

B4063 Gloucester to Cheltenham Cycleway Scheme

Due Regard Statement

Gloucestershire County Council

29 January 2021



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This document has 18 pages including the cover.

Document history

Revision	Purpose description	Originated	Checked	Reviewed	Authorised	Date
P01	First Issue	SG	SG	PS	MA	29/01/2021

Client signoff

Client	Gloucestershire County Council
Project	B4063 Gloucester to Cheltenham Cycleway Scheme
Job number	5199795
Client signature / date	

1. Initial Equality Impact Assessment and Analysis (EqIAA)

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.

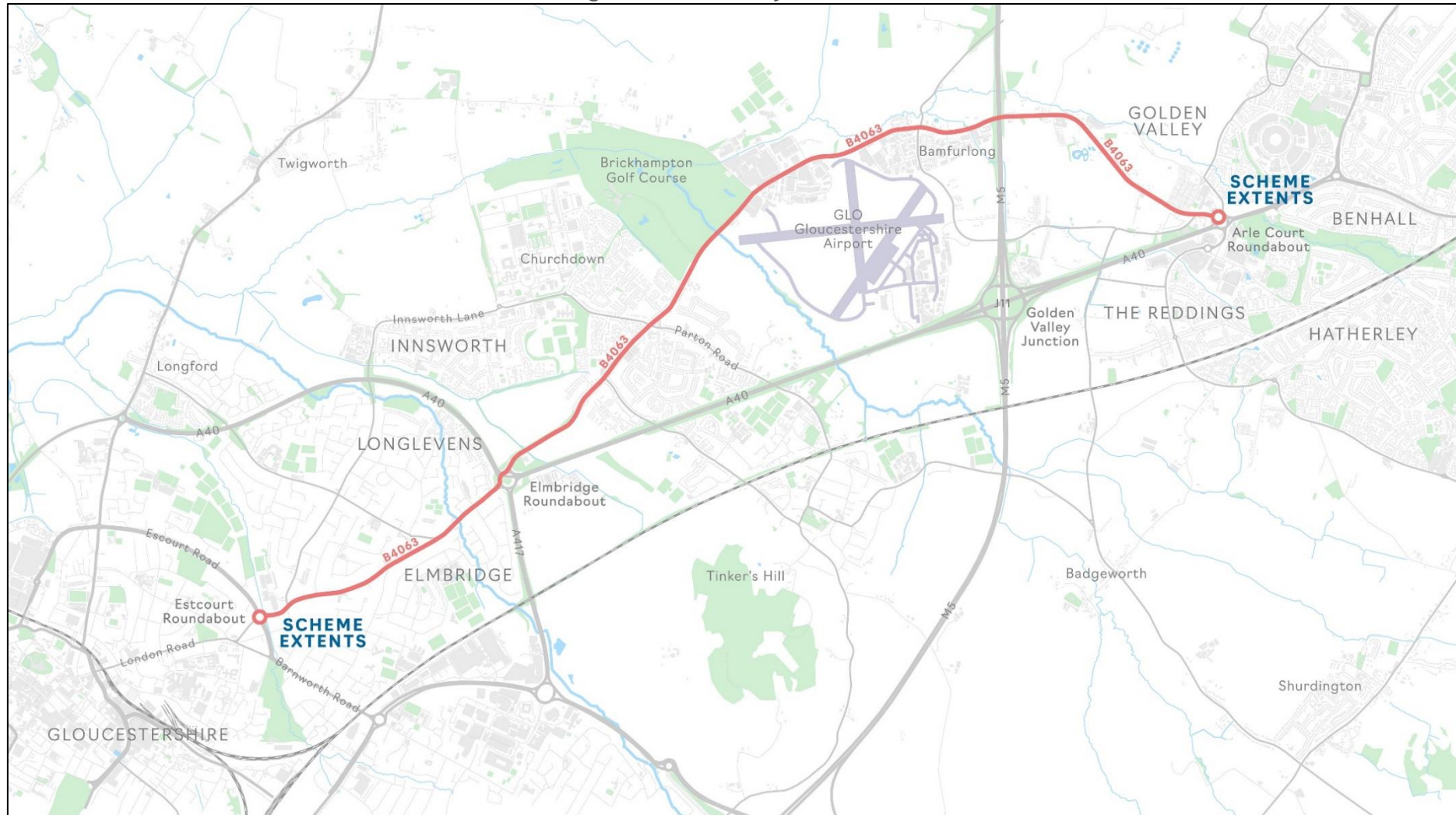
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT¹;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic.

