastern A259 arm of the A259 / Telscombe Cliffs Way / Sussex Way junction.
--	---

Initial assessment of whether your project requires an EqIA

When answering these questions, please keep in mind all legally protected equality characteristics (sex/gender, gender reassignment, religion or belief, age, disability, ethnicity/race, sexual orientation, marriage/civil partnership, pregnancy and maternity) of the people actually or potentially receiving and benefiting from the services or the policy.

In particular consider whether there are any potential equality related barriers that people may experience when getting to know about, accessing or receiving the service or the policy to be introduced or changed.

Discuss the results of your Equality assessment with the Equality Lead for your department and agree whether improvements or changes need to be made to any aspect of your Project.

	Question	Yes	No	Don't Know
1	Is there evidence of different needs, experiences, issues or priorities on the basis of the equality characteristics (listed below) in relation to the service or policy/strategy area?	Yes		
2	Are there any proposed changes in the service/policy that may affect how services are run and/or used or the ways the policy will impact different groups?	Yes		
3	Are there any proposed changes in the service/policy that may affect service-users/staff/residents directly?	Yes		
4	Is there potential for, or evidence that, the service/policy may adversely affect inclusiveness or harm good relations between different groups of people?	Yes		
5	Is there any potential for, or evidence that any part of the service/aspects of the policy could have a direct or indirect discriminatory effect on service-users/staff/residents?	Yes		
6	Is there any stakeholder (Council staff, residents, trade unions, service-users, VCSE organisations) concerned about actual, potential, or perceived discrimination/unequal treatment in the service or the Policy on the basis of the equality characteristics set out above that may lead to taking legal action against the Council?		No	



7	Is there any evidence or indication of higher or lower uptake of the service by, or the impact of the policy on, people who share the equality characteristics set out above?	Yes		
---	---	-----	--	--

If you have answered “YES” or “DON’T KNOW” to any of the questions above, then the completion of an EqIA is necessary.

The need for an EqIA will depend on:

- How many questions you have answered “yes”, or “don’t know” to;
- The likelihood of the Council facing legal action in relation to the effects of service, or the policy may have on groups sharing protected characteristics; and
- The likelihood of adverse publicity and reputational damage for the Council.

Low risk	Medium risk	High risk
If there are any further rounds of consultation, there is a low risk that feedback from certain groups may not be heard. This could be due to the information not being available in a format they understand.	There is a medium risk that if the scheme is to be constructed, construction activities could put people at a disadvantage. This could include longer diversion routes or safety concerns with the construction site.	

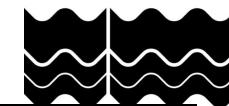
1. Update on previous EqlAs and outcomes of previous actions (if applicable)⁷

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: this is the first plan of this sort.		

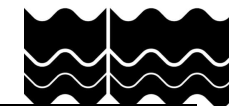
2. Review of information, equality analysis and potential actions

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

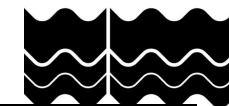
Protected characteristics groups under the Equality Act 2010	What do you know ⁸ ? Summary of data about your service-users and/or staff	What do people tell you ⁹ ? Summary of service-user and/or staff feedback	What does this mean ¹⁰ ? Impacts identified from data and feedback (actual and potential)	What can you do ¹¹ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age ¹²	In Peacehaven (mid super output layers Lewes 006 and Lewes 007), 26% of the population are aged 65 and over. This is the same as the East Sussex average, but significantly higher than the England average at 18%. (1)(2)(3)(4) In Peacehaven, 25% of the population are aged under 25. This is the same as the East	On 15 September 2023, ESCC presented to and heard questions from the East Sussex Seniors Association. From this, concerns were raised surrounding: • A general safety concern over shared spaces and the nervousness of the ageing population using these with cyclists.	Older age groups are more likely to be disabled and suffer from mobility issues, meaning it could be impacted if the scheme requires them to travel longer distances. Older passengers may find it confusing if bus stops are relocated during construction 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. Older or younger passengers may be more at risk when using shared pedestrian/cycle	Since the consultation, the scheme has been amended to remove the proposals at The Dell Park. As such, there are no changes to the existing conditions of the park, and no new bus lanes. During periods of further consultation, it should be ensured that representatives from younger and older age groups are targeted to



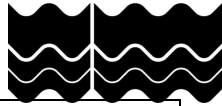
	Sussex average, but lower than the England average at 29%. (1)(2)(3)(4) <i>Data taken from 2021 Census.</i>	- The reliability of buses in the area, questioning what was being done to address this. - Similarly, there were also comments made about existing bus services and Digital Demand Responsive Transport (DDRT). Such comments were passed onto the Transport Hub. Feedback received from the consultation across all East Sussex BSIP proposals included: 29 respondents perceived the main negative impacts to be against young people, while 21 respondents perceived the main negative impacts to be against older people.	ways, as they may have less awareness (i.e. visual impairments, hard of hearing). 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. Older car drivers may be concerned about reallocating road space to bus lanes, particularly what this might mean for them in terms of congestion. Younger people are more likely to be reliant on public transport, and more likely to have less money, so they could have concerns about fares and bus reliability.	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 groups are more likely to not have access to the internet. As part of construction planning, appropriate diversion routes need to be considered. This includes making sure they are as short as possible and accessible for all. The proposed usage of safety measures as part of the scheme, including the upgraded pedestrian crossings, will improve safety. This may especially benefit older and younger age groups who may have less awareness or travel at slower speeds.
--	---	---	--	---



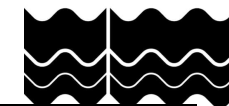
		• 18 respondents expressed concerns around the temporary or permanent removal, or changing position, of bus stops. This could have a disproportionate impact on older age groups, as it may result in them having to travel longer distances to access the bus stop. • 315 respondents expressed concerns that the bus priority measures may result in changes to parking provision, or the loss of parking provision. This may disproportionately impact older age groups, as it may result in them	The proposed new bus shelters provide benefits for younger and older age groups in particular, giving them an area to rest while waiting for a bus. The proposed scheme includes the removal of the existing parking bays outside the parade of shops by Broomfield Avenue junction. As a consequence of this, people will need to park further away from these shops. This could negatively impact older and younger age groups who may not be able to walk longer distances. Opportunities to provide dedicated parking bays near the shops should be explored. Whilst there are no planned changes to the existing shared use path on the southern side of the A259, it should be ensured that signage and appropriate tactile paving
--	--	---	---



