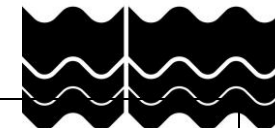


Equality Impact Analysis Template

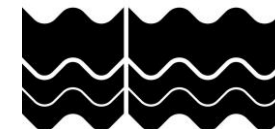
Title of Project/Service/Policy	Eastbourne Town Centre Movement & Access Package – Phase 2B	Directorate	Communities, Economy & Transport
Team/Department	Major Projects and Growth Team		
Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope	This project forms part of the Eastbourne Town Centre Movement and Access package. The scheme focuses on: • Pedestrianisation of Terminus Road – enhancing the existing pedestrianised section between Langney and Seaside Road and pedestrianisation between Seaside Road and Grand Parade. • Memorial Roundabout – improving the crossing points with a key focus on pedestrian accessibility and priority. • Relocation of the Ring Road to the Avenue and Cavendish Place. The main focus is on Terminus Road, which involves upgrading the existing pedestrianised area to provide a continuation of design features and enhancements as in Phase 1 and 2a of the Eastbourne Town Centre Movement and Access package, and extending the pedestrianisation of Terminus Road down to Grand Parade, completing the ‘pedestrian spine route’/pedestrian corridor from Eastbourne Train Station through the central retail area to the seafront. Improvement to the Memorial Roundabout will focus on pedestrian priority and accessibility by providing safer crossing facilities on all arms of the roundabout, slowing down traffic on the approach to and from the town centre, whilst enhancing pedestrian priority and movements to and from the newly pedestrianised Terminus Road, retail, seafront and residential areas. The relocation of the Ring Road will create a more attractive East - West route for vehicles around the town centre and is an essential part of reducing traffic through the town centre, creating a greater sense of arrival for vehicular traffic into the town. The objectives of the scheme are to:		



- Deliver improvements which support and complement changes made in Phase 1 and 2a Eastbourne Town Centre Improvement Scheme;
- Improve pedestrian safety and accessibility by reallocating road space in the section of Terminus Road between Langney Road (continuation of phase 2a) and Grand Parade;
- The use of Terminus Road to create a 'spine route' through the primary retail area of Eastbourne Town Centre to the seafront;
- Support local development and businesses along Terminus Road, unlocking and enhancing the economic, cultural and dwelling development;
- Coordinate the design of street furniture, street lighting and signage which will be finished to a high standard in the town centre;
- Providing improved and more user friendly crossing facilities across the whole scheme;
- Increase accessibility and improve pedestrian priority along Terminus Road and on Memorial Roundabout: and,
- Improve the public realm within Eastbourne Town Centre.

The development of the scheme aims to support and increase access to the town centre for all service users, by balancing the needs of residents and visitors, local businesses, disabled users, cyclists and to the highways design standards such transport and public realm schemes are required to meet. Initial consultations on the proposals have been undertaken, and feedback from the consultation from Phase 2a have also been considered.

The detailed design phase is focusing on the works associated with Terminus Road, however the public consultation in October/November 2022 has included the Memorial Roundabout and Ring Road works noted above.



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

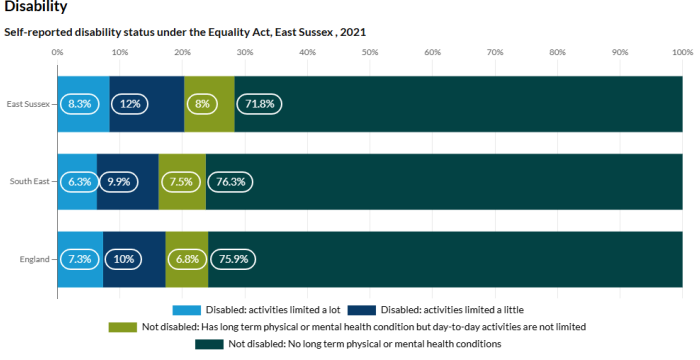
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
Preliminary design key stakeholder workshops (July 2021) and feedback sessions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

