

Equality Impact Assessment of Approach D



**OXFORDSHIRE
COUNTY COUNCIL**

Introduction

This form is an Equality Impact Assessment (EQIA). This is used to review services or new policies. The purpose of the Equality Impact Assessment is to produce fair and consistent services for our staff and customers. It is also a legal duty to prevent discrimination.

Oxfordshire publishes all its EQIAs so customers know we take fair treatment and equal life chances seriously. This document is a standard template to help you organise the assessment. Please use the tip sheets on-line to help complete the assessment. There are 6 steps:

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|-------------------------|--|
| 1. Screening | Is an Equality Impact Assessment needed? |
| 2. Planning | What the EQIA will focus on and who is involved. |
| 3. Gather Information | What information and feedback is needed. |
| 4. Make a Judgement | How the policy promotes equality and prevents discrimination |
| 5. Take Action | Actions are identified and improvements monitored. |
| 6. Publication & Review | EQIA checked, published on-line and later reviewed. |

Completing an EQIA form can be very quick e.g. 1-2 hours, however gathering the information, consultation or advice will take longer and needs to be planned in advance, please use the above guidance to plan what information you need.

When you have COMPLETED the document please complete this front page summary:

FRONT PAGE SUMMARY of assessment

Name of Directorate & Service	Oxford Transport Strategy, Highways & Transport, Environment & Economy
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Name of Policy or Service reviewed	Frideswide Square Design Approach D - the removal of all the traffic signals in the square in favour of a completely new and greatly simplified layout based on compact roundabouts and slow smoothly flowing traffic.
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Summary of assessment	<p>This equalities impact assessment reveals that the proposals have potential to negatively impact visually impaired pedestrians and younger children pedestrians.</p> <p>The key action is to work closely with visually impaired people and groups that represent them to add features that will help them use the square independently. Consultation carried out to date suggests there are a number of changes to the design that may achieve this. This should also help address the needs of young unaccompanied children and people with learning difficulties.</p>
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Summary of actions	Assessment of consultation responses Assessment of impacts on identified groups
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Step 1 Screening

1.1 Check guidance notes to determine if you need to complete an EQIA.

Step 2 Planning See Guidance Note

2.1 What is being assessed?

The impact of the removal of all the traffic signals in Frideswide Square in favour of a completely new and greatly simplified layout based on compact roundabouts and smoothly flowing traffic.

2.2 Who is responsible for the assessment? Who else may be involved to provide additional expertise? Include names and job titles.

Martin Kraftl – Senior Transport Planner
Victoria Butterworth – Assistant Transport Planner

2.3 What is the main purpose of the service / policy?

Improve the public realm
Create a public space which complements and enhances its context and provides a welcoming gateway to Oxford.

Simplify the layout
Create a simple, uncluttered layout that is easy for all users to navigate without taking unnecessary detours.

Reduce delays in the square and on the approaches
Enable everyone to move through the space efficiently and safely.
Co-ordinate the surrounding road network with Frideswide Square to protect buses from congestion and improve air quality in the city centre

Promote sustainable transport
Give priority to movement by pedestrians, cyclists and public transport users.

Step 3 Gathering Information See Guidance Note

3.1 What **information** do you need to make an assessment about who your customers are and what their needs are? Remember to consider *age, disability, gender, race, religion & belief and sexual orientation*.

Face-to-face surveys
Stakeholder consultation surveys
Meetings with stakeholders and user groups

3.2 If you record who your **customers** are does the profile of customer groups reflect the local population? *If not, is there a justifiable reason for any differences?*

Not applicable – our customers are the whole population of Oxfordshire.

3.3 If you record how your **services are used**, does the data indicate that there are any barriers? E.g. issuing of library books, referrals to services.

People with various disabilities are likely to face particular barriers in using public space and the transport system.

3.4 If you record **feedback, comments or complaints** from customers have you evaluated if there any evidence of direct or indirect discrimination?

n/a

3.5 Have you **consulted** any customers, community organisations, or colleagues to understand the impact of your service?

Stakeholder groups were identified and consulted.