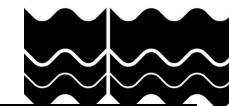
		having to travel longer distances to access services. • 78 respondents expressed concerns that the bus priority measures may negatively impact on access to destinations. This could have a disproportionate impact on older age groups, as it may require them to travel longer distances. • 49 respondents expressed concerns about the safety of shared use paths and shared space. This could disproportionately impact older and younger individuals. They may have less awareness of other users or may		is provided to make users aware they are sharing the space. It should also be ensured the path is wide enough to allow cyclists to pass pedestrians and wheelchair users 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 from the new bus lanes.
--	--	---	--	--



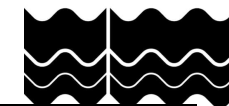
		find it difficult to move out of the way of other users. One comment raised concerns around the loss of green space in The Dell Park to provide the shared use path. This may disproportionately affect younger people as it may reduce their recreation space. There was also a comment raising concerns that the new bus lane by The Dell Park would bring road fumes and emissions closer to the children's play area. Therefore, this may disproportionately affect younger people.		
Disability¹³	Peacehaven (mid super output layers Lewes 006 and Lewes 007) has the same proportion of the population that identify as disabled as East Sussex, but these are both higher than the England Average. In both Peacehaven and East	On the 18 August 2023, ESCC attended a disability rights reference group. From this, the following concerns were raised: Visually impaired groups and the use of shared	During construction, disabled users may find diversion routes/relocated bus stops confusing and may result in them needing to travel longer distances, which could be difficult for some people (i.e. those with mobility issues). Those with disabilities (including physical, learning disability and mental health) may have concerns about safety when travelling	Actively target disability groups and representatives during further rounds of consultation to ensure their voices are heard. Maintain clear communication throughout the consultation and



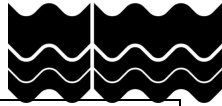
	Sussex, 20% of the population identify as disabled, while for England, this proportion is 17%. <i>Census 2021</i>. (1)(2)(3)(4). The 2021 Census is the latest comprehensive data we have on the number of people with a disability in the county. Local projections suggest that by 2032, there will be over 130,000 people with a disability in East Sussex. This is an increase of more than 19,000 compared to 2021 figures. (8)	footways/ cycleways, stating that these are not preferable. - The accessibility of easy-read materials, with a suggestion that images and further simplified language would have been beneficial. - The consultation team were also made aware of a learning disability group that could be consulted upon. Feedback received from the consultation across all East Sussex BSIP proposals included: 21 respondents commented that the bus priority proposals would have a negative impact on those with a disability.	to the bus stops, at the bus stops and while on the bus. This could include instances of hate crime. Disabled car drivers may be concerned about the reallocation of road space to bus lanes and what this might mean for them, particularly in terms of congestion. Disabled people may experience hate crime and/or prejudice relating to disability, especially in public spaces and on public transport. Awareness by public transport staff of the needs of disabled people (such as relating to learning disabilities, mental health conditions, and sensory impairments) can be lacking. Those with disabilities may be more at risk when using shared use pedestrian/cycle ways. Those with some disabilities mean they could have less awareness of other users (such as cyclists) approaching, particularly if they are visually impaired or hard of hearing. Those in wheelchairs or with mobility aids may also find it more difficult to move out of the way.	moving into next design stage – not just relying on online platforms. 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. During construction phases, it should be ensured that all diversion routes/relocated bus stops are accessible for everyone and easy to navigate. The proposed usage of safety measures including the upgraded pedestrian and cycle crossings, as well as vegetation clearance, are designed to make bus stops more accessible for disabled and visually impaired passengers through increased visibility and ease of access.
--	--	--	---	--



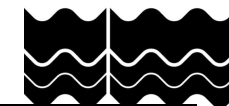
		• 42 respondents expressed concerns that the changes to layouts will be detrimental to disabled / wheelchair users. • 328 respondents expressed concerns that the bus priority measures may result in increased traffic congestion. This could disproportionately impact disabled users as they may be more reliant on using the private car. • 18 respondents expressed concerns around the temporary or permanent removal, or changing position, of bus stops. This may disproportionately impact disabled	The introduction of an eastbound bus lane would greatly benefit disabled passengers why rely on public transport. Therefore, they would see the benefits of reduced journey times and increased reliability of services. 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 those with long-term respiratory conditions. The proposed new bus shelters provide benefits for disabled users, allowing people to rest while waiting for a bus. The proposed scheme includes the removal of the existing parking bays outside the parade of shops by Broomfield
--	--	--	--



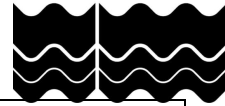
		users if they need to travel longer distances to access the bus stops. • 315 respondents expressed concerns that the bus priority measures may result in changes to parking provision, or the loss of parking provision. This may disproportionately impact disabled individuals if they are required to park further away from shops and services. • 49 respondents expressed concerns about the safety of shared use paths and shared space. This could disproportionately impact disabled		Avenue junction. As a consequence of this, people will need to park further away from these shops. This could negatively impact those with disabilities as they may not be able to travel these longer distances. Opportunities to provide disabled parking bays near the shops should be explored. Whilst there are no planned changes to the existing shared use path on the southern side of the A259, it should be ensured that signage and appropriate tactile paving is provided to make users aware they are sharing a space. It should also be ensured the shared path is wide enough to allow cyclists to pass pedestrians and those in wheelchairs/with mobility aids without conflict occurring.
--	--	--	--	---



