

## EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition, the Council complies with the Marriage (same sex couples) Act 2013.

### Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

### Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

**When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.**

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment	
<b>Name of proposal</b>	Stanhope Road Bridge
<b>Service area</b>	Highways on behalf of Parks and Leisure
<b>Officer completing assessment</b>	Sam Neal
<b>Equalities/ HR Advisor</b>	Joe Wills
<b>Cabinet meeting date (if applicable)</b>	n/a
<b>Director/Assistant Director</b>	Mark Stevens

## 2. Summary of the proposal

*Please outline in no more than 3 paragraphs*

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

### **Stanhope Road Bridge**

1. Stanhope Bridge supports the Parkland Walk – a designated Local Nature Reserve and on the edge of 2 conservation areas. In October 2019, an assessment identified significant cracking and recommended on-going monitoring of the bridge, as well as external supports which have been installed. Evaluation of the structure identified the need for replacement of the bridge and that repair wasn't an economically viable option. This EqlA is to accompany the planning application for the construction of a new footbridge with associated ramp, stepped access, and landscaping, replacing the existing bridge.
2. There is currently no ramp at this location and only non-compliant steps up onto the Parkland Walk. The proposed ramp and steps seek to meet the requirements of the Equality Act and further the accessibility of the Parkland Walk as part of the delivery of this project. The project has been designed in recognition of Haringey's corporate priorities and the legal requirement for the local authority to seek to meet the aims and objectives of the Equality Act through all projects.
3. Key Stakeholders have been engaged throughout the development of the project. This has included the Crouch End Community Forum, Friend of Parkland Walk, Haringey Wheelchair User Group, Ward Councillors of 2 wards, 2 resident groups and 2 conservation groups. In addition, we have sought the views of Haringey Disability Forum and We are the 14% but unfortunately we have been unable to get feedback from these groups. We had a meeting with the Haringey Wheelchair User Group discussing the overall project and bridge and ramp and step designs.

### 3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

*Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these*

*This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.*

Protected group	Service users
Sex	2011 Census ONS
Gender Reassignment	EHRC national data
Age	ONS midyear estimate 2018, National Travel Survey, Police data, Godwin Lawson Foundation report on Youth at Risk, Haringey Residents Survey
Disability	2011 Census ONS, Police data, Haringey Residents Survey
Race & Ethnicity	2011 Census ONS
Sexual Orientation	ONS integrated household survey data, Police data
Religion or Belief (or No Belief)	2011 Census ONS, Police data
Pregnancy & Maternity	2011 Census ONS
Marriage and Civil Partnership	2011 Census

**Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?**

*Explain how you will overcome this within the proposal.*

*Further information on how to do data analysis can be found in the guidance.*

The impact of the new bridge and associated accessible ramp and steps on the different protected characteristics has been assessed below.

#### **Sex**

The borough has a relatively equal gender split - just over half the population is female (50.5%) in line with England and London.

<sup>1</sup> <https://www.equalityhumanrights.com/en/anghydraddoldeb-traws-wedi%E2%80%99i-adolygu/introduction-review>

<sup>2</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/457752/nts2014-01.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/457752/nts2014-01.pdf)

Women comprise 47% of victims of all crime in Haringey and 17% of suspects, indicating underrepresentation relative to the borough population. However:

- Women comprise the vast majority of victims of sexual offences, of which there were 642 in Haringey in the year to February 2018, with offences spread through the entire borough but clustering towards the East
- Women comprise the majority of victims of domestic violence, of whom there were 1,017 in the year to February 2018
- Women comprise the totality of victims of female genital mutilation (FGM).

Fear of crime is higher among women than among men. The Haringey Residents Survey found that 19% of women felt unsafe when outside in their local area after dark, compared to 11% of men.

The design of the ramp and steps seeks to design out hidden corners and maximise natural surveillance from the street and from the Parkland Walk. The bridge itself has been designed to be open and transparent again to improve natural surveillance. Due to the status as a nature reserve we are unable to light the route due to bat protection but visibility of the street at this location will mitigate this as much as possible.

### **Gender Reassignment**

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to gender reassignment. The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who identify as a different gender to the one they were assigned at birth. However, as detailed above, interventions which improve the natural surveillance and visibility whilst using this bridge and that therefore seek to reduce crime and the fear of crime will positively impact on this group.

