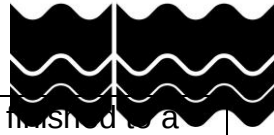
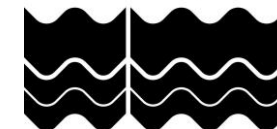


Equality Impact Assessment

Title of Project/Service/Policy	Eastbourne Town Centre Movement & Access Package – Phase 2A	Directorate	Communities, Economy & Transport
Team/Department	Major Projects and Growth Team		
Provide a comprehensive description of your proposal	This project is specifically focused on a key Eastbourne town centre corridor between the junction of Cornfield Road and Terminus Road (known locally as ‘Bankers Corner’), extending along Terminus Road to Langney Road and Bolton Road. The scheme consists of a complementary package of improvements, building on the already completed Phase 1 improvements which covered the section of Terminus Road between Station roundabout and Bankers Corner, Cornfield Road and Gildredge Road. Phase 2a will create a pedestrianised area at the eastern end of the primary retail corridor in Eastbourne Town Centre (Bolton Road/Langney Road) and a high-quality urban environment on the middle section of Terminus Road. This includes new pedestrianisation and opening up to two-way traffic configuration at the lower end of Bolton and Langney Road. Vehicular traffic (apart from emergency vehicles) will not be permitted to access Terminus Road between proposed hours through the use of removable bollards at Bolton Road and Langney Road. The timings of these restrictions are proposed to be trialled via an Experimental Traffic Regulation Order (ETRO) once the works are complete. The objectives of the scheme are to: • Deliver improvements which support and complement changes made in Phase 1 Eastbourne Town Centre Improvement Scheme; • Improve pedestrian safety and accessibility by reallocating road space in the section of Terminus Road between Bolton Road and Langney Road to pedestrians; • 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;		



	• Coordinate the design of street furniture, street lighting and signage which will be finished to a high standard in the town centre: 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 local businesses, disabled users, cyclists and delivering a scheme within the funding available and to the highways design standards such transport and public realm schemes are required to meet. Consultation and engagement with groups representing disabled people's experiences have been used to inform a number of changes, some of which are outlined below.
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Update on previous EqlAs and outcomes of previous actions (if applicable)

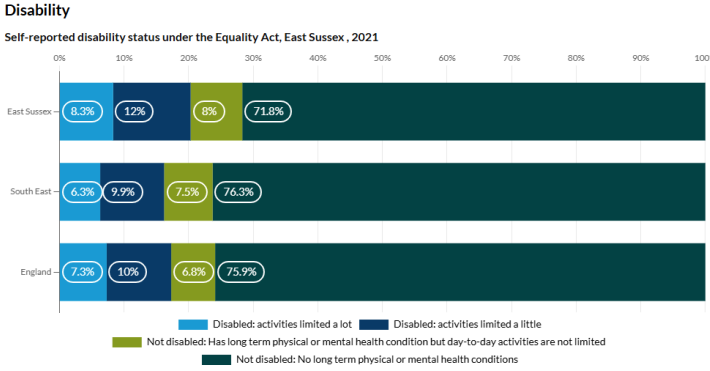
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
The previous EQIA was undertaken as part of the public consultation in 2019. The actions were: • Proceed to development of detailed design, but with continued consultation with key stakeholder groups, including Eastbourne disability groups.	The detailed design has been refined following feedback from stakeholder groups and lessons learnt from Phase 1. Continued engagement was carried out with representatives from local disability groups, business, transport and walking and cycling groups. Microsoft Teams stakeholder meetings were carried out in September and October 2020 and February 2021 and ESCC continued correspondence with key stakeholders and attended site visits. ESCC also commissioned an additional accessibility audit on the preferred design option before submitting for approval. This has ensured that where feasible mitigating actions have been incorporated into the detailed design whilst keeping in line with the key business case objectives of the scheme. ESCC and Eastbourne Borough Council officers have been actively working with key stakeholder focus groups including local disability groups in Eastbourne on the development of the scheme proposals from early stakeholder engagement and business case development in 2018, public consultation in 2019, and through the detailed design process to provide updates and seek comments on the Phase 2a proposals.	The final detailed design was approved at Lead Member on 19 July 2021. During detailed design a Road Safety Audit (RSA) was undertaken in April 2025. The Formal Traffic Regulation Order (TRO) advertisement took place between 4 April 2025-25 April 2025 with A report went to Planning Committee on 16 July 2025 with recommendations to consider the objections received in response to the formal consultation on the draft Traffic Regulation Order associated with Eastbourne Town Centre Movement and Access Package Phase 2a.