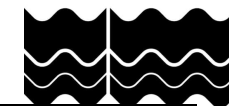
		individuals as they may have less awareness of other users, require more room, or travel at slower speeds. 78 respondents expressed concerns that the bus priority measures may negatively impact on access to destinations. This could have a disproportionate impact on disabled individuals as it may require them to travel longer distances. Note there were no disability-related comments relating specifically to the Peacehaven proposals.		
Gender reassignment ¹⁴	Within Lewes District, 0.4% of the population indicated their gender identity was different	Feedback received from the consultation across all East Sussex BSIP proposals included:	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	Actively target representatives of this group during periods of further consultation to



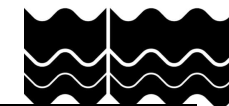
	from their sex registered at birth. This is comparable to England, where 0.5% of the population indicated their gender identity was different from their sex registered at birth. Census 2021. (3)(4)(5) There is no data on gender reassignment at a more local level.	18 respondents expressed concerns around the temporary or permanent removal or changing of position of bus stops. If the bus stops are moved to a more isolated location, this could have a disproportionate impact on individuals with a gender identity that is different from their sex registered at birth, as it could lead to more instances of hate crimes.	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.	ensure their voices are heard. As the scheme design progresses, it should be ensured that all footways/cycleways remain well-lit and that the routes are visible from the road to provide natural surveillance. As the scheme design progresses, it should also be ensured that bus stops are designed to allow for 360-degree visibility. This means installing transparent bus shelters and avoiding other obstructions like large advertisements. The proposed introduction of an eastbound bus lane improves safety for vulnerable passengers as bus services become more reliable. Having more reliable services results in users needing to spend less time waiting at bus stops.
--	---	--	---	---



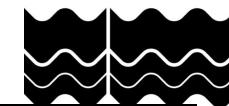
Pregnancy and maternity¹⁵	Between 2020 and 2021 in Peacehaven (mid super output layers Lewes 006 and Lewes 007) there were 116 live births. This represents 2.5% of all the live births in that period for East Sussex. (6)(7)	Feedback received from the consultation across all East Sussex BSIP proposals included the following: • 328 respondents expressed concerns that the bus priority measures may exacerbate congestion in Peacehaven, directly impacting air quality. This could have a disproportionate impact on pregnant individuals. • 49 respondents expressed concerns about the safety of shared use paths and shared space. This could disproportionately impact pregnant women and those with young children.	During construction, pregnant women and those on maternity may find it difficult if the diversion routes result in them needing to travel longer distances. Women who are pregnant and those on maternity may be concerned about the reallocation of road space to bus lanes and what this might mean for them, particularly in terms of congestion. 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.	Since the consultation, the scheme has been amended to remove the proposals at The Dell Park. As such, there are no changes to the existing conditions of the park, and no new bus lanes. 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 to key destinations, including children's play groups. During construction, it should be ensured that diversion routes are as short as possible and are easy to navigate. The proposed introduction of an eastbound bus lane would improve the reliability of the bus services. This benefits pregnant passengers and those with children as they experience shorter journey
--	---	---	---	---



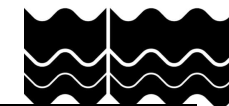
		• 315 respondents expressed concerns that the bus priority measures may result in changes to parking provision, or the loss of parking provision. This could negatively impact pregnant women and those with young children if it requires them to travel a longer distance. • 78 respondents expressed concerns that the bus priority measures may negatively impact access to destinations. This could have a disproportionate impact on pregnant women or those with young children as it may	times and more reliable services. The proposed upgrade to bus stops, including the installation of bus shelters, are designed to make waiting for a bus more comfortable. This particularly benefits pregnant passengers. 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. The proposed scheme includes the removal of the existing parking bays outside the parade of shops by Broomfield Avenue junction. As a consequence of this, people will need to park further away from these shops. This could
--	--	---	--



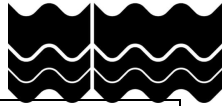
		require them to travel longer distances. 18 respondents expressed concerns around the temporary or permanent removal, or changing of position, of bus stops. This may have a disproportionate impact on pregnant women and those with young children if it requires them to travel a longer distance. There was a comment raising concerns that the new bus lane outside The Dell Park would bring road fumes and emissions closer to the children's play area. This may also disproportionately affect pregnant women and women on maternity, who		negatively impact pregnant women and those on maternity as they may not be able to travel these longer distances. Opportunities to provide parking bays near the shops should be explored. Whilst there are no planned changes to the existing shared use path on the southern side of the A259, it should be ensured that signage and appropriate tactile paving is provided to make users aware they are sharing a space. It should also be ensured to prevent conflict occurring.
--	--	--	--	--



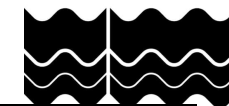
		are likely to spend more time in this space.		
Race (ethnicity)¹⁶ Including migrants, refugees and asylum seekers	Peacehaven (mid super output layers Lewes 006 and Lewes 007) has 92% of the population that identify as White. This is slightly lower than the average for East Sussex at 94% but is significantly higher than the average for England at 81%. (1)(2)(3)(4) In Peacehaven (mid super output layers Lewes 006 and Lewes 007): 3% identified as Asian, Asian British or Asian Welsh; 1% identified as Black, Black British, Black Welsh, Caribbean or African; 3% identified as Mixed or Multiple ethnic groups; and 1% identified as other ethnic group. (1)(2)(3)(4) <i>Census 2021</i>	Feedback received from the consultation across all East Sussex BSIP proposals included the following: 18 respondents expressed concerns around the temporary or permanent removal, or changing of position, of bus stops. If the bus stops are moved to a more isolated location, this may have a disproportionate impact on race as it could lead to more instances of hate crime.	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. 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.	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. It should also be ensured that consultation materials can be made available in other formats (i.e. different languages), upon request. Street lighting is present along the study area as well as the adjoining side roads. As such, it should be ensured that no lighting is removed or changed as a result of the scheme. As the scheme design progresses, it should also be ensured that bus stops are designed to allow for 360-degree visibility. This means installing