Step 4 Making a Judgement See Guidance Note

4.1 **AGE**

a) Using the information available, identify or predict the impact of this policy on different ages.

Younger children, crossing without an adult, may be less confident pedestrians. The removal of signal controlled crossings within the square could make it more difficult for younger children to cross independently.

Disabilities associated with old age are covered in the Disability section.

Overall beneficial impact for cyclists, public transport users and car drivers and passengers of all ages.

b) From the evidence available, does the service / policy affect or have the potential to affect some ages differently?

Yes No

c) If yes, could any of the differences amount to:

	Reason, evidence, comment
Barriers or negative impact	Less confident children may be hesitant / avoid crossing the road in the absence of signal controlled crossings. This may prevent them taking their desired route through the square, take them longer or result in them avoiding the square altogether.
Neutral Impact	

Positive impact	For all those other than young unaccompanied children, the square will reduce delays, be easier to cross and be a more pleasant place to be. Although younger children may feel less safe, in practice safety should improve due to lower traffic speeds and better driver awareness of vulnerable road users.
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4.2 DISABILITY

- a) Using the information available, identify or predict the effect of this policy on people with disabilities.

Visually impaired pedestrians – removal of signal controlled crossings will make it more difficult to cross.

Mobility impaired pedestrians – slow smoothly flowing traffic will enable pedestrians to cross at any point and chose their most direct route i.e., reducing walking distances.

Raised courtesy crossings, refuges and narrow roads will make crossing significantly easier than at present and reduce delays. Wheelchair users will benefit from flush crossings.

People with learning difficulties – layout will be different from many busy junctions as there will be no traffic signals. However, the layout will be much simpler than existing layout. Some training may be beneficial to help people with learning difficulties use the courtesy crossings.

Mobility impaired bus users – Kerb at bus stops will enable level boarding and alighting.

Bus users with any disability – eastbound bus passengers will not have to cross a road to reach the station (major improvement over existing situation, where bus users must cross four lanes of traffic). Westbound bus passengers will only have to cross two lanes of traffic, rather than six lanes (two bus, four traffic, as at present).

Bus users with any disability will benefit from reduced delays to buses

Bus stops are located on sides of the square with buildings rather than on islands so will assist with orientation (building lines act as a guide).

Mobility impaired car drivers – Same benefits for all car users – reduced delays.

- b) From the evidence available, does the service / policy affect or have the potential to affect some people with disabilities differently?

Yes No

- c) If yes, could any of the differences amount to:

	Reason, evidence, comment
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Barriers or negative impact	Those with visual impairments will be the most affected because independent crossing may be perceived to more difficult within the square
Neutral Impact	
Positive impact	<p>Mobility impaired pedestrians – slow smoothly flowing traffic will enable pedestrians to cross at any point and chose their most direct route i.e., reducing walking distances.</p> <p>Raised courtesy crossings, refuges and narrow roads will make crossing significantly easier than at present and reduce delays. Wheelchair users will benefit from flush crossings.</p> <p>Mobility impaired bus users – Kerb at bus stops will enable level boarding and alighting.</p> <p>Bus users with any disability – eastbound bus passengers will not have to cross a road to reach the station (major improvement over existing situation, where bus users must cross four lanes of traffic). Westbound bus passengers will only have to cross two lanes of traffic, rather than six lanes (two bus, four traffic) as at present.</p> <p>Bus users with any disability will benefit from reduced delays to buses.</p> <p>Bus stops are located on sides of the square with buildings rather than on islands so will assist with orientation (building lines act as a guide).</p> <p>Mobility impaired car drivers – Same benefits for all car users – reduced delays.</p>

Step 4 Making a Judgement, continued

4.3 **GENDER**

- a) Using the information available, identify or predict the effect of this policy on males, females and transgender people.

The proposals will not have a differential impact on people of different gender.

- b) From the evidence available, does the service / policy affect or have the potential to affect some males, females and transgender people differently?

Yes No

c) If yes, could any of the differences amount to:

	Reason, evidence, comment
Barriers or negative impact	
Neutral Impact	
Positive impact	

4.4 RACE

a) Using the information available, identify or predict the effect of this policy on different racial groups.