1. Review of information, equality analysis and potential actions

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

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations																																																																																				
Age	The dataset shows the resident population by broad age groups in 2021.	ESCC has begun engagement at the formative stages of scheme development, from business case stage, to preliminary design. ▪ Stakeholder feedback arising from the engagement workshops in July 2021 and a site visit in September 2021 was generally positive towards the proposals. The majority of respondents felt that the plans would achieve the scheme objectives and were positive about how they would improve the town centre. The most common concerns related to the provision for cyclists, disabled access parking, accessibility and inclusivity of the public realm and pedestrian facilities and how the Ring Road relocation would work in practice. ▪ Feedback from youth focused organisations in Eastbourne was that the pedestrianisation will improve the town centre for young people and highlighted that young people are part of the community and their needs should be considered when creating new public spaces. ▪ Eastbourne LGBT Youth Group were contacted to provide feedback on the designs and be involve in the detail design development of Terminus Road Phase 2b. No feedback response received so far.	▪ Pedestrianisation will generally be beneficial to all age groups, enhance well-being and provide support for businesses in the local area. ▪ Not permitting cycling through the extent of the Phase 2 scheme has the potential to act as a barrier for those who prefer to cycle within the town centre. ▪ Improving seating within Eastbourne town centre will have a positive impact for all people of all age groups particularly older people with limited mobility or health conditions. ▪ Enhanced street lighting will potentially reduce safety concerns for people who wish to visit the town centre in the evening. ▪ By creating more pedestrian and public realm space through the pedestrianisation of Terminus Road there will be opportunities to enhance space for young people.	As standard practice, the scheme design was audited on 01.22.2024 by our Road Safety Team with a final issue report shared on 28.03.2025 to ensure that all reasonable measures to maximise safety were undertaken. ▪ Further discussions are to be had in relation to the management of removable bollards at the entrance points on Bolton Road (Phase 2a) Lismore Road, Seaside Road and Burlington Road in order for the pedestrianised area to be enforced. An experimental TRO will be consulted on once construction is complete. This will be a period of 18 months where two options of time restrictions will be consulted on. This will ensure that no vehicles other than emergency vehicles requiring access are permitted during the times that are approved from the experimental TRO. ▪ The no cycling within the scheme extent will be enforced by a legal traffic regulation order with appropriate signage. However, cycle parking will be provided at key locations of the scheme so that cyclists of all ages do not feel excluded. The considered placement of cycle parking should provide a safe and secure location that will encourage cyclists to dismount and park their cycles. However, compliance cannot be guaranteed so measures will be taken to make																																																																																				
	<table><tr><th colspan="4">Population of Eastbourne and comparators by 5 year age groups (2024)</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Aged 0 to 4</td><td>4,509</td><td>24,243</td><td>3,072,243</td></tr><tr><td>Aged 5 to 9</td><td>5,372</td><td>28,740</td><td>3,401,724</td></tr><tr><td>Aged 10 to 14</td><td>6,002</td><td>31,815</td><td>3,581,732</td></tr><tr><td>Aged 15 to 19</td><td>6,167</td><td>30,673</td><td>3,509,155</td></tr><tr><td>Aged 20 to 24</td><td>5,018</td><td>22,861</td><td>3,526,018</td></tr><tr><td>Aged 25 to 29</td><td>5,593</td><td>26,833</td><td>3,885,571</td></tr><tr><td>Aged 30 to 34</td><td>6,214</td><td>30,144</td><td>4,101,144</td></tr><tr><td>Aged 35 to 39</td><td>6,489</td><td>32,448</td><td>4,073,458</td></tr><tr><td>Aged 40 to 44</td><td>6,403</td><td>32,267</td><td>3,855,280</td></tr><tr><td>Aged 45 to 49</td><td>5,914</td><td>30,855</td><td>3,479,767</td></tr><tr><td>Aged 50 to 54</td><td>6,558</td><td>37,270</td><td>3,728,798</td></tr><tr><td>Aged 55 to 59</td><td>7,123</td><td>42,020</td><td>3,861,340</td></tr><tr><td>Aged 60 to 64</td><td>6,972</td><td>41,298</td><td>3,562,779</td></tr><tr><td>Aged 65 to 69</td><td>6,091</td><td>36,118</td><td>2,951,642</td></tr><tr><td>Aged 70 to 74</td><td>5,756</td><td>34,034</td><td>2,568,308</td></tr><tr><td>Aged 75 to 79</td><td>6,015</td><td>34,985</td><td>2,433,995</td></tr><tr><td>Aged 80 to 84</td><td>3,805</td><td>22,084</td><td>1,543,135</td></tr><tr><td>Aged 85 and over</td><td>4,258</td><td>22,194</td><td>1,484,012</td></tr><tr><td colspan="4">Source: ONS, Mid-year population estimates, 2024</td></tr></table>				Population of Eastbourne and comparators by 5 year age groups (2024)					Eastbourne	East Sussex	England	Aged 0 to 4	4,509	24,243	3,072,243	Aged 5 to 9	5,372	28,740	3,401,724	Aged 10 to 14	6,002	31,815	3,581,732	Aged 15 to 19	6,167	30,673	3,509,155	Aged 20 to 24	5,018	22,861	3,526,018	Aged 25 to 29	5,593	26,833	3,885,571	Aged 30 to 34	6,214	30,144	4,101,144	Aged 35 to 39	6,489	32,448	4,073,458	Aged 40 to 44	6,403	32,267	3,855,280	Aged 45 to 49	5,914	30,855	3,479,767	Aged 50 to 54	6,558	37,270	3,728,798	Aged 55 to 59	7,123	42,020	3,861,340	Aged 60 to 64	6,972	41,298	3,562,779	Aged 65 to 69	6,091	36,118	2,951,642	Aged 70 to 74	5,756	34,034	2,568,308	Aged 75 to 79	6,015	34,985	2,433,995	Aged 80 to 84	3,805	22,084	1,543,135	Aged 85 and over	4,258	22,194	1,484,012	Source: ONS, Mid-year population estimates, 2024			
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Eastbourne town centre is described in Eastbourne Borough Council's (EBC's) Local Plan as having a younger age profile than other neighbourhoods. However, the role of Terminus Road as a hub for transport into the town centre means that the area is visited by a wide range of people, including																																																																																								