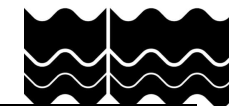
				transparent bus shelters and avoiding other obstructions like large advertisements. The proposed introduction of an eastbound bus lane improves safety for ethnic minority passengers as bus services become more reliable. Having more reliable services results in users needing to spend less time waiting at bus stops.
Religion or belief¹⁷	Peacehaven (mid super output layers Lewes 006 and Lewes 007) has 47% of the population that report as having “no religion”. This is higher than the average for both East Sussex (45%) and England (37%). (1)(2)(3)(4) A total of 44% of people within Peacehaven (mid super output layers Lewes 006 and Lewes 007) reported being Christian, which is lower than the average for both	Feedback received from the consultation across all East Sussex BSIP proposals included the following: 18 respondents expressed concerns around the temporary or permanent removal, or changing of position, of bus stops. If the bus stops are moved to a more isolated location, this may	During construction of the scheme, noise and associated construction work could impact particular religious groups for worshipping. 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.	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. Also, actively engage with religious groups especially those who have places of worship adjacent to the scheme, to ensure their voices are heard.



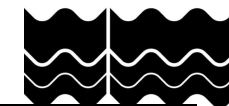
	East Sussex and England at 46% each. (1)(2)(3)(4) In Peacehaven (mid super output layers Lewes 006 and Lewes 007): 1% reported being Muslim and a further 2% said they are of another religion. The other religions make up 1% of the Peacehaven population. (1)(2)(3)(4) <i>Census 2021</i>	have a disproportionate impact on religious groups as it could lead to more instances of hate crimes.	During construction planning, ensure the timing of construction is communicated to everyone. Work with religious groups/places of worship to agree appropriate timings of construction activities. The proposed introduction of an eastbound bus lane 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. Street lighting is present along the study area as well as the adjoining side roads. As such, it should be ensured that no lighting is removed or changed as a result of the scheme. As the scheme design progresses, it should also be ensured that bus stops are designed to allow for 360-degree visibility. This
--	---	--	--



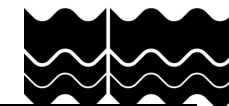
				means installing transparent bus shelters and avoiding other obstructions like large advertisements.
Sex¹⁸	Peacehaven (mid super output layers Lewes 006 and Lewes 007) has 52% of the population that are female and 48% that are male. This is comparable to both East Sussex and England. In East Sussex, 52% of the population are female while 48% are male. In England, 51% are female while 49% are male. (1)(2)(3)(4) <i>Census 2021</i>	Feedback received from the consultation across all East Sussex BSIP proposals included the following: 18 respondents expressed concerns around the temporary or permanent removal or changing position of bus stops. If the bus stops are moved to a more isolated location, this may have a disproportionate impact on women as it could lead to more instances of sexual harassment and sexual abuse while waiting for the bus.	Women are more likely to have caring responsibilities that may require them 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 mean they do not take typical commuting routes. Women are more likely to be the victims of sexual harassment and sexual abuse while waiting for, and on, public transport.	During periods of further consultation, seek opportunities for women to feedback on the proposed scheme. Offer alternative 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. 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. The proposed introduction of an eastbound bus lane improves safety for women as bus services become more reliable. Having more reliable services results in



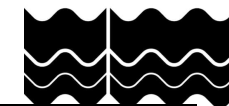
				users needing to spend less time waiting at bus stops. Having quicker journey times will mean users will also spend less time on the bus, meaning there is less opportunity for hate crimes/sexual harassment to take place. As the scheme design progresses, it should also be ensured that bus stops are designed to allow for 360-degree visibility. This means installing transparent bus shelters and avoiding other obstructions like large advertisements.
Sexual orientation¹⁹	Within Peacehaven (mid super output layers Lewes 006 and Lewes 007), 88% of residents aged 16 and over identify as straight, which is slightly lower than the average for East Sussex 89% and England 89%. (1)(2)(5) A total of 4% of the population within	Feedback received from the consultation across all East Sussex BSIP proposals included the following: 18 respondents expressed concerns around the temporary or permanent removal, or changing of	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.	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



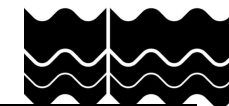
	Peacehaven (mid super output layers Lewes 006 and Lewes 007) identify as gay or lesbian, which is higher than the average for East Sussex (2%) and England (1.5%). (1)(2)(5) There are 1% of people within Peacehaven (mid super output layers Lewes 006 and Lewes 007) that identify as bisexual, which is the same as the average for East Sussex (1%) and England (1%). (1)(2)(5) <i>Census 2021</i>	position, of bus stops. If the bus stops are moved to a more isolated location, this may have a disproportionate impact on LGBTQ+ individuals as it could lead to more instances of hate crimes.	making bus journeys quicker. The proposed introduction of an eastbound bus lane 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. 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. Street lighting is present along the study area as well as the adjoining side roads. As such, it should be ensured that no lighting is removed or changed as a result of the scheme. As the scheme design progresses, it should also be ensured that bus stops are designed to allow for 360-degree visibility. This means installing transparent bus shelters
--	--	---	---



				and avoiding other obstructions like large advertisements.
Marriage and civil partnership²⁰	Within Peacehaven (mid super output layers Lewes 006 and Lewes 007), 32% of the population have never been married or in a civil partnership, which is the same as the average for East Sussex (32%), but slightly lower than the England average at 38%. (1)(2)(5) A total of 47% of the Peacehaven population are married or in a civil partnership, which is comparable to East Sussex (47%) but greater than England (45%). (1)(2)(5)	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 proposals.	It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the proposals.
Armed Forces²¹	Within Peacehaven (mid super output layers Lewes 006 and Lewes 007), 3% of people reported that they had previously served in the UK regular armed forces.	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,