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. <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></table> Source: ONS, Mid-year population estimates, 2024 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	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	ESCC has engaged at all formative stages of scheme development, from business case stage, to preliminary design, public consultation, and detailed design stage. - Public and stakeholder feedback arising from the public consultation carried out in 2019 indicates that 63% of respondents support or strongly support the scheme 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, potential construction times and legacy issues arising from the newly completed Phase 1 – Eastbourne Town Centre Improvement Scheme. - Feedback from key stakeholder focus groups indicates that pedestrianisation will improve the town centre for residents and visitors of all ages and encourage more people to patronise businesses due to an attractive town centre. This in turn will support the local economy. 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. - As part of the public consultation in 2019 a workshop event to discuss	- 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 2a scheme has the potential 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. In addition, better installation of power supplies will have the potential to encourage more young people to events in the town centre.	As standard practice, the scheme design was audited by our Road Safety Team in April 2025 to ensure that all reasonable measures to maximise safety are taken. - The pedestrianised area will be enforced by removable bollards at the entrance points on Bolton Road and Langney Road during the day. The hours of operation as proposed to be explored via the use of an Experimental Traffic Regulation Order (ETRO) once construction is complete. This will ensure that no vehicles other than emergency vehicles requiring access are permitted. - 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 the entrance points to 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 bicycles. However, compliance cannot be guaranteed so measures will be taken to make restrictions clear though the legal traffic regulation order. Alternative cycle routes from Eastbourne station to the sea front have been developed and are being consulted upon as part of a separate scheme.
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	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.	and explore young people's attitudes toward Eastbourne Town Centre was held. Workshop participants felt the area was lacking in public facilities such as good lighting, covered shelter areas or water fountains but they did agree that the proposals addressed these concerns. ▪ 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. ▪ Increase in number of seats and rationalised seat locations is required for people of all ages particularly older people. Following an access assessment on the preferred detailed design, it was noted that bench seats should incorporate various seat heights with back and arm supports provided.		▪ Variation of seat height and provision of back and arm supports has been included in the design as a direct result of the feedback received. There is no guidance on the total of benches that needs to be provided, however, the scheme must adhere to the inclusive mobility guidance and not disadvantaging any protected groups. This guidance stipulates that there should be one bench every 50 meters, so people have somewhere to rest. ▪ The provision of enhanced street lighting for safety and public realm will make the town centre more attractive and is expected to enhance visibility in darker periods. ▪ Research and engagement with local stakeholders highlight the importance of ensuring that this Phase 2a scheme and future public realm improvement schemes are inclusive.

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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.	ESCC officers have attended meetings with members of local disability groups, including attendance at site visits, as the detailed design has progressed. 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: - 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 of encouraging pedestrians to wander freely slowing down any vehicles that are in the road. - Accessible parking bays should conform to the BS8300 width of 3.6m - Alternative accessible parking provision close to the town centre should be found to offset the loss of 9 disabled parking bays within the	Feedback from local disability groups and an independent access auditor 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 at site approaches on Terminus/Cornfield Road and Bolton Road 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	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, improvements have been made to the final detailed design which should lead to greater accessibility without impacting on the character of the scheme. - The detailed design team have reviewed each comment and recommendation from the access auditor, assessed from a technical feasibility perspective, and have incorporated feedback and recommendations where practicable whilst also adhering to the required highway scheme design standards. - 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 central area of the scheme will address the potential for damage