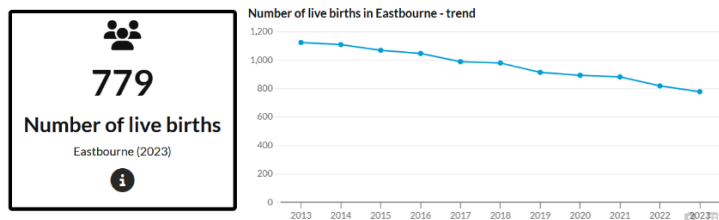
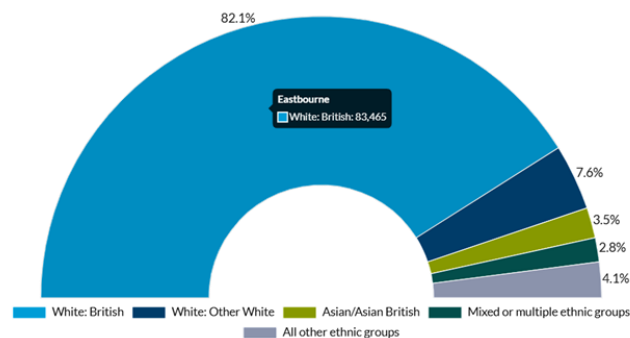
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	people commuting to work, shoppers, tourists and people visiting for entertainment purposes. Young (16-29) and older people (65+) are potentially more sensitive to the changes proposed for Terminus Road, Bolton Road and Langney Road because of the impact on taxi services, safety and footways. Younger (0-15) and working age group (16-64) who are likely to cycle are affected by the proposals due to the pedestrianisation of the area and preventing cycling through Terminus Road. Fear of crime can deter people from going out and detract from their enjoyment of the town centre. Older people (65+) in particular are potentially sensitive to changes that make the area more prone to anti-social behaviour, whether the effect on crime is real or perceived. Young people (16-29) and working age group (16-64) can also be discouraged to travel at night.			restrictions clear though the legal traffic regulation order. ▪ Alternative cycle routes from Eastbourne station to the sea front and residential areas in the town have been developed and signed off by Lead Member; and are due to be implemented from 2025 onwards. ▪ The provision of enhanced street lighting for safety and public realm will make the town centre more attractive. ▪ The Eastbourne Youth Partnership were invited as a key stakeholder to the pre-consultation briefings & to take part in the public consultation; and they will continue to be a key stakeholder in the detailed design process. ▪ Engaged with Sussex Downs as part of the consultation that was undertaken 2022. Since then, funding constraints have been identified and therefore the town square deliverables have been removed from this scheme. These works will be explored should further funding be identified.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Disability	This dataset shows the percentage of people that have a limiting long-term illness or disability from 2021 Census:  Young (16-29) and older people (65+) are potentially more sensitive to the changes proposed for Terminus Road, Bolton Road and Langney Road because of the impact on taxi services, safety and footways.	Local disability groups were involved in the Stakeholder Engagement Workshops in July 2021, March 2022 and the site visit in September 2021 Ring Road Relocation: Concerns over existing parking scheme at Ashford Road shared space design. Current parking at the Beacon car park cannot accommodate WAV vehicles, and bay near the entrance would be beneficial. Terminus Road: Generally positive regarding the proposals. - With the removal of parking spaces, how will access to Victoria Place be maintained? Alternative parking locations need to consider visually impaired people (route planning) and traffic use on alternative roads. Though pedestrianisation to improve safety is positive, there are concerns disabled people are being pushed away from the town centre. - No. 99 bus route will need to be re-routed. - Concerns over E-scooters and cycling along the pedestrianised sections. - What will the crossing to Grand Parade be like, will traffic calming be introduced? Will pedestrians be given priority at the Seaside Road crossing? Memorial Roundabout - Pedestrian crossings controlled by traffic lights are better for visually impaired people than zebra crossings. - Pedestrian entry and exit points should be the same and to a	Feedback from local disability groups and an independent access auditor for Phase 2a has identified the following potential impacts resulting from the design proposals which have been assessed and considered by ESCC officers and the Phase 2a design team: - The contrasting bands that run horizontally across the pedestrian routes along Terminus Road could have an impact for blind and partially sighted people and those with cognitive impairments. - Not reducing visual clutter and/or ensuring there is consistency in where street furniture is placed potentially impacts blind and partially sighted people and those with cognitive impairments. - Not providing a range of seating designs which include different seat heights, with and without back and arm rests would have an impact on the scheme's accessibility. - It is anticipated that with the projected increase in people in Eastbourne living with limited long-term illness and with disabilities by 2034, the demand for accessible parking spaces in the town centre may increase (factoring in too, the national expansion of blue badge parking eligibility criteria to include hidden disabilities), so reducing the number and	The materials palette chosen for Phase 2a will be used in Phase 2b, so all comments regarding colours and contrast raised during the Phase 2a consultations will be taken on board. By addressing the features deemed to be of particular priority by local disability groups and recommendations made by the access auditor, where possible and reasonable to do so. During this detailed design stage, decisions made for Phase 2a are being incorporated which should lead to greater accessibility without impacting on the character of the scheme. - The design has been amended to ensure that the street furniture contrasts sufficiently with the paving materials. - The chosen material for the feature breaker band has been chosen to have a low contrast to the materials it passes through in accordance with the accessibility audit requirements. The feature banding breaks down the linearity of the street and promotes more driver caution to create a pedestrian orientated environment. The bands break up the otherwise straight aesthetic view often associated with a road. This is in line with general design approaches of changing the character of roads to "streets" in public realm schemes. - The use of concrete blocks in the vehicular area of the scheme will address the potential for damage caused by heavy goods vehicle use during deliveries. The two grey tones that were selected for the concrete