	This is comparable to the average for East Sussex (3.5%) and England (3%). (1)(2)(5) In Peacehaven 1% of people reported that they had previously served in reserve armed forces, this is the same as the average across East Sussex (1%) and England (1%). (1)(2)(5) In Peacehaven, 0.1% of people reported that they had previously served in both regular and reserve armed forces. This is slightly lower than the averages for both East Sussex and England (0.2%). (1)(2)(5) <i>Census 2021</i>			neutral or positive impact by the report.
Impacts on community cohesion²²	N/A	No feedback received related to community cohesion.	There could be some positive impacts on community cohesion with improvements to bus stops, including the addition of bus shelters. These will provide a more comfortable experience while waiting for the bus, where different users can come together.	Street lighting is present along the study area as well as the adjoining side roads. As such, it should be ensured that no lighting is removed or changed as a result of the scheme. As the scheme design

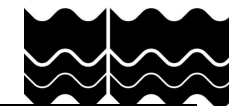


				progresses, it should also be ensured that bus stops are designed to allow for 360-degree visibility. This means installing transparent bus shelters and avoiding other obstructions like large advertisements.
--	--	--	--	---

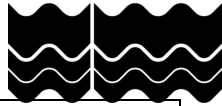
Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know ²³ ?	What do people tell you ²⁴ ?	What does this mean ²⁵ ?	What can you do ²⁶ ?
Rurality²⁷	The proposed bus priority scheme is situated in Peacehaven, an urban area. Therefore, this characteristic is not relevant.			
Carers	The 2021 Census for Peacehaven (mid super output layers Lewes 006 and Lewes 007) highlighted that 11% of the population	Through the feedback received from the consultation across all ESCC BSIP proposals:	Carers have responsibilities that may require them to make multiple short journeys or 'chain-journeys' during a day. This can	Actively engage with carer groups and representatives during the consultation period to ensure their voices are heard.

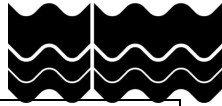


	provide unpaid care. This is higher than the average for East Sussex (10%) and England (9%). (1)(2)(5) A total of 5% of Peacehaven's population provided 19 hours or less of unpaid care per week, 2% provided 20-49 hours of unpaid care a week and 3.5% provided 50 or more hours of unpaid care a week. (1)(2)(5) In comparison, a total of 5% of the population of East Sussex provided 19 hours or less of unpaid care per week, 2% provided 20-49 hours of unpaid care a week and 3% provided 50 or more hours of unpaid care a week. (1)(2)(5) Across England, a total of 4% of the population provided 19 hours or less of unpaid care per week, 2% provided 20-49 hours of unpaid care a week and 3% provided 50 or more hours	• five respondents highlighted a perceived negative impact of the bus priority schemes on carers and care givers. • 315 respondents expressed concerns that the ESCC BSIP proposals may result in changes to parking provision, or the loss of parking provision. This may require travelling a longer distance. • 78 respondents expressed concerns that the bus priority measures may negatively impact on access to destinations. This could have a disproportionate impact on carers as it may require them to travel a longer distance and therefore increase their journey time.	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.	The proposed scheme includes the removal of the existing parking bays outside the parade of shops by Broomfield Avenue junction. As a consequence of this, people will need to park further away from these shops. This could negatively impact carers as it could increase their journey times. They may also need to park close to the shops when accompanying the person they are looking after. Opportunities to provide parking bays near the shops should be explored, particularly disabled parking bays.
--	---	--	---	---



	of unpaid care a week. (1)(2)(5)	328 respondents expressed concerns that the bus priority measures may result in increased traffic congestion. This disproportionately impacts carers due to their high reliance on car travel.		
Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers – see end note) ²⁸				

Assessment of overall impacts and any further recommendations²⁹ - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)



Overall, the proposed BSIP scheme for Peacehaven is expected to have a positive impact on all protected groups referenced above. The scheme would provide improvements to bus stops, including bus shelters, upgraded assets and widened hard standing areas. This allows people to rest while waiting for the bus, which benefits those in younger and older age groups, those with some disabilities, and women who are pregnant. The widened footways/hard standing areas by the bus stops would provide more room for waiting bus passengers, which particularly benefits those in wheelchairs, or with mobility aids or pushchairs. The scheme would also improve bus journey time reliability through the provision of a new eastbound bus lane, which would 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.

The Peacehaven BSIP improvements propose the removal of parking bays by the parade of shops to the west of Broomfield Avenue. This may negatively impact some groups such as those with a disability, elderly or younger individuals, women who are pregnant or on maternity, and carers. In removing these parking bays, people would be required to park further away from the shops, increasing their travel distance. It is recommended the scheme looks to provide alternative parking bays as close to the shops as possible, particularly allocating some to disabled parking.

The Peacehaven BSIP improvements propose a number of improvements to side road crossings along the A259, including the addition of a pedestrian refuge island and tactile paving. This would provide benefits to all people, but particularly those with mobility issues and visual impairments. The proposals also include some minor widening to the footway on northern side and shared use path on southern side of the A259. Although not substantial, it would provide benefits to users, particularly those who are in wheelchairs or use mobility aids, as well as those with pushchairs, by giving people more room and a decreased likelihood of collisions with other users.

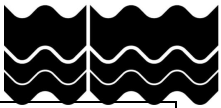
However, there are still concerns that the shared use paths could still negatively impact some protected groups, including younger and older people, as well as those with some disabilities. The impact could occur when users are not aware of the shared space or cannot hear or see fast moving cyclists approaching. This could result in a dangerous collision. It should therefore be ensured that during detailed scheme design, appropriate measures are in place to make these spaces as safe as possible for all users. This includes the provision of tactile paving to mark the start and end of the shared space, as well as adequate signage and surface markings.

Concerns have been identified relating to any further consultations on the scheme. It could be easy for some groups to be excluded as part on 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.

Consideration also needs to be given to protected groups during construction. Some could be impacted by diversion routes and relocated bus stops, particularly if it results in their journey being longer. This impacts those who are unable to travel long distances, such as those with mobility issues or visual impairments. Therefore, diversion routes need to be as short as possible and relocated 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.