### **Age**

The population in Haringey is relatively young with a quarter of the population under the age of 20, and 91% of the population aged under 65. Highgate is relatively speaking an older ward, with those aged 65+ over-represented compared to Haringey, and those aged 0-19 under-represented compared to Haringey; The 0-19 population is fairly under-represented in Crouch End compared to other wards, with 20.1% of all residents falling into this age category, compared to 24.4% in Haringey more widely.

### **Children**

23.03% of reception children and 36.67% of year 6 children in Haringey schools are overweight or obese. Research has found that in Haringey children aged 5-19 years are the age group who cycle most frequently. This group will benefit from improved access for bicycles up onto the Parkland Walk provided by the ramps and therefore should receive increased health benefits, including those of exercising and being in nature.

Young people can be disproportionately impacted by crime and the fear of crime. Haringey has the second highest rate of serious youth violence among London boroughs and qualitative engagement with young people has uncovered high levels of fear of crime. Therefore, greater natural surveillance at this location will improve young people's experience of this area.

### **Elderly**

Fear of crime is disproportionately high among older people. The Haringey Residents Survey found that 55% of residents aged 75+ felt safe outside in their local area after dark, compared to an overall borough average of 69%.

The largest age group of victims were between 25 and 34 years, forming 28% of all victims (13% female, 15% male). 35 to 44-year olds were the second largest group, followed by 16 to 24-year olds. Younger residents appear to be overrepresented among victims of crime.

As above improvements to natural surveillance thereby reducing crime and the fear of crime will benefit the elderly. In addition, the provision of compliant steps and ramps will enable the elderly who are less mobile to access the Parkland Walk, improving their health (including Mental Health) as they are more easily able to access the Local Nature Reserve.

### **Disability**

Census data shows that 14% of residents have a long-term health problem that limits their day-to-day activity - lower than in England but in line with London. 5.7% of residents report being in bad health, slightly higher than England and London.

Some individuals are specifically targeted as victims of crime on the basis of prejudice relating to disability. In the year to December 2017 Haringey recorded 14 instances of disability hate crime. Moreover, individuals with long-term conditions and disabilities are known to be more vulnerable to exploitation within County lines operations.

Fear of crime is higher among residents with long-term illnesses and disabilities. Perceptions of safety after dark for these Haringey residents stand at 49% compared to the Haringey average of 69%.

As above, improvements to natural surveillance thereby reducing crime and the fear of crime will benefit this group.

Significantly the provision of compliant ramp and steps will provide access onto the Parkland Walk. This will enable more disabled users to access this nature reserve and exercise and be in nature.

### **Race and Ethnicity**

Whilst Haringey is the 5th most ethnically diverse borough in the country with 66% of residents from non-White British communities, the Wards that the Stanhope Road scheme lie within are predominantly White British 59.8% in Highgate, Crouch End Ward only has 38.9% non-white British residents.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to race. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime. However irrespective of race and ethnicity improvements to natural surveillance and improving access for all to the Parkland Walk will be of benefit to all users.

### **Sexual Orientation**

The ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB) which is the 15th largest LGB community in the country.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to sexual orientation. In the year to December 2017, Haringey recorded 94 instances of homophobic hate crime. As a protected characteristic who can experience increased levels of hate crimes the improvements to natural surveillance in this area will have a positive impact.

### **Religion or Belief**

Haringey is one of the most religiously diverse places in the UK. The most common religion is Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions are Islam (14.3%) higher than London (12.3%) and Judaism (3%) higher than England & Wales. Haringey has a lower percentage of residents who are Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated in the 2011 Census that they did not have a religion, higher than London (20.7%). The Wards that the Stanhope Road scheme lie within have a higher than borough average of residents saying that they have a religion (Highgate - 34.9% and 41.9% in Crouch End say they have no religion compared to the wider borough 25.2%).

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to religion. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime. 37 instances were recorded as anti-Semitic hate crime and 52 were recorded as islamophobic hate crime. As those with various faiths can be victims of hate crime the improvements to natural surveillance will have a positive impact.

The Haringey Residents Survey found that fear of crime is higher on average among individuals from minority faith communities: 53% of Muslim residents, 54% of Jewish residents, and 54% of Hindu residents who participated in the survey reported feeling safe outside after dark in their local area compared to 69% on average.