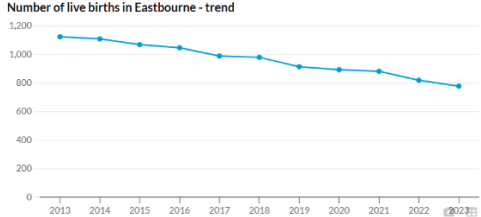
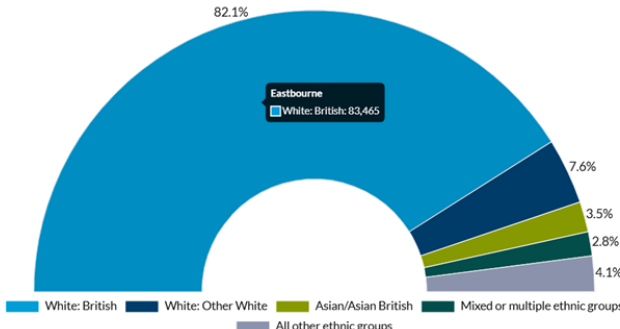
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		Phase 2a scheme area, including when construction starts. ▪ The need to consider impacts arising from the expansion of eligibility criteria for blue badge parking ▪ Taxi drop off points near to the town centre need to be retained for those who do not have access to a vehicle or cannot use public transport ▪ Need for a range of accessible seating designs ▪ Dropped kerbs with tactile paving should be provided within on-street parking bays. ▪ Temporary accessible parking bays need to be provided during construction ▪ Distance from the disabled bays to the Beacon Shopping Centre has increased ▪ Ensure location of street furniture is considered and variable seat heights are provided. ▪ Cycling is prohibited throughout the scheme area and this is enforced through appropriate signing ▪ Ensure that all methods of communicating the scheme proposals including when construction begins, reach the town centre and wider communities in accessible formats	eligibility criteria to include hidden disabilities), so reducing the number and availability of accessible parking spaces will impact those who rely on being able to park close to the town centre to access local amenities.	caused by heavy goods vehicle use. The two grey tones that were selected for the concrete blocks are very close to the colour tones used in Phase 1, 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' into the middle area, it will be good to have a slight visual difference for vulnerable users as the area is intended to be utilised by vehicular traffic and the hours of operation are proposed to be decided through the use of an Experimental Traffic Regulation Order (ETRO) . ▪ 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 designated hours (6pm – 10am) 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. ▪ The current distance from the nearest parking bays on Terminus Road to the Beacon shopping centre is approximately 28m. From Bolton Road to the shopping centre is approximately 100m and from Langney Road to the shopping centre is approximately 103m. The increase

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				in distance has been necessitated due to the principal objective of the project to pedestrianise Terminus Road including converting Bolton Road and Langney Road to two way, blocking it off with bollards during the day with the provision of turning heads for drivers. The turning heads in both Bolton Road and Langney Road dictate where the nearest disabled bay should be positioned. ▪ For the remaining parking on Bolton Road and Langney Road within the scheme extent, it is important to note the retention of accessible parking bays and taxi bays has been prioritised over other road users, by removing all pay and display parking and significantly reducing the number of loading bays to 1 on Bolton Road and 1 on Langney Road. ▪ The length of the accessible parking bays on Bolton Road will be unchanged (26.4m), which is 4 x 6.6m bays. The accessible parking bays are moving from the east side (currently 46m = 7 x 6.6m bays) of Langney Road to the west side which reduces the number of bays to 33m (5x 6.6m bays) due to the need for 1 loading bay. In addition to the accessible parking and loading bays, the supply of taxi bays has been recognised as essential in continuing to provide access to the town centre for those with mobility impairments, who do not own a vehicle, or cannot use public transport. ▪ To further compensate for the loss of accessible parking, 15.6m length (2 x

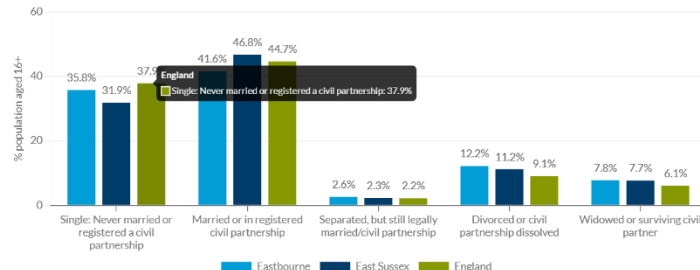
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				6.6m) bays have been identified on Lismore Road (due to the doctor's surgery closing) and will be included in a Traffic Regulation Order (TRO) for the scheme. The project team has also carried out a site visit with members of local disability groups to identify additional areas for parking in the town centre close to the Phase 2a scheme area. Suitable alternative sites, both on road and surface access off road parking areas, have been found nearer to the shopping centre and will be incorporated under the necessary TRO process. There is a desire by the County Council to advance equality of opportunity and eliminate discrimination by ensuring that there will be no net loss of accessible parking bays because of the Phase 2a scheme. ▪ 3.2m wide disabled bays on Bolton Road, 2.9m wide disabled bays and 3.1m wide disabled bays on Lismore Road are provided which is over and above the minimum 2.7m as per design standard: Traffic Signs Regulations and General Directions 2016. To make the scheme work, two-way access to Bolton and Langney Roads is required due to the removal of the through route which limits the available carriageway space for parking. While acknowledging this is below the recommendation in BS8300, that guidance is predominantly applied to new built environments that aren't constrained by existing buildings, utilities and footways, and that BS8300 standards should only be applied where practicable. In this