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 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)
MOSA 006 East Saltdean and Telscombe Cliffs (1)	31/03/2025		
MOSA 007 Peacehaven (2)	31/03/2025		
East Sussex Local Authority (3)	31/03/2025		
England Country (4)	31/03/2025		
East Sussex in figures (5)	31/03/2025		

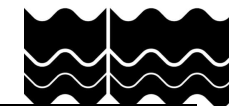


Births in England and Wales (Summary Tables) (6)	31/03/2025		
Birthrates in East Sussex (7)	31/03/2025		
State of the County 2021 - Focus on East Sussex (8)	03/04/2025		

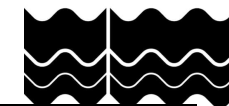
4. Prioritised Action Plan³⁰

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

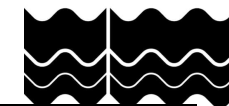
Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
During further rounds of consultation to present updated scheme designs, some groups may not be able to read or understand the consultation materials. This can lead to their feedback not being captured. Groups affected: Race, disability	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 can read and understand the information presented during the consultation, enabling them to make an informed decision on the proposals.	Responses received from those of different races and with a range of disabilities. No negative feedback received regarding the accessibility of the consultation materials.	Before next consultation period if there is one.
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 venue's location or access within the building.	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 parking (including disabled spaces). The building itself will need to be easily accessible for those with mobility aids and	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



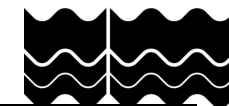
Groups affected: Age, disability, pregnancy & maternity	pushchairs (i.e. no steps), have toilets (men, women and disabled) and have seating available. Online events offer an alternative to attending in-person events, but these should be provided alongside in-person events.			
During construction of the scheme, diversion routes/changes to access may increase travel distance and extend through unfamiliar areas. Groups affected: Age, disability, pregnancy & maternity, sex	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. Information on construction timescales and the locations of the works should be communicated through a range of	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



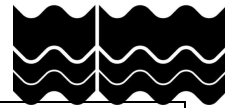
	channels, including online and hard copy (for those who do not have access to the internet).			
During construction of the scheme, temporary bus stop closures may increase travel distance. Groups affected: age, disability, pregnancy & maternity	Development of a Construction Management Plan and works 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. Temporary bus stop closures should be clearly communicated well in advance by a range of channels, including both online and hard copy.	An operating bus stop that is not far from the stop that is temporarily closed and can be easily accessed by everyone. Everyone knows and understands the temporary closure, prior to construction. The route to the temporary bus stop can be easily navigated by all without any difficulties.	No negative feedback received from users of the temporary bus stop closure. No reductions in bus patronage during the construction phase.	Prior to construction
Construction works may generate significant noise. This can impact certain groups who may be	Development of a Construction Management Plan and works in accordance with Chapter 8	Construction works that do not impact people's daily activities including work, worship, and sleep.	No negative feedback received from local residents on construction noise.	Prior to construction



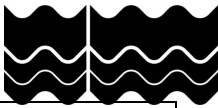
sensitive to noise, or those that need to rest during the day. Noise disruption can also affect those who worship at different times of the day. Groups affected: age, disability, pregnancy & maternity, religion/belief	Traffic Signs Manual and the Streetworks "Red Book" will mitigate construction impacts. 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. Local residents to be given advanced notice of the construction works and will be kept regularly updated on the timescales.	Everyone knows of the construction timings in advance so they can plan accordingly.		
Safety concerns relating to the construction site. If the site is not secure, young children and those with some disabilities may enter the construction site. Groups affected: Age, disability, pregnancy & maternity	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 and warning signs and is locked when no construction workers are	Everyone remains safe when travelling near to the construction site, with no accidents/incidents taking place.	No instances of accidents taking place within, and surrounding, the construction site. No concerns raised regarding the potential for an accident to take place.	Prior to construction



	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.			
The path of the southern side of the road would remain as shared use. Shared use paths can also result in conflict between users due to the differences in speed they travel at. Some groups are likely to travel slower than the usual pedestrian, increasing this conflict, and these groups can also have less awareness of approaching cyclists. Groups affected: Age, disability, pregnancy & maternity	The widths of the shared use paths have been designed in accordance with LTN 1/20. Groups that could be most at risk along these shared use paths (including older and younger people, those with disabilities such as visually impaired) should be consulted with and asked for their input on how they can be designed as safe as possible. It should be ensured that adequate signage, surface markings, and tactile paving is provided to allow all users to know they are sharing the space as well as indicating when the shared space starts and stops.	Shared paths where everyone feels safe and comfortable to travel along. Pedestrians and cyclists travel together in harmony with no conflicts occurring.	No instances of accidents taking place along the shared use paths. An increase in people walking and cycling within the area.	During design phase/ consultation (if there is another round)



As part of the proposals, a new eastbound bus lane is proposed along the A259. There are perceptions that this could increase traffic congestion, which would adversely affect those with disabilities, older people, and those who are pregnant or have young children, who are typically more reliant on travelling by private car. Groups affected: age, disability, pregnancy & maternity	The current scheme designs do not involve reducing the amount of road space for general traffic. As such, it is not expected that the scheme would result in an increase in congestion. However, monitoring of traffic and congestion should take place following scheme implementation.	Realised or theorised likely traffic congestion increases are clearly communicated to local residents well in advance of the bus lanes being implemented.	No increases in traffic congestion. No negative feedback received relating to residents negatively affected by increased traffic congestion.	During design/consultation phase (if there is another round)
Hate crime or sexual harassment occurring within less visible areas, such as behind bus stops. Groups affected: Disability, sexual orientation, race, religion, sex	During the scheme design, look to reduce the amount of less visible areas. This includes transparent bus stops and vegetation clearance. Maintain the existing street lighting along the route, ensuring no areas are unlit. Including real time passenger information would also help to reduce instances occurring, as passengers know how long	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



	they have to wait for the next bus.			
--	-------------------------------------	--	--	--

(Add more rows as needed)

EqlA sign-off: (for the EqlA to be final an email must be sent from the relevant people agreeing it, or this section must be signed)