### **Pregnancy and Maternity**

Pregnant women and those with pushchairs/ prams will benefit from the improved access via the compliant ramp and steps.

### **Marriage and Civil Partnership**

In 2011, Haringey had a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

People who are in a civil partnership have no identified specific needs in relation to this project. However, they may fall into a vulnerable group or in a group with other protected characteristics. We will try to ensure that discrimination, harassment, and victimisation are tackled based upon this and any other protected group.

**4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?**

*Please outline which groups you may target and how you will have targeted them*

Further information on consultation is contained within accompanying EqlA guidance

**Pre-app engagement to date**

- Pre-application discussions with the Council;
- Technical consultation with statutory stakeholders;
- Stakeholder webinar sessions;
  - Council officers – 7<sup>th</sup> December 2020, 11<sup>th</sup> February 2021, and 25<sup>th</sup> March 2021;
  - Local Councillors – 12<sup>th</sup> November 2020, 22<sup>nd</sup> February 2021, and 11 May 2021;
  - Stakeholder groups – 13<sup>th</sup> November 2020, 4<sup>th</sup> February 2021, 23<sup>rd</sup> February 2021, and 11<sup>th</sup> May 2021.
- Consultation leaflets issued to 4,224 properties;
- A consultation survey;
- A consultation email address;
- A consultation telephone line

**Stakeholders included**

- CASCH (Crouch End, Stanhope Road Residents Association);
- Crouch End Conservation Area Advisory Committee;
- Crouch End Neighbourhood Forum;
- Friends of Parkland Walk;
- Highgate Conservation Area Advisory Committee;
- Highgate Neighbourhood Forum; and
- Highgate Society
- We are the 14% - invited
- Haringey Disability Forum - invited

A separate detailed session on the ramp and steps access design was held with the Haringey Wheelchair User group where the design rationale was detailed. There was general agreement at the meeting that the ramp was an appropriate compromise between disability requirements and the protection of the natural habitat.

Further consultation will be undertaken as part of the statutory planning process once the application is submitted.

**4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

Feedback from the initial workshops discussed what a successful replacement bridge should offer. As part of this, the following considerations were discussed:

- The need to design a bridge which offers more than what currently exists;
- Ownership of the community through a successful consultation process; and
- The importance of the following key objectives: personal safety, design excellence, cost, fitting, context, and sustainability.

Further design discussions were held with stakeholders, taking them through the technical design rationale for the bridge and supporting wall proposals and subsequently the location of the compliant ramp and steps. The ramp and step access are designed in accordance with the Design Manual for Roads and Bridges, CD353 Design Criteria for Footbridges, this will therefore provide access on the steps for all users who want to use step access and the ramp will enable wheelchair users, those with bikes and pushchairs and other users with mobility issues to access the Parkland Walk at this location.

There is an apparent conflict between the provision of the compliant step and ramps and the design to protect trees within the area. The ramp and steps have been designed to minimise the loss of trees and the trees that will unfortunately be lost as a result of the installation are already at significant risk due to the construction of the bridge itself. The project is seeking to replant significant areas to improve the biodiversity of the area and additional mitigation measures such as re-provision of lost trees into local streets.

Feedback from Friends of Parkland Walk suggested that an alternative location at Crescent Road should be considered for the accessible ramps and steps. While the Council supports the potential to provide further future access points onto Parkland Walk at additional locations there is a need to provide a compliant accessible access at Stanhope Bridge as part of the planning application because:

- There are multiple National, London and local policies that require a planning application to provide access for all where possible.
- There is a requirement under the public sector equality duty for the Council to consider equalities in all that they do.
- The difference in level between Crescent Road and the Parkland Walk is in excess of 5m and thus the length of ramp to be provided would be over 75m, even using the minimal standard adopted for the provision of footbridge access. Assuming that the ramp was constructed as 2 'flights' to avoid heavy structural works by regrading the existing earthworks, we would have to clear in excess of 550m<sup>2</sup> of vegetation over the site area



including 4 mature oak trees. The area lost would be much greater if a fully compliant grade of 1/20 were to be adopted.