The proposals will not have a differential impact on people of different race.

b) From the evidence available, does the service / policy affect or have the potential to affect some racial groups differently?

Yes No

d) If yes, could any of the differences amount to:

	Reason, evidence, comment
Barriers or negative impact	
Neutral Impact	
Positive impact	

Step 4. Making a Judgement, continued

4.5 RELIGION & BELIEF

a) Using the information available, identify or predict the effect of this policy on people with different religions or different beliefs.

The proposals will not have a differential impact on people of different religion or beliefs.

b) From the evidence available, does the service / policy affect or have the potential to affect some people of different religions & beliefs?

Yes No

c) If yes, could any of the differences amount to:

	Reason, evidence, comment
Barriers or negative impact	
Neutral Impact	
Positive impact	

4.6 HETEROSEXUAL, LESBIAN, GAY & BISEXUAL

a) Using the information available, identify or predict the effect of this policy on heterosexual, lesbian, gay & bisexual people.

The proposals will not have a differential impact on people of different sexuality.

b) From the evidence available, does the service / policy affect or have the potential to affect heterosexual, lesbian, gay & bisexual people differently?

Yes No

e) If yes, could any of the differences amount to:

	Reason, evidence, comment
Barriers or negative impact	
Neutral Impact	
Positive impact	

4.7 SOCIAL INCLUSION

a) Using the information available, identify if any of the following factors might have an impact on how the policy is carried out:

- Educational Attainment – No impact.
- Worklessness or Low Income – No impact.
- Quality of Health – scheme should encourage walking and cycling, leading to improved health.
- Crime or Fear of Crime – Details of the space, including landscaping, lighting, and choice of materials, will be designed carefully to deter crime and anti-social behaviour, and reduce the fear of crime.
- Access to Housing – No impact.

• Access to Transport – The objectives of the proposals include; improving the public realm, reducing delays and promoting sustainable transport. Access to transport has therefore been a major driving factor and key consideration in working up the proposals to ensure that public transport facilities are made more attractive and that interchange opportunities are optimised. In particular, links to Oxford station will be improved and delays to buses reduced.

b) If yes, could any of the differences amount to:

	Reason, evidence, comment
Barriers or negative impact	
Neutral Impact	
Positive impact	<p>Improvement to the public realm will make the area more welcoming and attractive, and reduce anti-social behaviour and fear of crime.</p> <p>Improved design of bus stop facilities and layout will improve access to public transport, including vital links to Oxford rail station. Delays to buses will be reduced.</p>

Step 5 Taking Action See Guidance Notes

5.1 Improvement plan

Desired Outcome and Required Action	Lead Manager	Timescale
Work closely with visually impaired people and groups that represent them to add features that will help them use the square independently. Consultation carried out to date suggests there are a number of changes to the design that may achieve this. This should also help address the needs of young unaccompanied children and people with learning difficulties.	Craig Rossington	On-going, but particularly at detailed design stage.

5.2 *If you have identified any areas for improvement please state what **targets** you have set to monitor improvement. (See Guidance Notes for Support)*

- Please state what will be written in business plans
- Please state what will be monitored in scorecards
- Please state what will be included in appraisals

5.2 *If you administer **grants**, please state how you address the issues in this assessment.*

- Through eligibility criteria
- Through monitoring

5.3 *If you **procure** services please state how you address the issues in this assessment.*

- Through invitation to tender
- Through post-contract management & monitoring

Step 6 Publication & Review PLEASE ONLY USE THIS BOX IF:

- There are small amendments to the existing **policy**.
- There are reasons to suppose in this situation a difference in **impact** on staff or customers

6.1 Any other changes

Describe Change	Impact of Change	Mitigation
Work closely with visually impaired people and groups that represent them to add features that will help them use the square independently. Consultation carried out to date suggests there are a number of changes to the design that may achieve this.	Minimise the negative impact on visually impaired people.	Use detailed design features to assist visually impaired people with independent navigation within the square and leading up to the square.