Staff member completing Equality Impact Analysis: **Date:**

Directorate Management Team rep or Head of Service: **Date:**

Equality lead: **Date:**

Guidance end-notes

¹ The following principles, drawn from case law, explain what we must do to fulfil our duties under the Equality Act:

- Knowledge: everyone working for the Council must be aware of the Council's duties under the Equality Act 2010 and ensure they comply with them appropriately in their daily work.
- Timeliness: the duty applies at the time of considering policy options and/or before a final decision is taken – not afterwards.
- Real **Consideration**: the duty must be an integral, rigorous part of your decision-making process and influence the process.
- Sufficient **Information**: you must assess what information you have and what is further needed to give proper consideration.
- **No delegation**: the Council is responsible for ensuring that any contracted services, which are provided on its behalf need also to comply with the same legal obligations under the Equality Act of 2010. You need, therefore, to ensure that the relevant contracts make these obligations clear to the supplier. It is a duty that cannot be delegated.
- Review: the equality duty is a continuing duty. It applies when a policy or service is developed/agreed, and when it is implemented and reviewed.
- Proper Record Keeping: to prove that the Council has fulfilled its legal obligations under the Equality Act you must keep records of the process you follow and the impacts identified.

NB: Filling out this EqIA in itself does not meet the requirements of the Council's equality duty. All the requirements above must be fulfilled, or the EqIA (and any decision based on it) may be open to challenge. An EqIA therefore can provide evidence that the Council has taken practical steps comply with its equality duty and provide a record that to demonstrate that it has done so.

² Our duties in the Equality Act 2010

As a public sector organisation, we have a legal duty (under the Equality Act 2010) to show that we have identified and considered the actual and potential impact of our activities on people who share any of the legally 'protected characteristics' (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership).

This applies to policies, services (including commissioned services), and our employees. The level of detail of this consideration will depend on the nature of your project, who it might affect, those groups' vulnerability, and the seriousness of any potential impacts it might have. We use this EqlA template to gather information and assess the impact of our project in these areas.

The following are the duties in the Act. You must give 'due regard' (pay conscious attention) to the need to:

- avoid, reduce, minimise or eliminate any **negative impact** (if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately).
- promote equality of opportunity. This means the need to:
 - Remove or minimise disadvantages suffered by equality groups
 - Take steps to meet the needs of equality groups
 - Encourage equality groups to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- foster **good relations between people who share a protected characteristic and those who do not**. This means:
 - Tackle prejudice
 - Promote understanding

³ EqlAs are always proportionate to:

-
- The nature of the service, or scope of the policy/strategy
 - The resources involved
 - The number of people affected
 - The size of the likely impact
 - The vulnerability of the people affected

The greater the potential adverse impact of the proposed service or policy on a protected group (e.g. disabled people), the more thorough and demanding our process must be so that we comply with the Equality Act of 2010.

⁴ Title of EqIA: This should clearly explain what service / policy / strategy / change you are assessing

⁵ Team/Department: Main team responsible for the policy, practice, service or function being assessed

⁶ Focus of EqIA: A member of the public should have a good understanding of the policy or service and any proposals after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Analysis (EqIA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the service, policy, strategy, practice, or function?

- Who implements, carries out or delivers the service, policy, strategy, practice, or function? Please state where this is more than one person/team/body and where other organisations deliver under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the service, policy, strategy, practice, or function, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? Eg: what do you want to provide, what changes, or improvements, are required and what should the benefits be?
- What do existing or previous reviews of the service, policy, strategy, practice, or function indicate to you?
- What is the reason for the proposal, or change (financial, service scope, legal requirements, etc)? The Equality Act requires us to make these clear.

⁷ Previous **actions**: If there is no previous EqlA, or this assessment is for a new service, then simply write 'not applicable'.

⁸ Data: Make sure you have enough information to inform your EqlA.

- What data relevant to the impact on protected groups of the policy/decision/service is available?⁸
- What further evidence is needed and how can you get it? (Eg: further research or engagement with the affected groups).
- What do you already know about needs, access and outcomes? Focus on each of the protected characteristics in turn. Eg: who uses the service? Who doesn't and why? Are there differences in outcomes? Why?
- Have there been any important demographic changes or trends locally? What might they mean for the service or function?
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any groups?

-
- Do any equality objectives already exist? What is current performance like against them?
 - Is the service having a positive or negative effect on particular people in the community, or particular groups / communities?

⁹ Engagement: You must engage appropriately with those likely to be affected to fulfil the Council's duties under the Equality Act.

- What do people tell you about the services, the policy or the strategy?
- Are there patterns or differences in what people from different groups tell you?
- What information or data will you need from communities?
- How should people be consulted? Consider:
 - (a) consult when proposals are still at a formative stage;
 - (b) explain what is proposed and why, to allow intelligent consideration and response;
 - (c) allow enough time for consultation;
 - (d) make sure what people tell you is properly considered in the final decision.
- Try to consult in ways that ensure all different perspectives can be captured and considered.
- Identify any gaps in who has been consulted and identify ways to address this.

¹⁰ Your EqIA must get to grips fully and properly with actual and potential impacts.

- The Council's obligations under the Equality Act of 2010 do not stop you taking decisions, or introducing well needed changes; however, they require that you take decisions and make changes conscientiously and deliberately confront the anticipated impacts on people.

- Be realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific so decision-makers have a concrete sense of potential effects. Instead of "the policy is likely to disadvantage older women", say how many or what percentage are likely to be affected, how, and to what extent.
- Questions to ask when assessing impacts depend on the context. Examples:
 - o Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - o Is there evidence of higher/lower uptake among different groups? Which, and to what extent?
 - o If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - o If there is negative differential impact, how can you minimise that while taking into account your overall aims
 - o Do the effects amount to unlawful discrimination? If so, the plan must be modified.
 - o Does the proposal advance equality of opportunity and/or foster good relations? If not, could it?

¹¹ Consider all three aims of the Act: removing barriers, and also identifying positive actions to be taken.