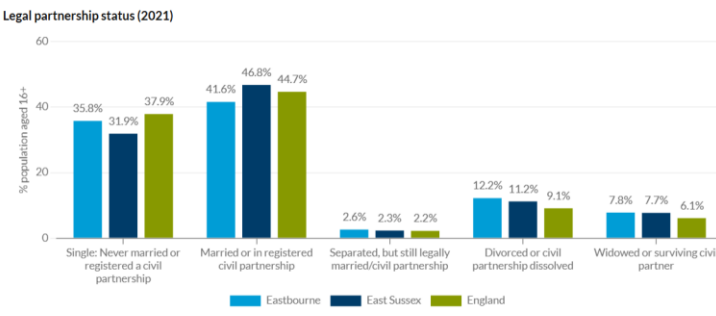
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		consistent standard, with full dropped kerbs flush with the road. ▪ Dropped kerbs need appropriate tactile paving. ▪ A zebra crossing on South Road would increase risk to blind/visually impaired people given the habit of drivers to accelerate aggressively away from the roundabout here. A 20mph speed limit surrounding this roundabout would improve safety. ESCC officers have attended meetings with members of local disability groups, including attendance at site visits during consultations for Phase 2a. The following summarises points raised by local disability groups, as well as points raised by an independent access auditor commissioned by ESCC, as priorities to be addressed and will apply to Phase 2b: ▪ Need for materials to tonally contrast against the background they are seen against – e.g. experience of navigating the proposed feature banding along Terminus Road has the potential to create an illusion of steps/trenches for those with visual impairments and hidden disabilities and will not meet with Light Reflect Value standards ▪ BS8300 Design of an accessible and inclusive built environment. Buildings - code of practice 2018 to be applied. ▪ Consideration for making the carriageway the same colour as the footway. This reduces the number of colours used. It also has the benefit	availability of accessible parking spaces will impact those who rely on being able to park close to the town centre to access local amenities.	blocks are very close to the colour tones used in Phase 1 and 2a, and similar to the light grey in the selected footway area granite paving palette. The greys were selected considering oil spills and tyre tracks because lighter colours may stain more easily. Although it would be best to encourage 'wandering', it will be good to have a slight visual difference for vulnerable users as timing restrictions on vehicular access is going to be explored through an experimental traffic regulation order, this can be done once works have been completed. ▪ The use of tactile paving between the pedestrian (granite) and vehicular (concrete) areas has been discounted by the design team owing to an increased potential for sending conflicting messages to pedestrians that they are not allowed to enter the vehicular space. Delivery vehicles will only be allowed during proposed hours, and their speed is expected to be low due to the confined space. Appropriate signing will be in place as per the traffic regulation order. Tactile paving will be provided at the crossing points along Terminus Road at Lismore and Seaside Road. ▪ The existing parking facilities along Burlington Road and Trinity Place are planned to remain and additional parking provisions, including blue badge holder parking locations along Lismore Road, Pevensey Road, Seaside Road and Grand Parade, and potential taxi pick up and drop off

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		of encouraging pedestrians to wander freely slowing down any vehicles that are in the road. ▪ Taxi drop off points near to the town centre need to be retained for those who do not have access to a vehicle or cannot use public transport ▪ Need for a range of accessible seating designs ▪ Cycling is prohibited throughout the scheme area and this is enforced through appropriate signing ▪ Feedback from key stakeholder focus groups indicates that pedestrianisation will improve the town centre for people, cyclists and businesses However, concerns have been raised by disability groups, about the impact of reducing the number of accessible parking bays and taxi drop-off points close to the town centre. ▪ The proposal to not permit cycling throughout the extent of the scheme has been raised as a key concern by local cycle groups. Disability groups have expressed concerns at the potential for cycling in pedestrianised areas, especially for people with sensory impairment and/or limited mobility, and the potential conflicts this generates.		locations along the Phase 2b section of Terminus Road (from Langney Road to Grand Parade) as close as possible to entry and exit points will be provided as part of this detailed design phase. ▪ The location of street furniture has been optimised – such as cycle stands moved to near entry points into the scheme area, well distributed seating that will be at suitable varying heights and closer to accessible parking bays. Planters will be 75cm above ground and easily detectable to avoid acting as an obstacle for people with visual impairments. ▪ The detailed designs will include the provision of clutter free sections of the street along Terminus Road to ensure accessible and clear routes for those that are partially sighted; and will also highlight the need to reinforce these clutter free areas through permitting with local businesses. ▪ Accessibility stakeholders and groups will continue to be engaged and consulted with throughout this and future design stages of the development of the project to ensure their involvement in designing of the scheme. ▪ Brochures to explain the operation of the new town centre were prepared ahead of the public consultation in October/November 2022 and ongoing engagement with stakeholder groups to continue once construction commences.

