

Equality Impact Analysis Template

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

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

<p>What actions did you plan last time? (List them from the previous EqlA)</p>	<p>What improved as a result? What outcomes have these actions achieved?</p>	<p>What <u>further</u> actions do you need to take? (add these to the Action Plan below)</p>
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Not applicable: this is the first plan of this sort.		
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2. Review of information, equality analysis and potential actions

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

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	<p>In Eastbourne, 25% of the population are aged 65 and over. This is lower than the East Sussex average at 26%, but slightly higher than the England average at 18%.</p> <p>In Eastbourne, 31% of the population are aged under 29. This is slightly higher than the East Sussex average at 30%, but lower than the England average (36%).</p>	<p>ESCC presented to the East Sussex Seniors Association on 15 September 2023 at 10:00 in relation to the bus priority proposals: The key discussion points are summarised below:</p> <ul style="list-style-type: none"> • A general safety concern over shared spaces and the nervousness of the ageing population using these with cyclists. 	<p>Older passengers may find it confusing if bus stops are realigned, whether these are temporary during construction or permanent as part of the scheme.</p> <p>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.</p>	<p>During periods of further consultation, it should be ensured that representatives from younger and older age groups are targeted to hear their views on the scheme.</p> <p>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</p>

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

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

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

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



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

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

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

				<p>Having quicker journey times will mean users will also spend less time on the bus, meaning there is less opportunity for hate crimes to take place.</p> <p>As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance.</p>
Marriage and civil partnership	<p>Within Eastbourne, 43% of the population have never been married or in a civil partnership, which is a higher proportion than England at 38% and East Sussex at 32%.</p> <p>A total of 31% of the Eastbourne population are married or in a civil partnership, which is lower than both England (45%) and East Sussex (47%).</p> <p><i>Data taken from 2021 Census.</i></p>	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 Forces	<p>Within Eastbourne MSOAs 007, 008, 009, 010, 011 and 012 (there is no data on the armed forces at a local level), 3% of people reported that they had previously served in the UK regular armed forces, while 1% had previously served in reserve armed forces and 0.2% had previously served in both regular and reserve armed forces.</p> <p><i>Data taken from 2021 Census.</i></p>	No feedback related to this protected characteristic group has been received.	It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the report.	It is not considered that this protected characteristic group will experience disproportionate, negative, neutral or positive impact by the report.
Impacts on community cohesion	N/A	No feedback received related to community cohesion.	There could be some positive impacts on community cohesion with improvements to bus stops. These will provide a more comfortable experience while waiting for the bus, where different users can come together.	As the scheme design progresses, it should be ensured that all footways/cycleways are lit and that the routes are visible from the road to provide natural surveillance. This would help to prevent any negative experiences that could arise from different members of the community coming together.

Additional categories

(identified locally as potentially causing / worsening inequality)

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

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

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

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

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

Births in England and Wales: linked births - Office for National Statistics	17/01/2025	LSOA level data not available District level data taken	
Pregnancy and maternity			

4. Prioritised Action Plan

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

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

venue's location or access within the building. Groups affected: Age, disability, pregnancy & maternity	parking (including disabled spaces). The building itself will need to be easily accessible for people with mobility aids and pushchairs (i.e. no steps), have toilets (men, women and disabled) and have seating available. Online events offer an alternative to attending in-person events, but these should be provided alongside in-person events.			
During construction of the scheme, diversion routes/changes to access may increase travel distance and extend through unfamiliar areas. 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.	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 Owner: Balfour Beatty / ESCC

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

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

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