- Where you have identified impacts you must state what actions will be taken to remove, reduce or avoid any negative impacts and maximise any positive impacts or advance equality of opportunity.
- Be specific and detailed and explain how far these actions are expected to address the negative impacts.
- If mitigating measures are contemplated, explain clearly what the measures are, and the extent to which they can be expected to reduce / remove the adverse effects identified.
- An EqIA which has attempted to airbrush the facts is an EqIA that is vulnerable to challenge.

¹² Age: People of all ages

¹³ Disability: 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. The definition includes: sensory impairments, impairments with fluctuating or recurring effects, progressive, organ specific, developmental, learning difficulties, mental health conditions and mental illnesses, produced by injury to the body or brain. Persons with cancer, multiple sclerosis or HIV infection are all now deemed to be disabled persons from the point of diagnosis. Carers of disabled people are protected within the Act by association.

¹⁴ Gender Reassignment: 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

¹⁵ Pregnancy and Maternity: Protection is during pregnancy and any statutory maternity leave to which the woman is entitled.

¹⁶ Race/Ethnicity: This includes ethnic or national origins, colour or nationality, and includes refugees and migrants, and Gypsies and Travellers. Refugees and migrants means people whose intention is to stay in the UK for at least twelve months (excluding visitors, short term students or tourists). This definition includes asylum seekers; voluntary and involuntary migrants; people who are undocumented; and the children of migrants, even if they were born in the UK.

¹⁷ Religion and Belief: 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.

¹⁸ Sex: Both men and women are covered under the Act.

¹⁹ **Sexual Orientation:** The Act protects bisexual, gay, heterosexual and lesbian people

²⁰ Marriage and Civil Partnership: Only in relation to due regard to the need to eliminate discrimination.

²¹ Armed Forces: The Armed Forces Act 2021 aims to help prevent service personnel, veterans and their families being disadvantaged when accessing public services. The new duty applies to certain housing, education or healthcare functions, but it is good practice to ensure consideration of impacts on current or former members of the armed forces, as well as their families.

²² Community Cohesion: potential impacts on how well people from different communities get on together. The council has a legal duty to foster good relations between groups of people who share different protected characteristics. Some actions or policies may have impacts – or perceived impacts – on how groups see one another or in terms of how the council's resources are seen to be allocated. There may also be opportunities to positively impact on good relations between groups.

²³ Data: Make sure you have enough information to inform your EqIA.

- What data relevant to the impact on protected groups of the policy/decision/service is available?²³
- What further evidence is needed and how can you get it? (Eg: further research or engagement with the affected groups).

- What do you already know about needs, access and outcomes? Focus on each of the protected characteristics in turn. Eg: who uses the service? Who doesn't and why? Are there differences in outcomes? Why?
- Have there been any important demographic changes or trends locally? What might they mean for the service or function?
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any groups?
- Do any equality objectives already exist? What is current performance like against them?
- Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?

²⁴ Engagement: You must engage appropriately with those likely to be affected to fulfil the Council's duties under the Equality Act .

- What do people tell you about the services, the policy or the strategy?
- Are there patterns or differences in what people from different groups tell you?
- What information or data will you need from communities?
- How should people be consulted? Consider:
 - (a) consult when proposals are still at a formative stage;
 - (b) explain what is proposed and why, to allow intelligent consideration and response;
 - (c) allow enough time for consultation;
 - (d) make sure what people tell you is properly considered in the final decision.
- Try to consult in ways that ensure all different perspectives can be captured and considered.
- Identify any gaps in who has been consulted and identify ways to address this.

²⁵ Your EqIA must get to grips fully and properly with actual and potential impacts.

- The Council's obligations under the Equality Act of 2010 do not stop you taking decisions, or introducing well needed changes; however, they require that take decisions and make changes conscientiously and deliberately confront the anticipated impacts on people.
- Be realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific so decision-makers have a concrete sense of potential effects. Instead of "the policy is likely to disadvantage older women", say how many or what percentage are likely to be affected, how, and to what extent.
- Questions to ask when assessing impacts depend on the context. Examples:
 - o Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - o Is there evidence of higher/lower uptake among different groups? Which, and to what extent?
 - o If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - o If there is negative differential impact, how can you minimise that while taking into account your overall aims
 - o Do the effects amount to unlawful discrimination? If so the plan must be modified.
 - o Does the proposal advance equality of opportunity and/or foster good relations? If not, could it?

²⁶ Consider all three aims of the Act: removing barriers, and also identifying positive actions to be taken.

- Where you have identified impacts you must state what actions will be taken to remove, reduce or avoid any negative impacts and maximise any positive impacts or advance equality of opportunity.
- Be specific and detailed and explain how far these actions are expected to address the negative impacts.

- If mitigating measures are contemplated, explain clearly what the measures are, and the extent to which they can be expected to reduce / remove the adverse effects identified.
- An EqIA which has attempted to airbrush the facts is an EqIA that is vulnerable to challenge.

²⁷ Rurality: deprivation is experienced differently between people living in rural and urban areas. In rural areas issues can include isolation, access to services (eg: GPs, pharmacies, libraries, schools), low income / part-time work, infrequent public transport, high transport costs, lack of affordable housing and higher fuel costs. Deprivation can also be more dispersed and less visible.

²⁸ Other groups that may be differently affected: this may vary by services, but examples include: homeless people, substance misusers, people experiencing domestic/sexual violence, looked after children or care leavers, current or former armed forces personnel (or their families), people on the Autistic spectrum etc.

²⁹ **Assessment of overall impacts and any further recommendations**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Explain what positive impacts will result from the actions and how you can make the most of these.
- Countervailing considerations: These may include the reasons behind the formulation of the policy, the benefits it is expected to deliver, budget reductions, the need to avert a graver crisis by introducing a policy now and not later, and so on. The weight of these factors in favour of implementing the policy must then be measured against the weight of any evidence as to the potential negative equality impacts of the policy.
- Are there any further recommendations? Is further engagement needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?

³⁰ **Action Planning:** The Council's obligation under the Equality Act of 2010 is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.