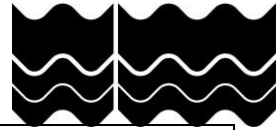
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				Research and engagement with local stakeholders highlight the importance of ensuring that public realm schemes such as Phase 2b are inclusive, i.e. considers the needs of those with both physical and hidden disabilities. • An independent Access Assessment of the Phase 2b Preliminary designs for Terminus Road and Memorial Roundabout was commissioned by East Sussex County Council in December 2021. The recommendations from the study have been reviewed by East Sussex and the design team. The recommendations and additional points for review have been incorporated into the first stages of detailed design development. The Access Consultant that undertook the assessment fed back his recommendations and results to stakeholders in the preliminary design stakeholder update meeting in March 2022.
Gender reassignment	Data is not currently available on the number of people in the county or Eastbourne who identify with a different gender to that which they were born with, who might describe themselves as trans, or non-binary. Nationally it is estimated that 1% of the population is trans. Community safety is an important priority for everyone, but we are aware that some transgender people may feel particularly vulnerable to crime and anti-social behavior.	• No feedback received.	• It is not considered that people sharing this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	• It is not considered that people with this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre and will be retained as part of the Phase 2b developments. Additionally, the project is being designed to encourage members of the public to an area, assisting in the

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				creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.
Pregnancy and maternity	The data below shows the number of live births in Eastbourne.  Number of live births in Eastbourne - trend	No feedback received.	It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic.	• It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic. • The intention of the scheme is to make the town centre feel safer and more accessible for everyone. • This also includes providing regular seating of different types along the extent of the schemes to ensure safe and accessible use of the public space for people sharing this protected characteristic.
Race/ethnicity Including migrants, refugees and asylum seekers	The data below shows the percentage of the population by ethnic groups from the 2021 Census.  Population - district Eastbourne Report Builder for ArcGIS	No feedback received.	Language may be a barrier to access and so the design will need to consider clear wayfinding for all users.	• It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. • Signage is being reviewed during the detailed design stage, including the wayfinding strategy for Phase 2b, incorporating stakeholder input and statutory review.