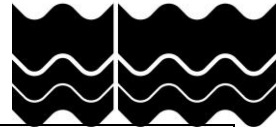
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				instance, by providing 3.6m wide bays, the scheme would no longer be viable. The bays that are provided achieve the minimum requirement of 2.7m for accessible parking bays. ▪ Introducing dropped kerbs to the existing accessible parking bays is deemed unfeasible in the design because it introduces a number of additional issues including changes to footway levels, footway gradients (making them steeper which may cause a hazard for visually impaired and older people), drainage, services and existing street furniture levels. This is due to the proposed parking bays being located within the existing constrained highway, where the intention is to leave the existing horizontal layout. The back of footway levels are also fixed due to shop frontages and the existing accessible parking bays have a kerb upstand. In addition, providing the layout recommended by BS8300 will significantly reduce the number of spaces available. ▪ It should be noted that the reasoning behind not adopting the widening of parking bays and installation of dropped kerbs was explained to the access consultant, which was accepted, and these responses were presented to local disability groups during the February 2021 detailed design engagement workshop. ▪ The location of street furniture has been optimised – such as cycle stands moved to near entry points into the scheme area, well distributed

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				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. ▪ Brochures to explain the operation of the new town centre to be prepared and circulated once detailed design is complete and approved and ongoing engagement with stakeholder groups to continue once construction commences. ▪ Research and engagement with local stakeholders highlight the importance of ensuring that public realm schemes such as Phase 2a are inclusive, i.e. considers the needs of those with both physical and hidden disabilities.
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, transgender, transsexual or gender non-binary. Nationally it is estimated that 1% of the population is trans. Community safety is an important priority for everyone, and we are aware that users of the public space 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. 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.

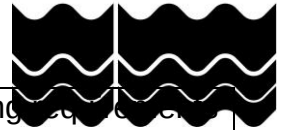
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Pregnancy and maternity	The data below shows the number of live births in Eastbourne. 779 Number of live births Eastbourne (2023) Number of live births in Eastbourne - trend 	No feedback received.	It is expected that pedestrianisation of the Town Centre 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.																																								
Race/ethnicity Including migrants, refugees and asylum seekers	The data below shows the percentage of the population by ethnic groups from the 2021 Census. Eastbourne White: British: 83,465  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.	Wayfinding signage (fingerposts and totem signs) is included in the scheme and any information distributed by the project will be available in different languages and formats on request. 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. 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.																																								
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. Percentage of people by religion in 2021 <table><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		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 not considered that this protected characteristic will experience disproportionate, negative, neutral or positive impact by the scheme.
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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																																				
Sex	The data below shows the resident population by gender in 2021. There is no information available on Eastbourne visitors. <table><caption>Percentage of people aged 16 and over by gender identity (2021)</caption><thead><tr><th></th><th>Eastbourne</th><th>East Sussex</th><th>England</th></tr></thead><tbody><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></tbody></table> Source: ONS, Census 2021 Community safety is an important priority for everyone, but we are aware that some may feel particularly vulnerable to crime and anti-social behavior.		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 all people sharing this characteristic equally. Street lighting throughout the scheme will be upgraded. 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. 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. <table><caption>Percentage of usual residents aged 16+ in Eastbourne by detailed sexual orientation (2021)</caption><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		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%	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. 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. 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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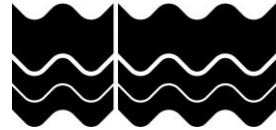
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	There are 2 relevant groups in the area: LGBT Youth Group, Eastbourne Bourne Out LGBT			
Marriage and civil partnership	This dataset shows the number of people aged 16 and over and the percentage by marital status from 2021 Census.  https://www.eastsussexinfofigures.org.uk/webview/index.jsp?mode=area&submode=result&areaname=Eastbourne&areatype=LA	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.
Impacts on community cohesion	No data available.	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.



