

Equality Impact Assessment

Assessment Of: National Cycle Network Route 2 improvements project (Newton Abbot central area)	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] Infrastructure provision	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input 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:	

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 objective of the Teign Estuary Trail is to provide a high-quality multi-user trail between Teignmouth and Kingsteignton. This will fill the gap in the National Cycle Network Route 2, allowing active travel connectivity between the existing high-quality multi-user trails, which are of national importance: Stover Trail (Newton Abbot/Kingsteignton to Bovey Tracey), Wray Valley Trail (Bovey Tracey to Moretonhampstead) and the Exe Estuary Trail (Exeter quay to Dawlish, with proposals to extend to Teignmouth). This will facilitate many leisure trips as well as commuter and utility trips, supporting recreation and wellbeing, and enabling opportunities for the local economy benefits through goods and services demand associated with users of the Trail. The Trail will also provide an alternative to the constrained A381 Teignmouth Road, which is challenging for bicycle riders and has no pavement provision.

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 provision of the Teign Estuary Trail it's anticipated will support following outcomes:

- Higher volumes of walking, bicycle and wheeling trips in the locality, particularly to and from Teignmouth where there is currently very limited dedicated provision, and also higher volumes of active trips in the wider area where there will be links to high-quality connecting routes. This can provide for benefits from recreational wellbeing.
- More walking, bicycle and wheeling trips can benefit the local economy, particularly in towns and villages along high-quality leisure routes:
https://www.northdevonbiosphere.org.uk/uploads/1/5/4/4/15448192/sqw_devon_cycling_and_walking_trails_economic_impact_report.pdf
- Feedback from the public consultation in Nov – Dec 2020 showed very strong support for the scheme, with record levels of response of 2,975 survey questionnaires completed; 98% of respondents supported the construction of the Trail and 92% of respondents supported the proposed route.
- Town and Parish Councils are supportive of the scheme and a collective letter of support was sent to Sustrans in July 2019.
- Sustrans have recognised the need for the scheme and have visited to meet with Devon County Council and Teignbridge District Council to view the proposed route.
- The Trail will provide an alternative to the Teignmouth Road A381 that is particularly constrained, which makes it very challenging and often dangerous for bicycle riders and there is no pavement provision from Bishopsteignton to Kingsteignton.
- There is an Air Quality Management Area on the Bitton Park Road, Teignmouth and the dangerous levels of air pollution may be reduced if some local journeys are made by active recreation using the Trail rather than by private car/van.
- There is a Teign Estuary Trail Campaign Group that promote the need for the scheme to be delivered and provide pro-active support and input through regular meetings. The group consists of local residents who are keen to see active recreation become more accessible for many local residents to benefit from in terms of wellbeing, and to enable local tourism benefits.
- There are local examples of popular, well-functioning high-quality trails, including the Stover Trail, Wray Valley Trail, and Exe Estuary Trail. It is important that sufficient width of route, suitable gradients and access points form part of the design, to support use by a wide range of potential users. Devon County Council have experience of previous successful provision and also learning opportunities from local feedback.

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.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
Public consultation on the Teign Estuary Trail scheme, in Nov – Dec 2020, ahead of the planning application being submitted. Teign Estuary Trail - Have Your Say (devon.gov.uk)	High volume of feedback (2,975 questionnaires completed). Feedback is very supportive with 98% of respondents in favour of construction of the Trail, and 92% in support of the proposed route.
Newton Abbot parks byelaw consultation, which sought views on allowing bicycle riding on dedicated routes in the relevant local parks, where there was local need identified and where local input was taken into account and safe, appealing routes designed. Cycling Byelaw Consultation - Teignbridge District Council	The consultation was supported by the majority of respondents, but it was highlighted that proper consideration of the design of routes was important, to reduce risk of conflict between users and to encourage respectful use, especially on shared provision. Those with limited mobility, vision or hearing may be particularly impacted by inappropriate design and/or anti-social use of routes.
The Heart of Teignbridge Local Cycling and Walking Infrastructure Plan (LCWIP) identifies the need to improve links within and to the Heart of Teignbridge, to support use by all ages and abilities. Heart of Teignbridge Local Cycling and Walking Infrastructure Plan - Have Your Say (devon.gov.uk)	New and improved active travel delivery can broaden uptake by offering routes to appeal to a wider range of ages and abilities.
Teignbridge Cycle Forum, which is held twice annually and hosted by Teignbridge District Council. The Forum includes a range of stakeholders interested in active travel, including local cycling clubs, walking groups, accessibility organisations, councillors, council officers, and charities.	The Forum includes an update on active travel schemes by Devon County Council, Teignbridge District Council and other stakeholders, and feedback on issues and opportunities received. The Teign Estuary Trail is always the most vocally supported and demanded scheme at the Forum events.