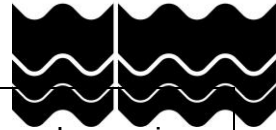
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Religion or belief	The data below shows the percentage of the population by religion from the 2021 Census. There is no information available on Eastbourne visitors. <table><tr><th colspan="4">Percentage of people by religion in 2021</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Christian</td><td>45.9%</td><td>45.9%</td><td>46.3%</td></tr><tr><td>No religion</td><td>43.2%</td><td>44.7%</td><td>36.7%</td></tr><tr><td>Buddhist</td><td>0.6%</td><td>0.5%</td><td>0.5%</td></tr><tr><td>Hindu</td><td>0.5%</td><td>0.3%</td><td>1.8%</td></tr><tr><td>Jewish</td><td>0.2%</td><td>0.2%</td><td>0.5%</td></tr><tr><td>Muslim</td><td>2.2%</td><td>1.1%</td><td>6.7%</td></tr><tr><td>Sikh</td><td>0.0%</td><td>0.0%</td><td>0.9%</td></tr><tr><td>Other religion</td><td>0.7%</td><td>0.8%</td><td>0.6%</td></tr><tr><td>Not answered</td><td>6.7%</td><td>6.5%</td><td>6.0%</td></tr></table> Source: ONS, Census 2021	Percentage of people by religion in 2021					Eastbourne	East Sussex	England	Christian	45.9%	45.9%	46.3%	No religion	43.2%	44.7%	36.7%	Buddhist	0.6%	0.5%	0.5%	Hindu	0.5%	0.3%	1.8%	Jewish	0.2%	0.2%	0.5%	Muslim	2.2%	1.1%	6.7%	Sikh	0.0%	0.0%	0.9%	Other religion	0.7%	0.8%	0.6%	Not answered	6.7%	6.5%	6.0%	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is expected that pedestrianisation of the Town Centre will make it safer, attractive, and accessible for people sharing this protected characteristic. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.
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Sex/Gender	The data below shows the resident population by gender in 2021. There is no information available on Eastbourne visitors. <table><tr><th colspan="4">Percentage of people aged 16 and over by gender identity (2021)</th></tr><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr><tr><td>Gender identity the same as sex registered at birth</td><td>93.3%</td><td>94.0%</td><td>93.5%</td></tr><tr><td>Not answered</td><td>6.2%</td><td>5.6%</td><td>6.0%</td></tr><tr><td>Gender identity different from sex registered at birth but no specific identity given</td><td>0.2%</td><td>0.1%</td><td>0.2%</td></tr><tr><td>Trans woman</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Trans man</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Non-binary</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>All other gender identities</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></tr></table> Source: ONS, Census 2021 Community safety is an important priority for everyone, but we are aware that some women and transgender people may feel particularly vulnerable to crime and anti-social behavior.	Percentage of people aged 16 and over by gender identity (2021)					Eastbourne	East Sussex	England	Gender identity the same as sex registered at birth	93.3%	94.0%	93.5%	Not answered	6.2%	5.6%	6.0%	Gender identity different from sex registered at birth but no specific identity given	0.2%	0.1%	0.2%	Trans woman	0.1%	0.1%	0.1%	Trans man	0.1%	0.1%	0.1%	Non-binary	0.1%	0.1%	0.1%	All other gender identities	0.0%	0.0%	0.0%	No feedback received.	The project will benefit people of all genders equally.	The project will benefit people of all genders equally. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the scheme will be upgraded. CCTV is also present throughout the town centre and will be retained as part of the Phase 2b project. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour.								
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Sexual orientation	The data below shows the estimate of the percentage of the population by sexual orientation in 2021. There is no information available on Eastbourne visitors.	Eastbourne Bourne Out LGBT were contacted to provide feedback and be involved in the detailed design stages of the development of the Phase 2b Terminus Road scheme. No feedback received so far.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme. The intention of the scheme is to make the town centre feel safer and more accessible for everyone. Street lighting throughout the																																												