1.1. Introductory Information

Name of the 'policy':	B4063 Cheltenham to Gloucester Cycle Improvements Scheme
Person(s) responsible for completing this statement	Sam Grimes / Pete Salvin, Atkins Limited
Briefly describe the activity being considered	<p>Gloucestershire's growth ambition will see 60,000 new homes and 300ha employment land delivered. The majority of this unprecedented volume of development will be focussed on Gloucestershire's key urban areas. This growth will inevitably generate growth in cycling and the necessary infrastructure needs to be in place to accommodate for that.</p> <p>It has long been considered a barrier to economic, environmental and wellbeing growth that there is no clear, fast and direct cycle way between the county's two key urban settlements of Gloucester and Cheltenham. They are the two main economic hubs in Gloucestershire and therefore draw in large numbers of commuters generating significant congestion and pollution. This highlights a demand for sustainable transport infrastructure linking Gloucestershire's two largest urban centres.</p> <p>An investment case was made for the infrastructure upgrades to the B4063 corridor between Gloucester and Cheltenham, with a view to delivering an 11km central spine of cycle infrastructure. The scheme will deliver segregated cycle lanes and cycle tracks, as shown in Figure 1-1 .</p>

¹ As stated in the Equality Act 2010. Protected characteristic groups include: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion, Sex, Sexual orientation, Marriage and Civil Partnership

Figure 1-1 – B4063 Cycle Scheme



<p>Briefly describe the aims and expected outcomes of the scheme</p>	<p>This project aims to enable an uptake in walking and cycling between Cheltenham and Gloucester, through an increase in travel options and mode choice between the two settlements. The cycle network upgrade will deliver a key part of the network set out in the Local Cycling & Walking Infrastructure Plan, and create the backbone of Gloucestershire's emerging walking and cycling network and reduce congestion on one of the business urban corridors in Gloucestershire thus reducing overcrowding on Gloucestershire's most popular bus routes.</p>
<p>Who are the main beneficiaries of the scheme?</p>	<p>The scheme will reallocate road space where possible along the B4063 scheme extent providing dedicated cycle infrastructure, segregated from motorised vehicles, and from pedestrians where appropriate. As such, the scheme will provide enhanced safety for active mode users and will improve connectivity, making journeys between Cheltenham and Gloucester more convenient. In summary, the main beneficiaries of the scheme are existing and potential active mode users.</p>
<p>What equality monitoring systems are in place to carry out regular checks on the effects of the scheme on equality groups?</p>	<p>Consultation on the scheme will be conducted in spring 2021. GCC will invite key stakeholders to take part in detailed discussions about route design and will ensure everyone in the area will get the opportunity to have their say. Consultation results will be analysed and reported to identify and mitigate against any equality issues arising.</p> <p>Highways England has completed some outline consultation on the scheme during their preliminary design phase. This included talking with local MPs, GCC officers and presentations of the scheme to the GCC Cycle Advisory and Liaison Group, whose membership includes county councillors, cycle groups and cycle organisations. Feedback from this consultation have been considered as the scheme has been further developed.</p> <p>Gloucestershire County Council (GCC) has comprehensive monitoring procedures for equality issues, which are collated in the Equalities Annual Report; monitoring for this project would feed into this.</p>

2. Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in-house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on the GCC website² and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population data is available to understand the representation of different PCGs across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, monitoring has shown a higher proportion of service users are disabled compared to the county and national averages. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed.

Data gaps

It is common to find that more information is available about some PCGs, such as gender, age and disability, and less about others, for example sexual orientation. For this Due regard Statement and the associated EqlA, no additional data will be collected as the data which is currently publicly available is deemed sufficient to ensure due regard is provided to all PCGs and users of the scheme.

Service Information (if applicable) or Needs Analysis (if applicable)

For the purpose of the B4063 scheme, service users are defined as:

- **The local population** – residing within output areas (OAs) within 1km of the scheme.

To better understand the population local to the scheme, the most recent OAs used in the 2011 census which are within 1km of the scheme route has been assessed. By assessing these OAs, it provides detailed demographic data pertaining to the residents living close to the schemes and allows for an impact of the construction and operation of the scheme on local residents to be undertaken.

The demographic data (e.g. gender, religion and race) for the local population has then been compared with local authority and national rates in order to identify the significance of the potential impact on specific PCGs.

² <https://www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis>

- **Potential users of the scheme** – this will include both local residents and people living further afield.