- Access to the site for plant and material in and out would have to come from the Blythwood gate, 725m away, or by creating a local access ramp with further loss of vegetation.
- We do not have any soils or ecological investigations in this area and so these would have to be commissioned and may make the option unviable.
- At present, the proposed ramp at Stanhope has the financial benefit of being part of a larger scheme and the cost of preliminaries will be included in the those of the major works.
- The Stanhope proposal benefits from being in the 'footprint' of the major works and so the earthworks excavation and filling has to be carried out anyway, offsetting the cost and time.
- Similarly, vegetation loss over and above that of the main scheme is minimal at Stanhope, whereas the Crescent Road proposal requires in excess of 550m<sup>2</sup> of vegetation clearance. Additional clearance will be required to maintain pedestrian access to the Parkland Walk for the duration of the works.

### Questionnaire results

The questionnaire provided the following points of note:

- 97% of those who responded already used the bridge – therefore we have not captured the views of those who do not currently have access to the bridge
- When asked what could be improved of the 18 free text responses 4 stated improved access, a further 10 stated elements such as addressing rubbish, better surface on the walk and addressing graffiti. The access comments included:
  - *More access on and off the walk suitable for a buggy (slopes or wider steps that fit a buggy length)*
  - *I use it almost daily but never take my bike there which I would love to do (at quieter times only!) as the gradient of the steps with a very steep narrow wooden strip of ramp to push up, is impossible for me to negotiate. I have seen how hard it is for pushchairs etc - and of course it is not accessible to wheelchair users. It would be fantastic to have a zig-zag ramp that all could use'*
  - *'Easier access for mobility impaired people, Hand rails on stairways, ramps if applicable/possible on access points'*
  - *'Better stairs/steps, some more benches, may be better lighting in the evening'*
- When asked what respondents liked about the bridge accessibility was the highest (53%). Looking at the free text this accessibility is related to access to the Parkland Walk, access to the stations at either end of the walk and a design for the bridge to be retained rather than removal of the bridge and a level at road crossing to replace it. This demonstrates the importance of the Parkland Walk to those who already use it and the potential benefits others could get from the route if better access were provided

- When asked how a new bridge could improve the area of the 17 responses 7 comments related to design and a further 5 related to integration with the Parkland Walk and improved planting and 5 related to improved accessibility:
  - *'Better access to Parkland Walk and a style that complements the surrounding area'*
  - *'A new bridge should be flat to make cycling and use of pushchairs easy.....'*
  - *'Access to Stanhope Road could be made better. Otherwise it won't make much difference'*
  - *'If you could get a wheelchair up there it would be a vast improvement'*
  - *'I live next to the existing bridge. Although listed I don't consider it particularly significant - it is useful more for its function than anything else. I would replace it for the long term with a low maintenance, unobtrusive, simple design for a bridge that will blend in well with the nature reserve but taking advantage of the new design to improve accessibility for example. There could be some overhead lighting as well'*
  - *'Provide more access, and perhaps look a little more in keeping with the surroundings?'*
  - *'Providing access for all and not making a statement bridge but something that blends in easy to construct to minimise the construction impact'*
- Respondents were asked to mark in order of importance across a range of options; 'Conservation', 'Biodiversity', 'Culture and diversity', 'Heritage and local history', 'Improved access', 'Sustainability' and 'Other'. Sustainability was ranked the most important. The next most popular ranking was 'Improved access', with 77 respondents marking this as 'Very important' or 'important'

These results show that even amongst those who already use and can access the Parkland Walk, accessibility is something they value and want to see improved as part of the scheme. The importance of this access has informed the design development and the proposal to provide compliant accessible ramps and steps for all users including those with disabilities and carers with buggies etc as part of this project.

## **5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?**

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

### 1. Sex

It is likely that the Stanhope Road Bridge proposals will have a positive impact on all residents of the area regardless of gender. It is also likely that the proposals will have a positive impact on women who tend to make more trips within the area in relation to childcare, school runs and caring for elderly or disabled relatives through the provision of improved access to the Parkland Walk and making them feel safer through improves surveillance considered through the bridge and ramp design.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 2. Gender reassignment

It is anticipated that the impact of the Stanhope Road Bridge proposals will be positive as individuals with this protected characteristic are disproportionately likely to be victims of hate crime. Improvements to natural surveillance will improve their experience within the area.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 3. Age

Children and older people will be provided with improved access onto the Parkland Walk, improving their mental and physical health through being in nature.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 1. Disability