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations																																				
	Percentage of usual residents aged 16+ in Eastbourne by detailed sexual orientation (2021) <table><thead><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Straight or Heterosexual</td><td>88.1%</td><td>89.2%</td><td>89.4%</td></tr><tr><td>Gay or Lesbian</td><td>2.1%</td><td>1.8%</td><td>1.5%</td></tr><tr><td>Bisexual</td><td>1.5%</td><td>1.2%</td><td>1.3%</td></tr><tr><td>Pansexual</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Asexual</td><td>0.1%</td><td>0.1%</td><td>0.1%</td></tr><tr><td>Queer</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></tr><tr><td>All other sexual orientations</td><td>0.1%</td><td>0.1%</td><td>0.2%</td></tr><tr><td>Not answered</td><td>8.0%</td><td>7.5%</td><td>7.5%</td></tr></tbody></table> Source: ONS, Census 2021 There are 2 no. groups in the area: LGBT Youth Group, Eastbourne Bourne Out LGBT		Eastbourne	East Sussex	England	Straight or Heterosexual	88.1%	89.2%	89.4%	Gay or Lesbian	2.1%	1.8%	1.5%	Bisexual	1.5%	1.2%	1.3%	Pansexual	0.1%	0.1%	0.1%	Asexual	0.1%	0.1%	0.1%	Queer	0.0%	0.0%	0.0%	All other sexual orientations	0.1%	0.1%	0.2%	Not answered	8.0%	7.5%	7.5%			scheme will be upgraded. CCTV is also present throughout the town centre and is being retained by the Phase 2b project. Additionally, the project is being designed to encourage members of the public to an area, assisting the creation of a pleasant public realm and civic spaces and discouraging anti-social behaviour. Eastbourne Bourne Out LGBT will continue to be engaged as part of the next stages of detailed design development as part of the key stakeholder group.
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Marriage and civil partnership	This dataset shows the number of people aged 16 and over and the percentage by marital status from 2021 Census. Legal partnership status (2021)  <table><thead><tr><th>Legal partnership status (2021)</th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><tr><td>Single: Never married or registered a civil partnership</td><td>35.8%</td><td>31.9%</td><td>37.9%</td></tr><tr><td>Married or in registered civil partnership</td><td>41.6%</td><td>46.8%</td><td>44.7%</td></tr><tr><td>Separated, but still legally married/civil partnership</td><td>2.6%</td><td>2.3%</td><td>2.2%</td></tr><tr><td>Divorced or civil partnership dissolved</td><td>12.2%</td><td>11.2%</td><td>9.1%</td></tr><tr><td>Widowed or surviving civil partner</td><td>7.8%</td><td>7.7%</td><td>6.1%</td></tr></tbody></table>	Legal partnership status (2021)	Eastbourne	East Sussex	England	Single: Never married or registered a civil partnership	35.8%	31.9%	37.9%	Married or in registered civil partnership	41.6%	46.8%	44.7%	Separated, but still legally married/civil partnership	2.6%	2.3%	2.2%	Divorced or civil partnership dissolved	12.2%	11.2%	9.1%	Widowed or surviving civil partner	7.8%	7.7%	6.1%	No feedback received.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.	It is not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.												
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Impacts on community cohesion	No data available.	No feedback received.	No specific impacts identified.	No specific impacts identified on community cohesion. An aim of the creation of a new public realm space is that it can be utilised for																																				

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
				community and civic events bringing local communities together in an accessible and improved space.



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	No data available.	No feedback received.	Not relevant to this proposal.	Not relevant to this proposal.
Carers	No data available.	No feedback received.	Issues relating to carers are addressed in the section above within the disability protected characteristics. Parking, access, safety issues and actions for disabled people and carers are identified within the above sections.	See section on disability above for actions.
Other groups that may be differently affected (including but not limited to : homeless people, substance users, care leavers – see end note)	There are no other groups which have been identified which are likely to experience disproportionate, negative, neutral or positive impact.	N/A	N/A	N/A

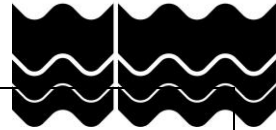


Assessment of overall impacts and any further recommendations - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

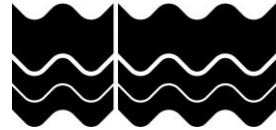
On balance, the benefits of the scheme far outweigh any negative impacts. The ongoing engagement with the stakeholder groups representing the experiences of disabled people and the significant dialogue and changes to the detailed design demonstrate the positive action measures that ESCC has undertaken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

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

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

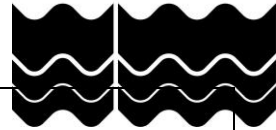


1st Detailed Design Virtual Stakeholder Meeting	September 2020		
2nd Detailed Design Virtual Stakeholder Meeting	October 2020		
Accessibility Audit	December 2020		
3rd Detailed Design Virtual Stakeholder Meeting	February 2021		
Site Meeting	June 2021		
Weekly Drop in sessions held at a local site office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

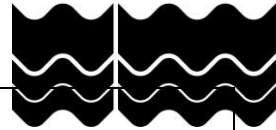


4. Prioritised Action Plan

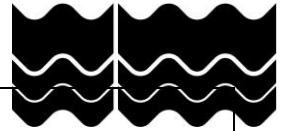
Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
To ensure key stakeholders are briefed on the public consultation.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



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



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



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