Who is responsible for delivering the scheme?	<p>GCC are promoting and designing the scheme.</p> <p>The construction will be carried out by an approved contractor selected through GCC's procurement policy.</p>
Age	<p>Children – The Equality Act 2010 states that due regard should be given to the impacts on younger people and older people. Analysis of Census 2011 data shows that 17.5% of the population in the assessment area are aged under 16 which is lower than the local area but in line with the regional and national proportions.</p> <p>As the project progresses, the presence of educational establishments within 1km of the scheme will have to be fully considered within the assessment and how the selected option/s may impact on the children and/or young people attending them. Schools local to the B4063 to be examined in further iterations of the EqIA and Due regard include Parton Manor, Longlevens, Sir Thomas Rich's School and St Mary's RC Primary School.</p> <p>Due regard should be given to the impact of the construction of these schemes on the children, who can be disproportionately affected by an increase in pedestrian/cycle traffic. There is a high concentration of children in the centre of the Innsworth neighbourhood as well as the area between the A40 and B4063, west of Elmbridge Court Roundabout, around Pirton Lane. These areas will need to be considered alongside any planned disruption or adverse impacts from the construction, particularly for pedestrians.</p> <p>Older people – The proportion of people aged over 65 in the scheme area is 17.5% which is lower than the county (17.9%) but higher than the country (16.3%) as a whole. Due regard should be given to the impact of the scheme on this group, particularly in residential areas and where the scheme may interface with crossings providing access to facilities which are of interest to this group such as community centres and health facilities.</p> <p>There is a high concentration of older people in Bamfurlong, Wotton and Elmbridge.</p>
Disability	<p>Due regard should be given to those people with disabilities and the impact that scheme will have upon them. The proportion of people claiming Disability Living Allowance (DLA) in the area around the scheme is 4.4%, which is higher than the local area (2.0%), and the national average (2.3%).</p> <p>Considerations should be made to ensure that the area is accessible for these groups during the construction period, and where the scheme may impact access to facilities that are of interest to them such as health facilities.</p>

Sex	<p>Due regard should be given to the impact on people according to their sex, for example the impact on females using the transport network.</p> <p>Just under half (49.9%) of the population in the scheme area are female and may experience disproportionate impacts during construction of the scheme. There may be safety concerns for many females if they are required to alter their usual routes due to a lack of access as a result of construction work.</p> <p>A higher proportion of females are likely to be at home during the day and are therefore more likely to be pedestrians and/or cyclists. Consequently, the scheme can deliver safety benefits and an increased perception of safety due to improved levels of segregated infrastructure.</p>
Race	<p>According to the 2011 Census data, 10.8% of people living within 1km of the scheme area are BAME, which is higher than the county average but lower than the national average (15.0%).</p> <p>It is unlikely that there will be any significant impacts on BAME groups compared to the population as a whole, however consideration should be given to ensuring materials relating to the scheme are available in alternative languages and consultation is accessible to all.</p>
Gender reassignment	<p>There is currently no information available regarding the proportion of people who have undergone or going through the process of gender reassignment.</p>
Marriage & civil partnership	<p>Married couples make up 47.6% of the population around the scheme area, and 0.3% are civil partnerships. It is unlikely that there will be any significant impacts on these groups compared to the population as a whole.</p>
Pregnancy & maternity	<p>There is currently no information available regarding the proportion of people who are pregnant. Therefore, an approximation of relative rates of pregnancy and maternity in the area as compared to local authority and national rates has been calculated, using live births within the local area as well as the Total Fertility Rate.</p> <p>Gloucestershire had 6,124 live births in 2019 for a total fertility rate of 1.69. This is higher than the national total fertility rate which is 1.66.</p> <p>There may be some facilities in the area to which access is important to this group, such as healthcare facilities and nurseries, which should be considered for construction and post opening impacts.</p>
Religion or belief	<p>The majority of the population within 1km of the scheme area are Christian at 63.2%, and there are a further 24.4% who describe themselves as having no religion.</p> <p>The remaining population in the B4063 scheme area identify as follows: 3.9% Muslim; 0.8% Hindu; 0.4% other religion, 0.3% Buddhist; and 0.1% Jewish.</p> <p>Holy Trinity Church, St Johns Church and Our Lady of Perpetual Succour Church are located in the vicinity of the scheme. Consideration of the impact of diversions during construction should be given, while the delivery of the scheme may contribute to enhanced accessibility to the religious establishments.</p>

Sexual orientation

There is limited data available on sexual orientation of residents living in a specific area. Data from the South West region was used (as this is the lowest level of data available), which shows 95.1% of people in the South West identify as heterosexual, with comparable proportions of gay, bisexual and other sexual orientations to the data for England.

It is unlikely that there will be any significant impacts on these groups compared to the population as a whole.

Workforce Data

Members of the GCC workforce who might be affected by the proposed scheme could include staff transferring under TUPE to a new service provider or relocating. GCC Workforce diversity reports are available on the GCC website³.

³ <https://www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis>

3. Consultation and Engagement

An in-depth public engagement exercise is planned in February 2021. At present, a long list of key stakeholders has been identified and contact has been made with key stakeholders.

Due to the current situation regarding the COVID-19 pandemic and the need to follow government social distancing guidelines, the engagement will be conducted remotely, with no face-to-face public engagement events. It is however important that members of the public get the opportunity to ask questions and receive information on the scheme. It is anticipated that feedback forms will be set up, with leaflets communicating these events being distributed locally, and website FAQs will be kept updated as appropriate.

If face-to-face public events can take place, it is anticipated that consultation timings will include weekday evenings and a weekend to ensure people who may be at work during weekdays can attend an event. Venues will be accessible for disabled people and car parking will be available.

Where written material has to be provided, consultation documents should be made available in word format on the local council website or other relevant website. Having the information via computers means that the font size can be readily increased and some computer programmes are able to read (and translate) word documents quickly into other useful formats.

Service users	N/A at this stage
Workforce	N/A at this stage
Partners	N/A at this stage
External providers of services	N/A at this stage

4. Equality Analysis: Summary of what the evidence shows and how it has been used

This section outlines how the evidence has been used to show 'due regard' to the three aims of the general equality duty. The three aims of the general equality duty are reiterated as follows:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT4;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic.

Protected Group	Challenge or opportunity considered and what was done
Age	Design
	<ul style="list-style-type: none"> • The scheme area has a slightly lower proportion of both younger and older people than the local average. Accessible design requirements are being followed to ensure the scheme will deliver appropriate levels of aids such as lighting to ensure the scheme caters for the younger and elderly demographics. • Better access for pedestrians and cyclists will help families with younger children get to the educational establishments in the area safely. It will help the elderly population to access facilities such as community centres and health facilities.
	Construction
	<ul style="list-style-type: none"> • There is a potential challenge of the impact of construction traffic causing severance for older people and children who are the more vulnerable pedestrians. • The potential noise from construction could also be a negative impact, especially for children, as research has shown that noise can affect concentration levels of children. However, noise impacts will be analysed and mitigated. • Information provision – consideration will be given to ensure materials are accessible for older people e.g. use of hard copy newsletters in addition to electronic issue. • Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by age of workers where relevant.
	Operation

⁴ As stated in the Equality Act 2010. Protected characteristic groups include: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion, Sex, Sexual orientation, Marriage and Civil Partnership

	<ul style="list-style-type: none"> There is a potential reduction in congestion levels in the area which could provide a benefit for those living in the local area including older people and children resulting in better accessibility and reducing severance. Improved connectivity, with infrastructure suitable for all levels of cycle ability and confidence will benefit those living in the local area.
Disability	<p>Design</p> <ul style="list-style-type: none"> Accessible design guidance is being followed to ensure the movement of people with disabilities in terms of pedestrian facilities and adapted cycles. Routes must be of appropriate width for users with mobility aids or wheelchairs, appropriately lit and signposted, with designated crossing points and tactile paving. Segregation of cycles and pedestrians where appropriate will reduce potential conflicts between these users, and provide a more legible environment for visually impaired pedestrians. <p>Construction</p> <ul style="list-style-type: none"> Potential challenge of the impact of construction traffic causing severance for people with disabilities, who are more vulnerable pedestrians, and therefore reducing accessibility. Contractors responsible for the construction of the scheme should adhere to the appropriate code of conduct and not discriminate based on disability, where appropriate. <p>Operation</p> <ul style="list-style-type: none"> There is a potential reduction in congestion levels in the area that could provide a benefit for those living in the local area, including people with disabilities resulting in better accessibility and reducing severance. Accessible elements of the scheme should be ongoing and monitored i.e. signage.
Sex	<p>Design</p> <ul style="list-style-type: none"> Consideration has been given to security issues for female pedestrians, especially when it is dark, through appropriate lighting of the footways and cycle tracks. <p>Construction</p> <ul style="list-style-type: none"> Potential challenge of the impact of construction traffic causing severance for pedestrians including females who are potentially more vulnerable pedestrians in terms of security and safety. However, it is considered that this impact is likely to be insignificant due to the easy access for construction traffic from major roads. Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by sex of employee. Appropriate policy should be implemented in terms of harassment of females in the workplace. <p>Operation</p> <ul style="list-style-type: none"> The scheme will deliver positive outcomes for pedestrians, in terms of continuous and segregated facilities on the B4063. This could have positive implications for females who are potentially more vulnerable to crime.