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.	Issues relating to carers are addressed in the section above on disability. Parking, access and safety issues and actions for disabled people and carers are identified above.	Not relevant to this proposal.
Carers	No data available.	No feedback received.	See section on disability above for actions.	See section on disability above for actions.
Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers)	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
Homeless people	There is a volume of homeless people within this area of Eastbourne.	We understand that homeless individuals will utilise spaces differently to sleep or rest. Concerns have been	Concerns for an increase in Anti-Social Behaviour post the completion of the scheme. Concerns for the recently	Provide benches that have arm rests in the middle and minimise the total number of benches within the scheme whilst

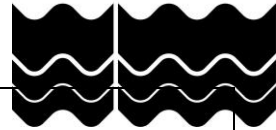


		raised for an increase of rough sleeping with the provision of benches and the anti-social behaviour this may create.	implemented benches to be utilised by those rough sleeping.	still meeting requirements for other protected characteristics.
Assessment of overall impacts and any further recommendations - 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.				

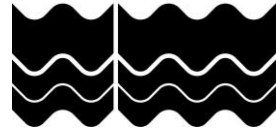


3. List detailed data and/or community feedback that informed your EqlA

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)
Preliminary Design – initial optioneering and design development	January, February & May 2018. November 2018, March and October 2019	Detailed Design	Continued consultations with disability groups.
Public consultation	November / December 2019	Detailed design	Continued consultation with disability groups
Detailed Design Lessons Learnt Virtual Meeting with ESCC	July 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
1st Detailed Design Virtual Stakeholder Meeting	September 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
2 nd Detailed Design Virtual Stakeholder Meeting	October 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
Accessibility Audit	December 2020	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.

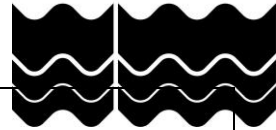


3 rd Detailed Design Virtual Stakeholder Meeting	February 2021	Comments incorporated within the emerging design where practicable and fits within the scheme objectives and business case.	Continued consultations with disability groups.
Site Meeting	June 2021	Comments relating to locations for relocated accessible blue badge parking incorporated within the emerging design	Continued engagement with disability groups ahead of advertisement of Traffic Regulation Order

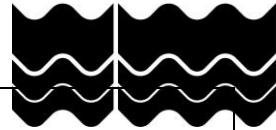


4. Prioritised Action Plan

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 that the scheme is safe. All users.	Road Safety Audit	Stage 2 Road Safety Audit Report	Production of designers' responses and incorporating agreed recommendations into the final detailed design.	July 2021
To obtain approval of the scheme. All users.	Lead Member Meeting	Lead Member Approval.	The scheme approved to go ahead and progress to construction	July 2021
To advertise and agree TRO's which will enforce the pedestrianised area. All users.	TRO Process	Agreement of TRO's.	TRO's agreed with no objections/objections resolved.	July to November 2021
All users.	Approval for Construction	Construction of scheme.	Construction of the scheme in accordance with agreed (safety and access audited) design.	March 2022 – March 2023
All users.	EQIA reviewed	Updated to ensure compliant	All potential actions to advance equality of opportunity, eliminate discrimination, and foster good relations have been addressed.	February - March 2022 (prior to construction)



Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
All users.	Post Construction Review including dialogue with local people and businesses.	Comments received.	No significant issues.	April 2023
All users	Stakeholder identification and mapping	To identify and update stakeholder list	Stakeholders will be kept up to date with relevant information	June 2025
All users	Prepare and distribute briefing packs to key stakeholders	Good communication and relationship building	Key stakeholders are aware of programme and what to expect.	July 2025
	Planning Committee for TRO objections	For Planning Committee to approve the TRO and works to commence	TRO objections are not upheld and the scheme can progress	14 July 2025
All users	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	Throughout the lifecycle of the project
All users	Drop-in session at 25a Langney Road, Eastbourne	Comments about the start of works, phasing plans.	Continued communications with the BID team and stakeholders.	20 August 2025
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	No significant issues	September 2025- end of the scheme



		on site means they will also drop into local businesses to gather feedback and provide updates.		
Key stakeholders	Weekly newsletters / Information uploaded to Scheme webpages	Building relationships with stakeholders, communicating further and answering any queries.	No significant issues	September 2025- until end of the scheme