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.

Devon County Council and Teignbridge District Council monitor volume of use of certain routes (via cycle counters) but we do not specifically monitor usage across the protected
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characteristics. However, we receive local input via the Teignbridge Cycle Forum, which includes a wide range of stakeholders and is open to all.

The feedback indicates there are key barriers to uptake of walking, cycling and wheeling, 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 and the recent Newton Abbot parks byelaw consultation: [Cycling Factsheet, England 2020 \(publishing.service.gov.uk\)](https://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 twice annually and this includes a wide range of stakeholders with interests in cycling, walking and wheeling, as well as sustainable transport. There has also been public consultation specifically on the Teign Estuary Trail scheme, and on the Heart of Teignbridge Local Cycling and Walking Infrastructure Plan and Newton Abbot parks byelaw.

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:

- Devon County Council's website & social media
- Teignbridge Cycle Forum
- Newton Abbot and Kingsteignton Garden Community website
- Teignbridge District Council website & social media
- Resident's newsletter updates
- Teign Estuary Trail Campaign Group
- Town & Parish Councils (Bishopsteignton Parish Council is particularly engaged)

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.

GENERAL COMMENTS <i>(highlight any potential issues that might impact all or many groups)</i>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see increased uptake of active travel (particularly young families) due to scheme provision for safer connectivity.
Mitigations:	n/a
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see increased uptake of active travel due to scheme provision for safer connectivity.
Mitigations:	n/a
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see increased uptake of active travel due to scheme provision for safer connectivity. The route design will incorporate suitable gradients, widths and access points, and will avoid physical barriers for modified bicycle equipment for example. It is important to design for and promote access for, and respectful behaviour, all prospective route users (and recognition of personal responsibility when sharing routes with other users), to limit risk of disadvantaging those with reduced mobility, sight/hearing difficulties, and any other relevant health conditions.
Mitigations:	n/a
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Likely to see increased uptake of active travel due to scheme provision for safer connectivity (female uptake is often lower for active travel on routes that are not good-quality and are lacking dedicated provision and/or lacking a good perceived level of safety).
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	n/a
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	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
Other group(s) <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees;</i>	

Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport	
Homelessness	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Digital Exclusion	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Asylums/refugees	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 that are likely to have relevant outputs for the stated protected characteristics.

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.

Summary of significant negative impacts and how they can be mitigated or justified:

It is important to design for a wide range of users and to promote respectful behaviour by route users, to reduce risk of anti-social behaviour and possible impact, particularly on users with limited mobility, hearing/sight difficulties and any other relevant health conditions. Route design process, as standard, seeks to ensure the most appropriate provision base, in terms of type of route, width, directness, gradient, access points, and other considerations. Devon County Council has a good record of delivering successful, high-quality multi-user trails, including the Stover Trail, Wray Valley Trail and Exe Estuary Trail, and they have gained much experience from ongoing provision of these routes. The government sets out strong quality expectations for active travel design (latest guidance is LTN 1/20) and this is important in attaining external funding to support route delivery.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The Teign Estuary Trail scheme is highly demanded by local communities and would also benefit visitors to the locality. A (Strategic) Outline Business Case is to be carried out to 'quantify' the costs against benefits of the scheme. The delivery of the scheme is likely to encourage notably more active travel in the local area and also by connecting to wider existing routes. The route will provide for a diversity of users and should particularly support those who are less experienced/confident, enabling more local people to benefit from associated wellbeing and environmental outcomes. There is an Air Quality Impact Area on part of Bitton Park Road and this pollution issue may be reduced if more local trips are made by active travel instead of private car/van. Multi-user trails can also have notable opportunities for local economy through generation of goods and services demand, particularly in towns and villages on-route.

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.

Devon County Council online portal (condition of route) & relevant email inboxes (feedback)
 Teignbridge Cycle Forum update/input sessions (biannually)
 Newton Abbot and Kingsteignton Garden Community website
 Cycle counter data for the route

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.

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