Race & ethnicity	<p>Design</p> <ul style="list-style-type: none"> There are no design features which impact upon race. <p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by race of employee. <p>Operation</p> <ul style="list-style-type: none"> There are no expected impacts on race upon delivery of the scheme.
Gender Reassignment	<p>Design</p> <ul style="list-style-type: none"> There are no design features which impact upon those who are undergoing/have undergone gender reassignment. <p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by gender of workers. <p>Operation</p> <ul style="list-style-type: none"> There are no expected impacts on gender reassignment upon delivery of the scheme.
Marriage & civil partnership	<p>Marriage and Civil partnership are not considered for this equality impact assessment as there is unlikely to be any significant impacts on this group relative to the population as a whole.</p>
Pregnancy & maternity	<p>Design</p> <ul style="list-style-type: none"> Accessible design ensures the movement of people who are pregnant or are travelling with pushchairs has been considered. Routes need to be of appropriate width for users travelling with pushchairs, appropriately lit and signposted, with designated crossing points. <p>Construction</p> <ul style="list-style-type: none"> The impact of construction traffic may potentially cause severance for pedestrians including parents with young children, who are potentially more vulnerable pedestrians in terms of accessibility. Construction may also make it difficult for pushchair users to access the footpaths in the area, so consideration should be given to signposting alternative routes where necessary. Contractors responsible for the construction of the scheme site should have a clear policy in terms of the recruitment and employment rights of all people including a clear maternity/paternity policy. <p>Operation</p> <ul style="list-style-type: none"> There are no expected impacts on pregnancy and maternity upon delivery of the scheme.

Religion and/or belief	<p>Design</p> <ul style="list-style-type: none"> Consideration should be given to ensure that religious communities are not prevented from accessing places of worship or other facilities that they regularly use. <p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by the religious faith or beliefs of workers and ensure that these beliefs are respected at the workplace. <p>Operation</p> <ul style="list-style-type: none"> The scheme may enhance accessibility to places of worship.
Sexual Orientation	<p>Design</p> <ul style="list-style-type: none"> There are no design features which may impact upon any users due to their sexual orientation. <p>Construction</p> <ul style="list-style-type: none"> Contractors responsible for the construction of the scheme should adhere to appropriate code of conduct and should not discriminate by the sexual orientation of workers. <p>Operation</p> <ul style="list-style-type: none"> There are no expected impacts on sexual orientation upon delivery of the scheme.

5. Strengthening Actions: Planning for further improvements

The following section outlines what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations

Action Plan

Action	Who is accountable	Timeframe
Incorporating equality issues arising from consultation and the EqIA into the detailed design stage. Ensuring accessible design principles consider the needs of groups with protected characteristics.	Gloucestershire Highways / GCC	Detailed design stage which is currently ongoing and monitoring of usage after scheme opening
Appropriate traffic management plan and information provision during construction stage to consider severance and obstruction issues for those with protected characteristics.	Main contractor / Gloucestershire Highways / GCC	Prior to and throughout construction stage
Supply of equality and diversity policy details from external contractors involved in the provision of construction and operation services.	Main contractor / GCC	To be provided during the tender / procurement process
Monitoring of service users once in operation to identify if groups with protected characteristics are being discriminated against or if this scheme is advancing opportunities for these groups. This could be done through user surveys.	GCC	6 months to 1 year after scheme opening

6. Monitoring and Review

The following section outlines what processes/actions will be put into place to keep this 'activity' under review. For example, will progress be monitored/reported to a board, scrutiny committee, project board etc.

Review of Due Regard Statement

All of the above actions should be monitored on a regular basis and progress on these reported to the project board.

The current stage of scheme development is the detailed design stage of the scheme. It is therefore recommended that this statement be reviewed and updated at key milestones such as completion of the design stage, completion of design, on completion of construction, after opening etc to ensure a continuing duty of regard for equality impacts on groups with protected characteristics.

Monitoring of Service Users

The Equality Act 2010 states that service providers have a continuing duty to consider impacts on groups with protected characteristics and therefore monitoring of users once the scheme is operational will be required to ensure that equality issues are being considered and evolved after opening, as per the list below:

- Age;
- Disability;
- Sex; and
- Race

Additionally, any information on incidents/accidents or in the area around the scheme will be analysed according to the characteristics of the victim, if the relevant information is available.

7. Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity.

Senior level sign off:	Date:
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: Cllr Nigel Moor	
Signed by Portfolio Holder/Cabinet Member:	Date:

8. Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

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