The Stanhope Road Bridge scheme will have a positive impact on people with disabilities, particularly those with limited mobility as the compliant ramp and steps will enable access onto the Parkland Walk meeting disability codes and opening up this nature reserve to a wider section of the community, such as wheelchair users, in direct alignment with the requirements of the Equality Act.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 2. Race and ethnicity

BAME residents are disproportionately victims of crime in Haringey and are known to be disproportionately likely to be victims of hate crime and therefore improvements to natural surveillance, along with the improvements to access that all will experience will provide positive impacts to this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 3. Sexual orientation

It is anticipated that the impact on people with this protected characteristic in terms of access will be the same as for people who do not share this protected characteristic. LGB individuals are disproportionately likely to be victims of hate crimes and therefore the increased natural surveillance arising from the scheme will be of benefit to this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 4. Religion or belief (or no belief)

It is anticipated that the impact on people with this protected characteristic in terms of access will be the same as for people who do not share this protected characteristic. Individuals from minority faith communities are disproportionately likely to be victims of hate crime and so they may benefit from increased natural surveillance arising from the scheme.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 5. Pregnancy and maternity

This group will benefit from improvements access as well as improvements to safety.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 6. Marriage and Civil Partnership

It is anticipated that the impact on people with this protected characteristic will be the same as for people who do not share this protected characteristic. Both married people and people in civil partnerships will benefit from improvements to access.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 7. Groups that cross two or more equality strands e.g. young black women

In general, the scheme will be of benefit to all protected characteristics as it will make moving around the area safer, address issues of crime and fear of crime as more people are using the space and or natural surveillance is greater as well as improving access to the Parkland Walk at this location. Groups who may experience the most positive benefits include both the elderly and young with health conditions and disabilities.

**Outline the overall impact of the policy for the Public Sector Equality Duty:**

- **Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?**

**This includes:**

- a) **Remove or minimise disadvantage suffered by persons protected under the Equality Act**
- b) **Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
- c) **Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**

The proposals are not considered in any way likely to result in any direct/indirect discrimination for any groups that share the protected characteristics. The scheme presents an opportunity to provide improved access and wider use of the Parkland Walk but those who currently have limited mobility or require ramp or compliant step access.

The proposals are considered to have a positive effect on all residents in the area and in particular it should have a positive impact on:

- the young, elderly and those with disabilities, especially with limited mobility;
- Those who can be victim of crimes such as hate crimes as the design improves natural surveillance thereby increasing safety and security; and
- Those who have additional requirements in order to be able to move around the area such as those in wheelchairs and with pushchairs and younger pedestrians through the provision of a compliant accessible ramp and steps.

A review of the ramp proposals by an independent access consultant concluded that the Council was meeting national, London and local planning policy requirements as well as the council's duty under the public sector duty requirement. The report also concluded that the proposed improvements to the access to Parkland Walk on Stanhope Road are considered the most balanced design option between the usability of the ramp by users of all ages and abilities while retaining the existing biodiversity as much as possible.

**6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?**

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
<b>No major change to the proposal:</b> the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
<b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
<b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

**6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty**

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Disability groups – ensuring the designed ramps and steps meet user requirements and encouraging greater use of the Parkland Walk	Ensure that engagement with disability groups informs the detailed designs	Project Manager Highways Team	Autumn 2021

<sup>1</sup> <https://www.equalityhumanrights.com/en/anghydraddoldeb-traws-wedi%E2%80%99i-adolygu/introduction-review>

<sup>2</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/457752/nts2014-01.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/457752/nts2014-01.pdf)

**Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.**

None

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

This EqIA is a working document that is periodically reviewed. It forms part of all decisions relating to the project and the design team will also review regularly throughout the design and delivery of the project.

**7. Authorisation**

EqIA approved by .....  
(Assistant Director/ Director)

Date  
.....

**8. Publication**

*Please ensure the completed EqIA is published in accordance with the Council's policy.*

Will form part of the planning application suite of documents.

Please contact the Policy & Strategy Team for any feedback on the EqIA process.

<sup>1</sup> <https://www.equalityhumanrights.com/en/anghydraddoldeb-traws-wedi%E2%80%99i-adolygu/introduction-review>

<sup>2</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/457752/nts2014-01.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/457752/nts2014-01.pdf)