

# Equality Impact Assessment



Assessment Of: National Cycle Network Route 2 improvements project (Newton Abbot central area)	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] Infrastructure provision	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Place and Commercial Services	Assessment carried out by: Estelle Skinner
Service Area: Spatial Planning	Job Role: Green Infrastructure Officer
Version / Date of Sign Off by Director:	13-03-2023

## Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The objectives of the National Cycle Network Route 2 (NCN2) improvements project are to provide a safer, more legible and appealing stretch of NCN2 serving the central area of Newton Abbot. This project sits as part of the Future High Street Fund project that seeks to support a healthy, vibrant and accessible town centre environment into the future.

### 1.2 Who will the proposal have the potential to affect?

Service users     The wider community     Teignbridge workforce

### 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

**Yes**     **No**    [please select]

The improvements to this stretch of National Cycle Network Route 2 (NCN2) it's anticipated will support following outcomes:

- Higher volumes of usage of this stretch of NCN2 (which will be monitored via cycle counter data), and greater diversity of users. In the public consultation we received 66 responses: 25% of respondents already use their bicycle for shopping trips into town whereas a total 60% of respondents said they would use their bicycle for shopping trips

into town if the NCN2 improvements project is delivered. This could also benefit local businesses in the town centre and the market, as typically shoppers on-bicycle make more frequent shopping trips and may spend more locally.

- Feedback via the biannual Teignbridge Cycle Forum has strongly indicated that less confident and potentially more vulnerable users would be unlikely to utilise the existing route due to concerns of safety at junctions, legibility of the route and lack of protected/dedicated provision. This feedback was used to strongly inform the design proposals.
- There are wellbeing benefits of regular cycling and walking, both mental and physical.
- There are environmental benefits of cycling and walking, where these modes of travel can replace some car/van journeys particularly for local trips into the town.

## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

*Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).*

*Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.*

*Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.*

*For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.*

<b>Data / Evidence Source</b> <i>[Include a reference where known]</i>	<b>Summary of what this tells us</b>
Public consultation on the National Cycle Network Route 2 (NCN2) improvements project and via the biannual Teignbridge Cycle Forum both show evidence of local demand for improvements to the route for safety, legibility and protected/dedicated provision, in particular to support a greater volume of users and a wider diversity of users. <a href="#">National Cycle Network Route proposals - feedback - Teignbridge District Council</a>	Locally there is a notable volume of potential users of this route, in particular less confident prospective users, who have identified barriers that can be reduced or addressed via the National Cycle Network Route 2 (NCN2) improvements project.
The Heart of Teignbridge Local Cycling and Walking Infrastructure Plan (LCWIP) identifies the need to improve the NCN2 route via the town centre, to support use by all ages and abilities. <a href="#">Heart of Teignbridge Local Cycling and Walking Infrastructure Plan - Have Your Say (devon.gov.uk)</a>  <a href="#">Local Cycling and Walking Infrastructure Plan (LCWIP) (arccgis.com)</a>	Improvements are needed to support all ages and abilities.

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Age                            | <input type="checkbox"/> Disability          | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input type="checkbox"/> Race                |
| <input type="checkbox"/> Religion or Belief             | <input type="checkbox"/> Sex                 | <input type="checkbox"/> Sexual Orientation  |

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

We monitor volume of use of routes (via cycle counters) but we do not specifically monitor usage across the protected characteristics. However, we receive local input via the Teignbridge Cycle Forum (which includes stakeholders for walking and accessibility as well as cycling) and via local consultations for the NCN2 Improvements project

[National Cycle Network Route proposals - feedback - Teignbridge District Council](#)  
and Heart of Teignbridge Local Cycling and Walking Infrastructure Plan public consultation  
[Heart of Teignbridge Local Cycling and Walking Infrastructure Plan - Have Your Say \(devon.gov.uk\)](#)

The feedback indicates there are key barriers to uptake of walking and cycling by all ages and abilities, and those barriers include the quality and perceived safety of provision, the need for more dedicated provision, and the need for better connected provision. This correlates with national survey research: [Cycling Factsheet, England 2020 \(publishing.service.gov.uk\)](#)

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

We host the Teignbridge Cycle Forum biannually and this includes a wide range of stakeholders with interests in walking, accessibility and cycling, as well as sustainable transport. There has also been public consultation on the National Cycle Network Route 2 improvements project, and on the Heart of Teignbridge Local Cycling and Walking Infrastructure Plan.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend

to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Communication will continue via these means:

- Teignbridge Cycle Forum
- Newton Abbot and Kingsteignton Garden Community website
- Teignbridge District Council website
- Resident's newsletter updates
- Social media

### Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

#### 3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact <b>all or many groups</b> )	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see an uptake in utilisation of the route after the improvements (particularly young families).
Mitigations:	n/a
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see an uptake in utilisation of the route after the improvements.
Mitigations:	n/a
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see an uptake in utilisation of the route after the improvements.
Mitigations:	n/a
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see an uptake in particular of female utilisation of the route after the improvements (female uptake is often lower for cycling on routes that

	are not good-quality and are lacking dedicated provision and/or lacking a good perceived level of safety).
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	n/a
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

#### OTHER RELEVANT CHARACTERISTICS

<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Between 20 – 25% of households in Newton Abbot do not have access to a private car/van, and so rely on other modes of transport.

Mitigations:	n/a
<b>Other group(s)</b> Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport	
<b>Homelessness</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Digital Exclusion</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Asylums/refugees</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

See section 1, 2.1 and 3.1 for identified impacts which are likely to have positive benefits for the stated protected characteristics.

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**Step 4: Impact**

**4.1 How has the equality impact assessment informed or changed the proposal?**

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix. If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

<b>Summary of significant negative impacts and how they can be mitigated or justified:</b>
n/a
<b>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</b>
The National Cycle Network Route 2 improvement project delivery should encourage more users and a wider diversity of users, in particular those who are less confident, enabling more local people to benefit from associated wellbeing and environmental outcomes.

**4.2 Action Plan**

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale

**4.3 How will the impact of your proposal and actions be measured?**

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Cycle counter data (volume of use) Teignbridge Cycle Forum update/input sessions (biannually) Newton Abbot and Kingsteignton Garden Community website
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**Step 5: Review & Sign-Off**

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

<b>Reviewed by Service Manager:</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Fergus Pate	<b>Strategic Leadership Team Sign-Off:</b> Neil Blaney, Head of Place & Commercial Services
Date:	Date: